



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# MOUNTAIN MIDWEST HUB NEWSLETTER

Monthly Updates, Resources, and Opportunities | May 2023

What is the Regional Hub?

Access LCDC Here

Your Career Link Community



We're about to dive into the summer months, which means that training offerings tend to slow down a bit while our Y leaders get even busier to serve our communities during the summer months. We are still here to help you meet your training and service delivery needs, and have developed some resources to make your leadership development planning more user-friendly so you can spend less time digging for answers and more time in the amazing programming you all are gearing up to deliver this summer!

Here are a few one-pagers that will be useful as you and your teams pursue leadership certification:

### LEADER CERTIFICATION

The Leadership Certification is a foundational certification designed for all YMCA staff, part-time and full-time at all positions of the organization from front-desk staff through senior leadership. Designed to be experienced the first 6 months of YMCA employment.

All the classes can be completed for free through LCDC. In total, the certification will take around 3-4 hours to complete.



#### Leadership Certification Training Checklist

Course Name	Course Length
The Y and You: New Employee Orientation	30 Minutes
Introduction to the Y's Cause and Culture	15 Minutes
The Y's Way to Service and Engagement	15 Minutes
I Hear You: Service with Care	30 Minutes
Orientation to Diversity, Inclusion, and Global	30 Minutes
Living our Cause for Frontline Leaders	60 Minutes

As you start your development journey and complete the e-learning above, take some time to reflect on these questions:

- Reflection questions to discuss with your manager: Can you tell me a bit about your own Y story?
- What's the difference between a supervisor and a leader?
- What does diversity and inclusion mean and how do you like to learn more about?
- How do you plan on practicing self-care and maintaining balance in your life outside of the Y?

Questions? Visit the Mountain Midwest Hub at [mountainmidwesthub.org](http://mountainmidwesthub.org)

Leader Certification

### TEAM LEADER CERTIFICATION

The Team Leader Certification process inspires and motivates staff to grow their career and commit to their development as a cause-driven leader in the Y. Staff learn about the history of the Y, the Y's cause and mission, and the Y's leadership competencies.

To get started, click on the class links below to register and take the required classes and explore the other electives.



#### Team Leader Experience Core Courses

Class Name	Cost	Length of Course	Format
Principles and Practices	\$150+	16 Hours	Instructor Led
Leading People	\$35+	8 Hours	Instructor Led
Volunteering	\$35+	8 Hours	Instructor Led
Dimensions of Diversity	\$35+	8 Hours	Instructor Led
Foundations of Listen First	\$10	30 Minutes	E-Learning
Advancing Equity: Your Role in Community Engagement	Free	30 Minutes	E-Learning
Advancing Equity: Understanding My Biases	\$10	20 Minutes	E-Learning

Additional Requirements: Leadership Experience Elective, Competency Pool, Team Leader Test

Questions? Visit the Mountain Midwest Hub at [mountainmidwesthub.org](http://mountainmidwesthub.org)

Team Leader Certification

### GLOBAL DIVERSITY, EQUITY AND INCLUSION (GDEI)

Y-USA TRAINING RESOURCES

#### Global Leadership Certification

The YMCA Global Leader Certification is designed to equip YMCA staff and volunteer leaders with the basic competencies to drive diversity, inclusion, and global engagement practices in their local Y. By preparing staff and volunteers to serve with enhanced cultural competencies, the YMCA Global Leader Certification process supports the YMCA's efforts to expand resources and connectivity across the country's first demographic changes.

Instructor Led	E-Learning	Project
Dimensions of Diversity	Advancing Equity: Understanding My Biases	Global Leader Certification Project
Cultural Lenses: Building Relationships Through Cultural Lenses	The YMCA as a Global Organization	Complete a project before you leave that involves your global citizenship and how your association or community

Other Y-USA DEI Trainings:

- Advancing Equity: Key Concepts and Language (Free e-learning)
- Advancing Equity: Opportunities to Advance Equity (Free e-learning)
- Advancing Equity: Systems of Inequality (Free e-learning)
- Advancing Equity: The Y's Story (Free e-learning)
- Alliance in Action: Leadership, Role Equity Member, cost varies
- Orientation to Diversity, Inclusion, & Global (Free e-learning)
- Y-USA DEI Advancement: Organizational Basics (Free e-learning)

There are plenty of others available. Go to LCDC, Course Description search, and click the "Inclusion" box under the leadership competency section and browse away!

Join the Diversity, Inclusion & Global Community on LinkedIn

Some requests: Diversity, Inclusion, Equity and Engagement: Questions or Diversity Wheel. Or use the community to share content or opportunities and engage with your peers on the topic!

Global Leader Certification

(Multi-Team Leader & Organizational Leader resources coming soon!)

Mitchell Lochner

## 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!

### SAVE THE DATES!

Look out for the below webinars happening in June! More information will be available soon on Link!

#### **Gender Affirmation: A Tour of the Y**

**Speaker: Lore McSpadden-Walker**

June 9 from 12:00 - 1:30pm CST

#### **Wellness Wheel: A Connectivity Tool**

**Speaker: Katie Mandell**

June 21 from 12:00 - 12:30pm CST



In the meantime, check out the recording of our recent webinar on the [Foundations of Trans\\* Inclusion!](#)

From an attendee:

*"The presentation on Trans\* Inclusion was one of the BEST webinars I've ever sat in... Chris's breakdown of the terminology, offer of practical/applicable solutions, and just sheer empathy was top tier."*

Visit our [YouTube channel](#) for recordings of our other webinars!

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## TRAINING OPPORTUNITIES



**NOTE:** Starting with this newsletter, we are only including trainings that our Hub set up or that are available publicly from a Y in our region. If you do not see a training below that you need, ***please also search for Class Availability on LCDC!*** If there are any specific classes you are waiting for, or you are having trouble searching LCDC, please email Elli Grapp at [egrapp@duluthymca.org](mailto:egrapp@duluthymca.org).

## **Annual Campaign Training**

June 14 – 15 (Kansas City, MO)

## **Building Effective Relationships with Families**

May 26 (Virtual)

## **Dimensions of Diversity**

June 7 – 8 (Virtual)

## **EnhanceFitness**

June 10 - 11 (Virtual)

September 14 - 15 (Kansas City, MO)

## **Governance Board Leadership: Bridge Program**

September 19 - October 10 (Virtual)

## **Implementing Change with Frontline Leaders**

May 15 & 22 (Virtual)

## **Introduction to Fiscal Management**

May 22 – 23 (Dubuque, IA)

May 23 - 24 (Kansas City, MO)

## **Introduction to Fundraising**

June 20 - 22 (Virtual)

## **Leading People**

May 5 (Salina, KS)

## **Living Our Cause Experience**

May 5 (Virtual)

## **New CEO Institute**

June 2 – 15 (Virtual)

September 22 – October 5 (Virtual)

November 15 – 17 (Chicago, IL)

## **Principles & Practices: Exploring My Why**

June 13 - 14 (Chicago, IL)

September 12 - 13 (Estes Park, CO)

November 1 - 2 (Silver Bay, NY)

## **Volunteerism**

June 5 – 6 (Virtual)

# **Aquatics**

**YMCA Swim Instructor v6: Teaching Techniques for Disability and**

**Diversity of Ability**  
June 11 (Naperville, IL)  
August 13 (Naperville, IL)  
October 1 (Naperville, IL)

**YMCA Swim Lessons Instructor v6**  
May 19 - 21 (Parkville, MO)  
June 3 - 4 (Naperville, IL)  
July 29 - 30 (Crystal Lake, IL)  
August 5 - 6 (Naperville, IL)  
October 7 - 8 (Naperville, IL)

*\*Classes for which Y-USA Travel Funding may be available if applied for 30 days in advance of class start date.*

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## Become a Trainer!

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

Available Trainer Candidate Sections\*:

- Annual Campaign Training Trainer (June 14 - 15; Kansas City, MO)
- Introduction to Fundraising (June 20 - 22; Virtual)

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

**the Y**  
FOR YOUTH DEVELOPMENT  
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### 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://fcdc.ysearch.org/fcdc/adv/advsearch>
- 2 | SATISFY PREREQUISITES**  
Attend the course as a participant. Possess 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://fcdc.ysearch.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: [leaderdevelopment@ymca.net](mailto:leaderdevelopment@ymca.net)  
<https://fcdc.ysearch.org>  
[link.ymca.net](http://link.ymca.net)

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## 2023 Regional EMLE (REMLE) Tour Dates Announced!

This year's Regional Emerging Multicultural Leadership Experience (EMLE), "Be a Leader, Leave a Legacy," is grounded in one's growth from a leader to a legend, and the milestones along the journey. Leaving a legacy is about gifting something meaningful and valuable to those who come behind us. It requires intentional thought leadership and attention to the actions of today that will

shape the future of tomorrow.

Are you ready to embark on this journey? [Find a Regional EMLE tour stop near you](#) and be sure to join the third Multicultural Experience at General Assembly July 19-20, 2023!

Learn more about the keynote speakers, workshops, and how to register [here](#).

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## Register for Welcoming Week 2023

Taking place Sept. 8-17, [Welcoming Week](#) provides the opportunity for neighbors—both immigrants and U.S.-born residents—to celebrate what unites us as a community.

[Register for Welcoming Week](#)

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## 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 20: Leading Through Influence**

Do you want to lead people, or just manage them? Why is it important as a leader to have a growth mindset and be a lifelong learner? How can you have humility and empathy while you maintain a bold vision and be an unapologetic leader? Join host Michelle Rodriguez and Derek Smith, Alliance Consultant, Pacific Alliance of YMCAs, as they discuss leading through influence.

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

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## 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.

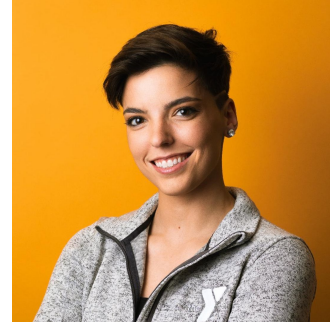




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