



Good Afternoon,

As our YMCA continues to gradually reopen its services to members and program participants, I wanted to reach out and let you know about a new opportunity to stay connected with YMCA leaders and one another during these challenging times.

When we shut down our operations in mid-March, our senior team and the leaders of our various business units pivoted quickly to virtual meetings to lead the organization and manage the COVID-19 pandemic in a new environment where face-to-face meetings became the exception and not the norm. Since that time, we've continued to hold twice weekly Business Unit Leader calls as a way to stay connected with one another and to stay up to speed on the many moving parts of our complex operation.

With the reopening of our membership facilities, Camp Widjiwagan and several School Age Services summer program sites, we recognize we have more and more staff returning to work who may have questions for our leaders, or who just want to know more about all that we're doing during this unusual time. We also have a number of team members still on furlough who have asked about ways to stay connected to our Y, even while they are not working.

That being said, we also realize that with our staff teams juggling so many new responsibilities and safety protocols, getting everyone together regularly, even for virtual meetings, can be tough to do, so we're introducing a few ways for members of our team to connect when and where it works best for them:

1. Watch the recordings of the Tuesday Business Unit Leader call

We are now recording our Tuesday calls and will [post them on Y-Space \(SharePoint\)](#) so any team member with a YMCA email account, working or furloughed, can watch them at their convenience.

2. Submit your questions to be answered on an upcoming Business Unit Leader call

Since recordings of the calls will be available for viewing, we'll start using the Tuesday call as a way to answer questions team members have for us. You can [submit your question via email](#). All questions received by 5 p.m. each Friday will be addressed on the call the following Tuesday.

3. Dial in to an upcoming Thursday Business Unit Leader call

Now that more activity is taking place in our centers and programs, we are reducing the frequency of our Business Unit Leader calls to once a week, but Chief Strategy Officer Jessica Fain will continue to open these calls on Thursdays, and any Business Unit Leaders who are available to dial in will still do so when they can, and we'll just have informal conversation with any team members who want to join the call. Calls will begin at 9:30 a.m. each Thursday beginning July 2, and you can [join by clicking this meeting link](#). Please note: We will keep the call open until 9:40, but will close it if no additional staff have joined in by that time.

Although we realize none of these options are as good as seeing one another in person, we wanted to offer some ways for our team members to stay connected to all the ways in which we continue to respond to the pandemic and operate in this new normal. Of course, these are completely optional opportunities for engagement—both for staff who are working and those who remain furloughed.

Learning from one another in a time of unrest

As our community, state and nation continue to confront the realities of racism, our YMCA is committed to deepening its understanding of the immense and prolonged challenges, barriers and discrimination faced by our colleagues and neighbors of color. While we know we have much work to do, we will continue to strive to advance equity, diversity and inclusion in our YMCA, and in recent weeks have rejuvenated our Diversity, Inclusion and Global (DIG) efforts through the establishment of a DIG staff task force. The group, which meets virtually each week, is comprised of: Alicia Sanchez-Pelc, Dan Dummermuth, Dori Gorman, Drew Freeman, Jessica Fain, Jill Trammel, Johari Matthews, Joshua Love, La'Vasia Burford, Nichole Davari, Rachel Folk, Rebecca Walker, Rico X, and Roger Grove.

This staff task force is committed to helping our Y take the next steps needed when it comes to our long-term strategic plan as well as short-term actions. Moving forward this group plans to work hand in hand with our DIG Committee as well as our Employee Resource Groups, all working together to help us become a better Y for all.

And although we cannot meet in person to dialog about these critical issues with more members of our staff team, we want to continue to share resources for learning, forums for sharing and opportunities to engage with YMCA colleagues from across the country as the entire Y movement strives to be a force for good, for all people. We are also discussing ways we might be able to host more forums and dialog sessions locally.

Upcoming events and DIG resources

[Breaking the Silence Y-USA Webinar Recording](#) (YMCA Link Account required)

[Unlearning Systemic Racism](#): A virtual town hall meeting hosted by African American YMCA CEOs on Wednesday, July 1, 10 a.m.-2 p.m. CST

[Divided We Stand: The History and Reality of Racism Today](#): Taught by Dan Pitts and held at 7:30 p.m. on June 25, July 2, July 9

[From Cancel Culture to Community Accountability: How to Address Microaggressions](#): A special webinar from Culture Shift Team and Adrianna Flax on Tuesday, July 21, 10:30 a.m.-Noon CST

Voices of our peers

If you'd like to hear from some of our Y peers, over the past month our Chaplain, Dori Gorman, has curated many different voices from our peers across Middle Tennessee. We encourage to take some time to read the perspectives of our colleagues and volunteers.

Virtual Chapels from Chaplain Dori:

June 1: [Understanding One Another](#)

June 8: [Be Extraordinary](#)

June 15: [You Are the Favorite](#)

June 21: [Lowering and Lifting](#)

As always, thank you for all that you do for our community on behalf of our YMCA, and may this message find you and your family healthy and well.

Best,

Dan

Our Mission: A worldwide charitable fellowship united by a common loyalty to Jesus Christ for the purpose of helping people grow in spirit, mind and body.

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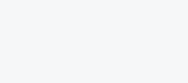


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