



We have more great Y Associate Shout Outs today. Today, and going forward, we're organizing them around our four core operating principles: cleanliness, engagement, inclusion and safety. Of course, many of the Shout Outs could fit under multiple operating principles, and that's a good thing! These are stories about pitching in, reaching out, showing initiative, being a great colleague, and going the extra mile: all of which are hallmarks of Y associates and our organizational culture.

SAFETY

Justin Garcia (Family Center Operations Associate, The Walter & Betty Ward Y in Abingdon)

I was the Leader on Duty Friday morning, dealing with a situation in regards to the Pool. Justin realized that there was no one at Stay and Play, and it was 8:20am. Not only did he notify me right away, but he took it upon himself to set up, open and have Stay and Play ready by 8:30am. I accompanied him in Stay and Play and witnessed his nurturing compassion and commitment to the Y's operating protocols. He is truly an outstanding Y associate. (Submitted by Daniel Cruz, Family Center Operations Associate)

Shannon Kowal (Associate Executive Director, Y Service and Volunteer Experience)

For Shannon Kowal, Developing Self & Others (one of our Cause Driven Leadership competencies) is not an abstract concept, but how she serves daily. Shannon is committed to working to ensure the Y in Central Maryland has a culture of safety for our members, associates, and the community. Based on the recommendation of a colleague and with the support of her supervisor, Shannon completed the coursework and passed the assessment to become a Certified Praesidium Guardian on October 25th. Way to go Shannon! Another champion for safety here at the Y! (Submitted by Mya Davis, Senior Executive Director Quality and Risk, Youth Development)

ENGAGEMENT

Keavon Jennings (Membership Associate, The Harry & Jeanette Weinberg Y in Waverly)

Keavon goes above and beyond every single day to serve and support the Weinberg Y's members! (Submitted by Dyshea Smith, Family Center Operations Associate)

Laketa Lance (Y Out of School Time Director, Fort Worthington Elementary/Middle School, Y School Partnerships)

Over the last two years, Ms. Laketa has been working hard to build relationships with the caregivers and scholars at Fort Worthington. These relationships are vital to the success of the afterschool program and our scholars. This is shown through scholars showing up for school to attend the program. During the SY22-23 school year, ten students had an attendance rate of 90% or less. Of these ten students, all except one experienced an increase in attendance during SY23-24. On average, these students' attendance increased by 13 days (3 to 31). Laketa has been partnering with Charmika Abel, the Community School Director, and the school to ensure that the scholars are ready each and every day. #AfterschoolWorks (Submitted by Christan Morley, Associate Executive Director, School Partnerships)

Traci Petty (Membership Director, The Walter & Betty Ward Y in Abingdon)

Traci is doing an amazing job assisting as race director for the Y Turkey Trot in Harford County. From working with the community leadership board to secure sponsors (92% to goal!!), to managing myriad course and race operations changes, to innovative additions, she's gone above and beyond in this time of transition. THANK YOU, TRACI! (Submitted by Heather Dye-Timm, Sr. Executive Director, Community Development)

Connie Scyhan-Cuasto (Executive Director, Y Before & After School Enrichment)

I want to give a big shout out to Connie for being an awesome supervisor who is leading me to greater heights! (Submitted by Samantha Fuse, Site Manager, Y Before & After School Enrichment)

Angela Smith (Operations Manager, The Harry & Jeanette Weinberg Y in Waverly)

Let me tell you, Angie is an incredible woman! She goes above and beyond, and she should literally have a statute built in her honor. When Angie was the Membership Manager, she managed to keep all members satisfied and coming back. Angie has a heart of gold and we should keep her forever!!!! (Submitted by Dyshea Smith, Family Center Operations Associate)

Dondra Walker (Membership Associate, The Dancel Y in Ellicott City)

Dondra is always smiling and keeping both members and associates in a good mood. Bad day? Never with Dondra. She is an awesome asset to our membership team and it is great to see her interacting with members. (Submitted by Paul Taylor, Membership Associate)

INCLUSION

Corey Alston (Fitness Coach, The Y in Parkville)

A member took her time to compliment the professionalism, friendliness and supportive nature of Corey when she asked for some help on the floor with some equipment that was new to her. She recently returned to the Y after some serious health concerns and she was very impressed with Corey making her feel welcomed and supported on the fitness floor! (Submitted by Carol Beecher, Membership Director)

Donald Eaddy (VP, Strategic Partnerships and Civic Engagement)

Donald exemplifies servant leadership through his readiness to step in and assist wherever needed in our work at the Geraldine Young Family Life Center and the Y in Druid Hill, consistently offering support and encouragement. He fosters an environment where

associates are empowered to grow and thrive. (Submitted by Ameenah Yasin, Program Director, Transitional Housing)

If you have a colleague you would like to “Shout Out,” just fill out the nomination form linked here: [Y Associate Shout Out Nomination](#)

Thanks!

All the best,

A handwritten signature in black ink, appearing to be 'JH' with a large loop at the bottom.

John K. Hoey
President & CEO