California YMCA Youth & Government

Staff Training Day

September 22nd

ACLU Southern California Office

***Morning Session***

**Introduction**- Morgan Bauer

Morgan welcomed everyone and introduced Troy Nichols, the new MUN Program Director. New staff introduced themselves. Morgan then asked staff to complete their staff registration forms.

**Who We Are**- Steve Willmont

Steve addressed the differences between California YMCA Youth & Government and traditional YMCAs. He emphasized that YMCAs (and Y&G in particular) are cause-driven charities.

**How We Do What We Do**- Rolf Davidson

Rolf reviewed the program organization chart and explained the structure of Y&G and where/how everyone fits in. He also reviewed the “Volunteer Rights and Responsibilities” and Code of Conduct. Rolf ended his session by emphasizing the importance of good communication; both within program areas at to everyone else. He pointed out that all staff should sign-up for the staff bulletin.

***Afternoon Session***

**State of the Organization**- Steve Willmont

Steve said the state of Y&G is “pretty darn good”. While a lot of Y’s across the state aren’t doing well, Y&G is growing. He also reviewed the highlights from last year

* Number of delegations up to 84
* Out grew gym at Camp Roberts
* Important speakers came and spoke to us at Joint session
* New MUN Summit location because we grew to big
* Additional cultural experiences at MUN
* MUN Parent program briefing that had more people than we had room
* 10 new MUN delegations

We find ourselves in a very unique position. We’ve been very, very successful, but we’ve been doing it without enough resources. We have no safety net. Difficult in a growth mode. Not just in regards to money, but with other things too. Steve, Melissa and Rolf are now focusing on things outside of program content.

* The Board of Directors is launching new priorities.
  + Board is looking into creating a safety net.
* Fund Raising activities
  + Expand fund raising activities to increase funds for people in need.
* Building staffing capacity

So, what’s next? Strengthen the organization to better meet financial obligations. Strengthen the organization against risk (the things that could shut us down). Expand capacity to involve more youth in our core experiences. Lift up delegations and delegation advisors through program areas, that relationship is the key. Expand demand by making YMCA’s more capable and interested in participating with us.

**State of Financial Development**- Melissa Malone

Melissa reviewed the history of Y&G fund development. The things FD are focusing on are:

* Future Leaders Campaign
* Special events (golf, family feud)
* Planned giving
* Endowment development
* Grants and Foundations
* Top level donors

What can you do?

* Volunteer (campaign, events, thank you calls, etc)
* Invite golfers to golf or golf yourself!
* Corporate matching gifts (contributions and hours)
* Introduce us to your friends
* Make us part of your legacy
* Connect us with alumni
* Talk about us

**The Rolf Report**- Rolf Davidson

Rolf started by introducing our new MUN Program Director Troy Nichols. Rolf explained Troy’s job (running MUN and the local gov’t program). Morgan will take over the day-to-day operations of ML/C. Rolf went on to explain his new role with the program and what he’s planning on doing. Emphasized the need for risk management and to need to be open for change. Reviewed risk management in regards to social media and e-mail.

* Don’t leave kids unsupervised
* Don’t meet with them outside of Y&G
* Don’t end sessions early
* Role modeling. Lead by example.
* Better customer service

**Morgan’s Intermission**

Let’s talk about growing programs. If you have ideas, let her know. If you have a new program idea, we have a way to help that get going. Explained the role of the Staff Training Day.

**LaVal and Being Big**

LaVal reviewed the importance of groups setting goals that are two to three years out, so that you had something to work towards. Groups were also given time to work together on their goals for the year.