

Some Final Words from Departing Y Board President, Deb Huling – December 17, 2020

Deb Huling assumed the Board's Presidency in November 2018. Her Chief Volunteer Officer (CVO) term encompassed two CEO transitions. In reflecting about her experience and the year 2020, she likened it to a metaphor, "We started a journey that bounced between the autobahn in sunshine, and a multi-car pileup in dense fog. In between, we encountered lots of speed bumps and deep pot holes."

As the year wore on she said, "Everyone developed their own version of a "deer in the headlights" stare and start to use words and phrases unheard of by The Family YMCA..."

"Social distancing, stimulus, PPP, furlough, health orders, zoommmmm, hybrid model, bandwidth, remote learning, 6-feet apart, CARES Act, Plexiglas, SBA, wash your hands, new normal, gating criteria, unemployment, quarantine, COVID Safe Practices, UNMUTE!, to mask or not to mask, reopening plan, positivity rate, learning pod, PPE, membership waiver addendum, Tier I II and II, red to green, thermometer, contact tracing, NMED Watch List."

"We made some very difficult decisions – cancelling the ball, summer camp, sports programs, the YCC program and completely closing the Y and both teen centers. We adopted a cost reduction strategy to include reducing staff wages and uttered the phrases childcare break-even point, loan principle payment deferral, budgeting idealism vs realism."

"Some of us renamed the Y "As the Treadmill Turns" – cancelling, closing, opening, closing, opening, yes, no, maybe, tears and laughter, laughter and tears, sleepless nights and exhaustion."

"There are lots of things to celebrate about 2020:

- Our \$35k principle loan payment in January probably helped us negotiate interest only payments when our cash flow situation needed relief
- We continued to pay health care costs for our employees while they were on furlough
- We completed a year-long review and update of the Employee Handbook.
- Chris Daniels said YES to our offer and became the new CEO at the beginning of September
- We applied for, received and submitted documentation for 99.95% forgiveness on a PPP loan of \$311k
- We took a risk and put the Red and Black Ball auction on-line – with an impressive \$20k payout!
- Annual Campaign netted 88% of its goal – remarkable considering the pandemic!
- To our knowledge no COVID cases have been traced to our Y
- At the end of a very challenging year, we've held on to our most important asset: the majority of the staff we started with are still with us
- We maintain a good reputation in the communities we serve
- And best of all, the lights get turned on every morning in our facility"

"The Y will continue to be a beacon of hope and light in our community, and I'm confident the board's new leadership team will effectively lead us upward and onward. I'll end with a play on words Karen Easton recently spoke – I started my CVO term with a thriving Y. I ended it with a surviving Y. Karen and her new team will take it back to a thriving Y."

"I now pass the torch and tip my glass to Karen Easton, elected Chief Volunteer Officer, and Janelle Vigil-Maestas, Vice President. I'm signing off as a very well used CVO and I'm looking forward to being on the board but without the CVO responsibility. I also think a long winter's nap may be in order."