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FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE Y IN CENTRAL MARYLAND
ANNE ARUNDEL COUNTY • BALTIMORE CITY • BALTIMORE COUNTY • CARROLL COUNTY • HARFORD COUNTY • HOWARD COUNTY

January 19, 2023

Dear Colleagues,

Thank you for your hard work and commitment to our Y and our community as we implement our new strategic plan. We are seeing positive results in response to our changes including record-breaking center utilization, increased net promoter scores and steady sales. This is all thanks to the good work of our dedicated Y associates. As with any major change initiative, we are learning a great deal and we're responding to the emerging needs of our teams and communities.

In an effort to provide more support to our experience teams, we are bringing in another experienced Y leader to help. Given that we've lost two key leaders in the Youth and Family Experience team, **EJ Amyot** will focus exclusively on that work for the time being to ensure that we have the appropriate level of attention to that critically important work. Effective immediately, **Christie Ryan**, who has extensive experience running family center operations and developing leaders, will support the Swim, Sports and Fitness experience teams. This shift should help improve the consistency in program delivery as well as the member and associate experience. Christie will continue to allocate a portion of her time leading the Association's Learning and Development work. Christie (in her role supporting the experience teams) and EJ will report directly to me.

Miranda Messineo has accepted a full-time opportunity outside the Y, but will stay involved by moving into a part-time role with our organization. In Miranda's new role, she will support and coach leaders on the family center operations and experience teams with a particular focus on implementing our strategy around leveraging full-time associates to implement multiple facets of the membership experience within our centers. Miranda has done an amazing job leading the Greater Annapolis Y in Arnold and, while we're sorry to see her move out of her Executive Director role, we're excited to be able to scale her expertise across the Association. Miranda will now report directly to me. I am pleased to announce that **Becky Defebo** will transition to the Greater Annapolis Y in Arnold as its new Executive Director effective February 6. Becky will now report to Matt Lewis.

Given Becky's transition to Arnold, we're excited to welcome **Jessica Chiaramonte** to the Y Family Center team as the next Executive Director of the Y in Catonsville, effective April 17. Jessica has great Y experience as an Executive Director on our School Partnerships team. In the meantime, **Ikeia Prince** will support the Y in Catonsville on an interim basis in addition to her responsibilities supporting the Preschool and Before & After School Enrichment (BASE) teams. Ikeia will continue to report to me during this transition.

Connie Schyan-Cusato will now expand her leadership to support all of the BASE regions and has been promoted to Associate Executive Director, Before & After School Enrichment. Connie will continue reporting to Ikeia.

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I recognize we are navigating a tremendous amount of rapid change; and, I appreciate your trust, flexibility and agility. These changes are positioning us to have a phenomenal year; however, we must remain focused on our mission, values, and cultural norms as we implement our new strategic plan. Please join me in thanking these colleagues for taking on these new roles!

Thank you for all you do for our community,

A handwritten signature in cursive script, reading "Dana Ashley". The signature is written in a light gray color.

Dana Ashley
VP, Operations