

Fall Leadership Retreat

October 13, 2023



Competency Award Winners

Advancing Our Mission & Cause

Marc Perry

Executive Director

Youth, Sports, and Family Programs

Marc is always supportive of his team, whether that means rolling up his sleeves to run an activity, or taking tasks off a team member's plate if they are feeling overwhelmed. He loves to hear and share new ideas that best serve our families, encourages his team to think outside the box to meet our goals as an association, and encourages us all to be ready to take on any challenge. Marc's infectious energy and support makes everyone around him strive to do their best.

Danielle Neal

Community School Director

Northwood Elementary

Since I've started my role as an OST Site Director in July, Danielle has been a role model and a resource to me and other OST professionals by being a leader and taking the initiative to equip us with knowledge and resources to make our programs effective and compliant. A thoughtful leader on the rise, she understands the value of engaging stakeholders in youth development programs. During Freedom Schools this summer, she hosted state and local leaders in education and government as guest readers to the children. Danielle is always analytical and reflective and she always looks to learn and improve on the quality of our programs. Danielle Advances our Mission and Cause daily in thought, word and action.

Building Relationships

Kristine Pennington

Executive Director

The Y in Parkville

Kristine made my transition into the Parkville Y for the summer very easy. She made me feel accepted and a part of the team immediately. She was a listening ear and a voice of reason. She really cares about making everyone feel like family. Additionally, Kristine is providing leadership that is decisively moving her team into equity efforts. She is practicing vulnerability and a commitment to learning that is essential to this work. I am excited to see where the team goes under her leadership.

Chontey Copeland

Senior Director, Early Intervention

Baltimore City Head Start

Chontey is naturally inclusive and is a natural connector. She works with children who need more support integrating into Head Start and works with families to help make them comfortable bringing children with diverse abilities into a Head Start program. Chontey leads Fresh Fruit Friday at the engagement center, which has become popular among fellow associates. For Head Start families, Chontey has created programs such as Bedtime Chronicles, a story time for families and Choosey Fest, a healthy eating and moving preschool wellness program.

Leading Operations

Connie Schyan-Cusato

Associate Executive Director
Before and After School Enrichment

Connie has a passion for keeping children safe and engaged while parents entrust them in our care and she keeps the fidelity and quality of our youth development programming sound. She loves empowering her team and continues to implement innovative ways to build the bench. With her leadership, the Y's Before and After School Enrichment program will remain relevant and vital in our communities.

Kristyna Cole

Senior Grants Manager
Finance

Since I have started at the Y, Kristy has always been helpful and a team player. She possesses all the traits of an outstanding leader and faces each challenge in a calm and direct manner. Kristy keeps in touch and has relationships with many associates throughout the Y - not just in finance. She is incredibly hardworking and focuses on the details of her day-to-day role. She is a great coworker but an even more wonderful person who upholds the Y's mission and values.

Developing & Inspiring Others

Nikita Glenn

Education & Environment Specialist

Pre-K

Nikita goes above and beyond to make everyone feel a part of the team and special. She is the most selfless, considerate and thoughtful person. Nikita is passionate about people and models kindness and compassion for others. She constantly puts everyone's needs before her own and she makes herself available to everyone. Not only does Nikita offer a wealth of knowledge, she is also able to take an idea and run with it. She truly wants to create an environment where everybody feels supported and appreciated.

Darrell Jefferies

Community School Assistant Director

21st Century

When you think of a person to get the team energized and motivated for programs, this Y leader comes to mind. Darrell is always thinking of innovative ways to serve his families and associates. He is passionate and energetic, always thinking outside of the box and is always a team player. He has a great rapport with his associates and scholars. He consistently shows up with the attitude and actions that rally the team to be their best selves. Darrell is passionate, energetic and always thinking outside of the box as well as being a true team player. He also embodies our competency of Relationship & Belonging by greeting everyone as "family".

Rising Star

Thomas Downs, Jr.

Community School Director

Frederick Douglass

Thomas has made an incredible impact on our organization during his tenure. Thomas was new to Frederick Douglass High School last summer and spent his energy getting to know students, their personal stories, ambitions, and gained their trust. By the end of the summer, he proved to his students that he was there for the long haul to support them. Thomas has been a champion of our work around the Y-USA's Boys & Young Men of Color initiative, accompanying a group to the University of Maryland football game and campus tour and spearheading the first annual Boys & Young Men of Color overnight leadership retreat. Thomas is still looking to grow and deepen his impact and was recently promoted to Community School Director.

Dallas Kane

Associate Executive Director

Swim

Dallas has come into the organization very recently, and ever since has been especially driven and determined to help grow and improve everything about the Y's swim operations and programming. He goes the extra mile to keep our pools open. He has a natural ability to bring people together and show them they are valued. He is very respectful, kind, and thoughtful. Dallas is very eager to learn and takes his job very seriously. He was able to immediately bring some stability to our pools by motivating existing associates and recruiting new associates to become lifeguards. He is a true asset to our organization.

The Quinney Award

Heather Dye

Executive Director
Development

Heather is all that is the best in the Y - dedicated to her community, her colleagues, and her family. She works tirelessly - always offering the extra mile to accomplish whatever needs to get done. Heather works across the organization internally with virtually every department and team, and represents the Y to many of our most loyal and generous funders and stakeholders; and in every conversation, you know you have her full attention and concern. Heather has become the go-to person on all things annual giving, expert in campaign data analysis, fundraising best practices, and indispensable to event planning and execution. Heather is a Y Associate's associate - we confide in her, rely on her, trust her, and often look to her for encouragement and a little boost!

Megan Jones

Executive Director, Visual Branding
Marketing

Megan is, and always has been, an extremely kind, patient, and warm person who radiates positivity regardless of the grueling demands she juggles. Nearly everything Marketing manages comes across Megan's desk for her creative prowess. She is a modest subject matter expert who trains others and always is ready to help no matter her workload. She puts thought, intentionality and purpose into everything she designs and takes great pride in visually telling our Y story, the impact and opportunity we provide to our community. Megan's integrity knows no bounds, and her dedication to her craft and commitment to teamwork make her a tremendous asset to our team and to the Y.