



Y BUCKEYE BULLETIN

A Newsletter for the Ohio Alliance of YMCAs

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CALENDAR

October 28 - Registration deadline for the 2024 Child Care Summit

Minimum Wage to Rise 25 Cents in 2025

Ohio's minimum wage will increase from \$10.45 to \$10.70 for non-tipped employees and from \$5.25 to \$5.35 for tipped employees in the new year, the Ohio Department of Commerce announced.

Under a constitutional amendment passed by Ohio voters in 2006, the minimum wage increases annually in line with growth in the Consumer Price Index for urban wage earners (CPI-W), which increased by 2.4 percent from September 2023 through August 2024.

Employees at smaller companies, those with gross receipts of \$394,000 or less per year starting in January, will still be paid at the federal minimum wage of \$7.25, as will 14- and 15-year-old workers. The threshold for gross receipts increases yearly in line with inflation.

DOC has 2025 minimum wage posters for display in businesses at <https://tinyurl.com/2dfv93pd>.

A campaign to pass another constitutional amendment to increase the minimum wage to \$15 per hour ultimately did not submit signatures for the 2024 ballot but expressed hopes of doing so in 2025.

Hannah News Service

It's Budget Season!

The annual operating budget outlines the organization's goals and activities for the year and attaches numbers to them. It projects income estimates from a variety of sources and sets forth the organization's anticipated expenditures.

Staff members are responsible for determining which items are included in the budget and for the initial drafting and presentation of the budget to the finance committee and later to the board for deliberation and approval. The board is responsible for reviewing and approving the budget. Here are seven questions the board should keep in mind as it reviews and approves the budget:

1. Does the budget reflect the organization's mission accurately?

An organization's budget indicates its priorities. The budget can send signals that an organization may be veering from its mission. Look for them by asking the above question.

2. Does it call for a surplus?

Although nonprofits are not in business to make a profit, profits must be retained to support the mission. Building a surplus allows a nonprofit to reinvest earnings in programs and operations and reserve for financially challenging years.

Accumulating [nonprofit operating reserves](#) allows the organization to be financially prepared for the loss of a major revenue source, a recession, or an unexpected investment opportunity. Conversely, deficit budgets are not ideal. However, they are occasionally necessary as long as the organization has adequate reserves to draw on.

Should you be fortunate to have a budget with a surplus, prepare answers to why you are seeking additional funds while you are projecting a surplus. It's a reasonable decision but one that may require an explanation.

3. Where are revenues projected to come from?

A diversified income base allows an organization to stay flexible, stable, and more insulated from environmental and economic fluctuations. Still, the reliability and competitiveness of revenue streams will dictate an individual organization's degree of [diversification](#). Many nonprofits earn revenue through fees for service, product sales, [membership programs](#), endowments, operational reserves, and social enterprises, as well as contributed income from, [fundraising](#), from individuals, grants from foundations, board member contributions, corporate support, in-kind donations, the United Way or other Federated organizations, and contracts or grants from federal, state, or local government.

4. What are the operating ratios for key areas?

Determine what percentage of total budgeted expenditures goes to such areas as salaries and benefits, fundraising, and so forth. Some donors may request this information. Keep in mind, however, that [administrative costs are crucial to supporting an organization and its mission](#)— a program cannot function without its infrastructure, adequate space, staff, and supplies. The board must take time to assess the organization's needs and ensure that the budget is not "starving" the organization — underinvesting in administrative costs is consistently linked with poor organizational performance and sustainability.

5. What policies apply to budget revisions?

How much flexibility does the staff have to adjust the budget as the fiscal year unfolds? Mid-course adjustments are common and considered normal in many organizations. Many nonprofits use forecast modeling that relies on the budget to determine if deviations are occurring and adjustments are needed. Do your policies allow the senior management to make and approve these adjustments or do revisions require board approval? Requiring board approval on significant revisions to the budget can be an effective internal control, decreasing the opportunity for fraudulent activity or misuse of funds.

6. How do revenues and expenditures stack up against those of other nonprofits?

To make well-informed financial decisions, board members need to remain abreast of trends within the community and the nonprofit sector as a whole. Helpful benchmarks may include member or donor retention rates, the cost to acquire a new donor or member, and average program or product costs.

7. Does the board regularly receive financial statements that include budget information?

It is helpful for board members to compare actual to budgeted expenses and revenues, including the percentage of variance. These statements should be reviewed regularly during board meetings so that all board members remain aware of profit-and-loss performance.

YMCA Bright Spot

The Lima YMCA has partnered with Heir Force Community School to provide FREE swim lessons to every child in the school – all 260 of them! With great support from the community, and friends all over the country, the Y is providing swim caps, goggles, towels, and extra swimsuits for children that may not have access to them. Pictured here are some of the 1st grade students at their first lesson. We are so excited for this partnership and can't wait to see the potential in all these wonderful kids!



Ohio Alliance of YMCAs Leadership Programs Launched

In August and September, Leadership Academy Cohort 4 began, with 19 participants from around the state. Pictured are this year's class of Y Leaders.



Pictured below are the 8 participants in Leadership Launchpad, Northern Ohio.



Pictured below are the 16 participants in Leadership Launchpad, Southern Ohio.





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REGISTRATION IS NOW OPEN FOR THE 2024 CHILD CARE SUMMIT

[Click here](#) to see the agenda and
registration pages or visit
<https://bit.ly/YMCACCS>.



**REGISTRATION CLOSSES AT 4 P.M.
ON OCTOBER 28, 2024.**



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Ohio Alliance of YMCAs 2024 Meeting Dates

Neighborhood CEO Meetings				
	January (Virtual)	April (In Person)	August (Virtual)	December (In Person)
Northeast	1/9 10-11 am	4/9 10 am – 12 pm	8/6 10-11 am Zoom Link	12/10 10 am-12 pm
Northwest	1/9 11:30-12:30 pm	4/10 10 am – 12 pm	8/6 11:30-12:30 pm Zoom Link	12/11 10 am- 12 pm
South/Central	1/10 11:00 – 12:00 pm	4/11 10 am – 12 pm	8/7 11:00 – 12:00 pm Zoom Link	12/12 10:00-12:00

Statewide CEO Meetings	
Statewide CEO/CVO Meeting	February 7 10 am – 12 pm
Statewide CEO Meeting	June 14 – Delaware YMCA 10 am – 2 pm
Statewide CEO Conference	September 26-27 Nationwide Event Center, Lewis Center, OH

Ohio YMCAs Events/Opportunities	
Ohio YMCAs Leadership Conference	March 20-21 Columbus, OH
Leadership Academy Cohort 4	Launches August 2024
Ohio YMCAs Child Care Summit	November 18-19 Columbus, OH

National Meetings	
National Advocacy Days	February 12-14 Washington, DC
NAYDO	April 3-6 Denver, CO
Mid-Major Ys CEO/CVO Meeting	September 10-13 Alabama
EMLE	October 2-4 South Hampton Roads, VA
YNAN Ys CEO/CVO Meeting	October 8-11 Tampa, FL

Statewide Peer Community Virtual Meetings (Click Meeting Title for Zoom Link)

	May	November
<u>Aquatic/Swim Team</u>	5/7 10-11 am	11/12 10-11 am
<u>Resident Camp</u>	5/7 11 am – 12 pm	11/12 11 am - 12 pm
<u>Membership</u>	5/7 1-2 pm	11/12 1-2 pm
<u>DEI</u>	5/7 2-3 pm	11/12 2-3 pm
<u>Health/Wellness</u>	5/7 3-4 pm	11/12 3-4 pm
<u>COOs</u>	5/8 10-11 am	11/13 10-11 am
<u>Property/Facility</u>	5/8 11 am- 12 pm	11/13 11 am – 12 pm
<u>HR</u>	5/8 1-2 pm	11/13 1-2 pm
<u>Youth Sports</u>	5/8 2-3 pm	11/13 2-3 pm
<u>Branch Executives</u>	5/8 3-4 pm	11/13 3-4 pm
<u>CVOs</u>	6/13 11 am – 12 pm	11/7 11 am – 12 pm

Child Care All at 1 pm (Click Here for Zoom Link)	
January 17	August 21
February 21	September 18
April 17	October 16
May 15	November 20
June 19	December 18
July 17	

Financial Development All at 2 pm (Click Here for Zoom Link)	
February 21	
April 17	
June 19	
August 21	
October 16	
December 18	

