



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**



MOUNTAIN MIDWEST HUB NEWSLETTER

Monthly Updates, Resources, and Opportunities | January 2023

[What is the Regional Hub?](#)

[Access LCDC Here](#)

[Your Career Link Community](#)



Happy new year! If you are anything like me, you spend this time of year both looking back and casting forward, taking stock of all that worked (and did not work) about the year that has just ended and looking ahead to all that is to come. The Mountain Midwest Hub Team has much to celebrate and to be grateful for when we reflect back on 2022. Our team is so grateful to serve this region, and each of you, and we are thankful for the connections we have made with you and with your teams, whether those connections were virtual or in-person. We had the opportunity to

travel to many Ys in many communities last year, and we are looking forward to creating even more connections this year. Our team thanks you for your emails, for your calls, for your questions, and most of all, for the connections you have made with us and the trust you have placed in us to serve you. We love learning alongside you, and we promise to remain fiercely committed to standing with you as we all work to create a Y, and a world, that welcomes and celebrates all people.

Here's to all that will come in 2023—we can't wait for more chances to learn, to grow, to connect, and to serve.

Onward,

Sara Cole
President & CEO
Pronouns: She/Her

Mountain Midwest Hub Webinar Series

Each month, we host a bite-size webinar on a topic that we believe our leaders can benefit from and be inspired by!

Dispelling Myths of the African Diaspora

**Speaker: Jebeh Edmunds,
Founder & CEO of Jebeh Cultural
Consulting**

**Tuesday, February 7
12:00-1:00 p.m. CST**

You know the adage that first impressions are the most lasting? Community members might not understand the cultural responsiveness to help our members in the African Diaspora in a respectful way. Jebeh Edmunds is a Liberian American who has advocated dispelling the myths of Africans in the Diaspora living in our community spaces. We will explore several situations from her personal stories and research best practices, and we will reflect if it has language that could deter your African heritage members. We need to look for language that reflects a welcoming cultural environment. This training will help you answer much-needed questions about Diversity, Equity, and Inclusion practices.



Photo Credit: Andrew Vick Photography

[Register Here!](#)

TRAINING OPPORTUNITIES



2023 PRINCIPLES & PRACTICES

Principles & Practices is a leadership experience where participants find connection to others and the organization. Participants experience pride for the contribution they make, develop insight into their values/beliefs and skills/competencies, build their leadership skills and shape their personal leadership journey.

We are happy to announce that are twenty-one sessions planned for 2023. Eleven of the sessions will be virtual and ten sessions will take place in-person. The course will count toward Leadership Certification.

Additional sessions will be added during the year, so please **pin this post** and join **Your Career Community** to receive future updates in your News Feed.

IN-PERSON & VIRTUAL TRAININGS:

Allyship in Action Experience: Race Equity

- February 9 (Virtual)

Cultural Lenses

- [March 7 – 8 \(Virtual\)](#)
- [March 27 – 28 \(Virtual\)](#)

Day Camp Director

- [January 19 & 20 \(Virtual\)](#)

Dimensions of Diversity

- [February 23 \(Omaha, NE\)](#)
- [February 24 \(Virtual\)](#)

Facilitating Change in Small Groups

- [February 22 – 23 \(Kansas City, MO\)](#)

Facilitation Skills

- [February 16 \(Virtual\)](#)

Implementing Change with Frontline Staff

- [January 10 – 12 \(Virtual\)](#)
- [February 1 – 2 \(Virtual\)](#)

Introduction to Fiscal Management

- [February 16 - 17 \(Virtual\)](#)
- [March 16 – 17 \(Omaha, NE\)](#)

Introduction to Listen First

- [February 15 \(Virtual\)](#)
- [March 15 \(Virtual\)](#)

Governance Board Leadership: Bridge Program

- [March 1 – 16 \(Virtual\)](#)

Leading & Coaching Others

- [April 27 – 28 \(San Francisco, CA\)](#)

Leading Change

- [March 14 – 16 \(Worcester, MA\)](#)

Leading People

- [February 22 - 23 \(Virtual\)](#)
- [February 28 – March 1 \(Virtual\)](#)
- [March 15 - 17 \(Virtual\)](#)
- [March 23 \(Omaha, NE\)](#)

LIVESTRONG at the YMCA

- [January 14 – 15 \(Virtual\)](#)
- [January 17 – 20 \(Virtual\)](#)

Principles & Practices:

2023 options (virtual & in-person) now available for registration!

Living Our Cause Experience

- [January 26 \(Virtual\)](#)

Navigating Program Challenges

- [January 26 – 27 \(Virtual\)](#)
- [February 8 \(Virtual\)](#)

New CEO Institute

- [April 21 – May 3 \(Virtual\)](#)
- [June 2 – 15 \(Virtual\)](#)
- [September 22 – October 5 \(Virtual\)](#)
- [November 15 – 17 \(Chicago, IL\)](#)

Project Management

- [March 8 – 9 \(Virtual\)](#)

Swim Officials Level 1

- [February 10 \(Virtual\)](#)

Swim Officials Level 2

- [February 11 \(Virtual\)](#)

Swim Officials Administrative Official (AO)

- [February 11 \(Virtual\)](#)

Volunteerism

- [January 16 – 20 \(Virtual\)](#)
- [February 13 – 14 \(Virtual\)](#)

Weight Loss Program Facilitator Instructor

- [February 8 - 9 \(Virtual\)](#)
- [March 3 \(Parkville, MO\)](#)

YMCA Swim Lessons Instructor

- [March 4 – 5 \(Naperville, IL\)](#)

YMCA Swim Lessons Instructor: Advanced Swimming Techniques

- [February 26 \(Naperville, IL\)](#)

YMCA's Diabetes Prevention Program T2 Lifestyle Coach

- [February 28 – March 2 \(Virtual\)](#)

NOTE: If there are any specific classes you are waiting for, please feel free to email Elli Grapp at egrapp@duluthymca.org.

Become a Trainer!

If you are interested in becoming a trainer, please reach out to Elli Grapp (egrapp@duluthymca.org) and check out [this](#) one-pager for an overview of the process.

Available Trainer Candidate Sections*:

- [Diabetes Prevention Program PreventT2 Lifestyle Coach Trainer \(February 28 – March 2; Virtual\)](#)
- [Leading People \(February 28 – March 1; Virtual\)](#)
- [Introduction to Listen First \(March 15; Virtual\)](#)
- [Cultural Lenses \(March 27 – 28; Virtual\)](#)

**NOTE: Trainer candidates must apply a minimum of 30 days before the trainer section's start date to be considered.*



the YMCA FOR YOUTH DEVELOPMENT™ FOR HEALTHY LIVING FOR SOCIAL RESPONSIBILITY

BECOME A YMCA TRAINER

- 1 | CHOOSE A COURSE**
Pick a course from the Learning & Career Development Center on a topic for which you have knowledge and passion.
<https://cdc.yeschange.org/Catalog/CoursesAdvancedSearch>
- 2 | SATISFY PREREQUISITES**
Attend the course as a participant. Passes Three Years' Experience in the Topic. Gain Experience Teaching, Facilitating, Training. Complete Follow-up Courses:
 - Orientation to the Y Training System
 - Adult-Learning Concepts
 - Facilitation Skills<https://cdc.yeschange.org>
- 3 | SUBMIT APPLICATION**
Attend the desired training; the course will be designated as "Trainer level."
 - When you go to the class details page, there will be an "Apply for Trainer Candidate" button at the top of the page.
 - Click on that button and complete the application. You will need to upload one letter of recommendation. Once complete click the "Submit" button.
 - Submit your application at least 30 days prior to the training.
- 4 | APPROVAL & REGISTER**
Once your information is reviewed & verified by the Trainer Quality Team, attend the required interview. Once you have received your approval email, complete your registration for the trainer-level course.

For questions please email leadershipcertification@ymca.net
<https://cdc.yeschange.org>

Become a Link Moderator! Apply by January 31

Do you know an emerging leader who enjoys networking and helping others? Are you interested in answering questions and sharing resources with your peers?



Volunteering as a Link Moderator is the perfect opportunity for YOU! Moderators build unique relationships while supporting knowledge sharing and peer-to-peer networking across YMCA Peer Communities and Networks.

Learn more [here](#).

2023 General Assembly Registration Open Now!



Early-bird registration is now open for the 2023 General Assembly of YMCAs (GA), July 20-23 in Atlanta. Use up remaining 2022 budget funding and save \$175 by registering now through Feb. 15. Understanding the operational and financial pressures Ys are all under, Y-USA is waiving registration fees for all CEOs and board chairs (or a designated board member) who attend.

Learn more about GA and how to register [here](#).

2023 National Peer Community Call Schedule

Find the registration links [here](#) for the 2023 National Peer Community Call Series along with direct hyperlinks to call recordings and resources. Please note that some communities have been combined to facilitate more strategic, cross-functional conversation as we move forward. National Peer Communities include:



- Achievers Learning Community
 - Aquatics
 - Camping
 - Chronic Disease & Social Determinants
 - Facilities & Property
 - Finance
 - Financial Development
 - Food Program
 - Human Resources
 - IT
 - Leadership Development
 - Marketing Communications
 - Member Experience
 - Out-of-School Time
 - Risk Management & Child Protection
 - Sports
 - Teens
-

Y-USA Leadership Development Podcast

The Y-USA Leadership Development Podcast is your go-to for all things Leadership Development. Including tips, tools, techniques and time-savers.

New! Episode 11: Reward and Recognition with Anthony



Walters

What are employee rewards? What are some different types of rewards? What is recognition? How are they different, and how are they the same?

Subscribe and catch past episodes on Spotify [here!](#)

2023 Religious Faith & Beliefs Calendar

At the Y, we believe that in a diverse world, we are stronger when we are inclusive and our doors are open to all. Foundational to this effort is understanding religious holidays and observances across major faith and belief systems so that as a movement, we can both respect and celebrate the rich diversity of the global communities we serve. Click [here](#) to learn more and access the 2023 Religious Faith & Beliefs Calendar.

2023 Y-USA Strategic Initiatives Fund (SIF) Grand Opportunities for Swim



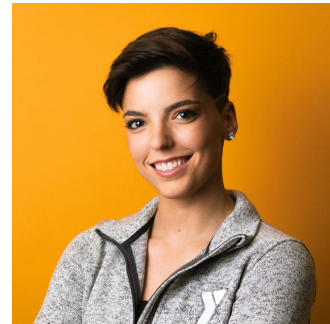
Y-USA's Strategic Initiatives Fund (SIF) is pleased to share upcoming nationwide grant and cohort opportunities for the swim program in 2023. SIF expects to grant an estimated \$3M+ to local Ys in 2023 through the water safety opportunities listed below, each of which has unique application dates. Eligible Ys are invited to apply to one or more of the opportunities listed in [this Link post](#). The first grant deadline of January 9 is approaching quickly!



Sara Cole
Duluth Regional Hub
Lead



Mitchell Lochner
Human Resources and
Training Coordinator



Elli Grapp
Regional Training
Director



[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by byegrapp@duluthymca.org powered by



Try email marketing for free today!