



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

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

November 17, 2023

We have had some changes within our workforce since the last regular edition of US!

WELCOME ABOARD!

- **Katie Callaway** has joined the Grants Team as Senior Director of Grants. Katie is deeply passionate for the causes at the heart of our mission, and a gifted and thoughtful writer. Katie rounds out our grants development capacity and further builds synergy between the grants process, our overall philanthropic efforts, and our operations teams, especially in Youth Development.

This completes our renewal of the Grants Team. I want to acknowledge Heather Dye and Shekita Wilkins, together with the Finance, Youth Development and Head Start teams, for truly stepping up and stepping in while we recruited and then on-boarded first Rebecca and now Katie. The sheer volume of grants work is extraordinary (300 proposals and reports last year with a win rate close to 90%) and Heather and Shekita deserve credit for helping to keep us above water this past summer, as I am also grateful to the many leaders in Operations and Finance who carried much of the grant production burden.

- Matt Freedman
Chief Development Officer

Welcome to the Y, Katie! We're excited to have you on board.

MAKING MOVES

We continue to refine our experience team structure. A few changes have been made that will enhance our membership and associate experience. We are using feedback from our teams to realign areas of opportunity.

- **Jeremy Kirkpatrick**, Operations Manager at the Dancel Y, will now leverage his vast expertise of pool maintenance and operations in his new role as **Property Director of Swim**. Jeremy will work alongside Keith Belzner and reports to Danny Defebo.

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The Y.™ For a better us.

- **Samantha Downs**, Regional Fitness Director, will move into Jeremy's former role supporting the operations at Dancel. Samantha will begin her new role on November 20th and will report to Jazmyn Hudson.
- **Jacques Wiecech**, Executive Director of Fitness, has decided to move into the **Regional Fitness Director** role vacated by Samantha effective November 20th. In his new role, he will be supporting Ward, Pasadena, and Arnold. This will create an opportunity for Jacques to focus his time on three centers (rather than the entire Association) as he continues his commitment to furthering his education.

In an effort to operationalize and align all of our healthy living work, we are posting the Senior Executive Director of Healthy Living role. This position will oversee Fitness for the Association, implement the Y's Health Equity Strategy, and steward healthy living partnerships for the Association. This role will report to both Donald Eaddy and me.

- **Matti Jeffs**, Swim Manager, has transitioned into a part-time lifeguard instructor role on our Learning & Development team.
- **Lauren Wills**, Regional Swim Director, will move into the **Swim Manager** position vacated by Mattie effective November 19th and will continue reporting to Reggie Melito.

We will post a Regional Swim Director position to support the Baltimore City & Northern Baltimore County family center district (Druid Hill, Orokawa, Parkville, and Weinberg). In the meantime, Kim Capone will continue supporting Orokawa; and, Dallas Kane and Regina Melito will be supporting Weinberg, Druid Hill, and Parkville until a Regional Swim Director has been hired.

Please join us in congratulating and supporting all of these colleagues as they move into their new roles!