

# A Healthy Y for a Healthier Central Maryland

## Vision 2015



2009-2010

Annual Report



It's deeper here.®



*A diverse quilt of Y stories to be told...*

John Hoey and outgoing Board Chair, John Pearson



Board Chair, Jim McGill



**Dear Y members, volunteers and friends,**

**Annual reports are meant to showcase accomplishments and we are proud to be able to share some of ours here. What matters more, though, are the human stories behind the accomplishments. For every new Y site opened or program launched, for every new partnership agreement forged, there are thousands of people—children, teens, families and senior adults, whose lives are improved and whose communities are strengthened because of active involvement with a Y program or service. In this report we will introduce you to some of the people and stories behind the accomplishments. You will learn about Y staff, members, volunteers and participants who together are helping to make Central Maryland a healthier and happier place to live, work, play and learn.**

**You will also be introduced to our new volunteer-led Strategic Plan: A Healthy Y for a Healthier Central Maryland: Vision 2015. It guides, focuses and provides context for all our efforts. In short, it paves the way for a colorful, rich and diverse quilt of Y stories to be written and told.**

**You will learn too how we are measuring our progress and holding ourselves accountable, because we realize that the best plan in the world is meaningless if it can't be measured. We are deeply grateful to our wonderful staff and the many volunteers who give of their time and expertise to help us reach our fullest potential as an organization. By engaging with us they are doing much more than meets the eye. For every meeting attended, for every bit of good advice given, they are not just helping an organization stay strong and vital, they are also helping growing children thrive, keeping at-risk teens safe, enabling busy families to bond and older adults to stay active and connected to their communities.**

**Thank you. Your support is vital to our work and we are deeply appreciative of it.**

**Kind regards,**

**John K. Hoey**  
*President & CEO*

**Kind regards,**

**Jim McGill**  
*Board Chair*



# A Healthier Y for a Healthier Central Maryland:

## Vision 2015



Throughout 2009, Y volunteers and staff worked tirelessly to help us develop a long-term strategic plan that would create the foundation for our focus through 2015. Our strategic plan, known as A Healthier Y for a Healthier Central Maryland: Vision 2015 sets forth a roadmap which will enable us to grow from serving a little over 140,000 people today to reaching over 240,000, or 10% of Central Maryland's families and individuals, by 2015—and becoming a primary catalyst to help them achieve their full potential in spirit, mind and body. We do this not as an end in and of itself, but as a means to influence lives on a large enough scale to have true impact and residual benefit to the health and well-being of the entire community.

The Y does not exist in a vacuum. We are here to mobilize our resources and expertise to address critical social needs and, as a result, help strengthen our community. The challenges are not small but they can be addressed and significantly impacted through a focused, purposeful effort. Our strategic plan starts with a clear-eyed assessment of some of the most pressing social challenges before us:

### **An epidemic of childhood obesity**

The prevalence of overweight children has more than tripled in the last decade, leading to one of the most significant public health crises imaginable. Indeed, the CDC has predicted that, without proper interventions, the next generation could be the first in history to live shorter lives than their parents.

### **A growing senior population**

Isolation and inactivity are a growing threat to the stability and well-being of older adults in Central Maryland, whose numbers are increasing faster than any other segment of the population.

### **Increased financial and social strains on families**

It's no secret that families today are strained in many ways. Financial strain, divorce, loss of faith/spirituality, impact of dual wage households, are all major threats to the stability of families.

### **Increasing amounts of unsupervised out of school time for youth**

Perhaps as a result of increased strains on families, we see more and more children left unattended before and after school when their parents work. This puts them at risk for dangerous social behaviors in far greater numbers than those who are productively engaged in after-school programs.

### **Significant school drop-out rates**

Students who do not complete high school are at a huge economic and social

disadvantage. Maryland's overall graduation rate is about 76% percent, but urban graduation rates are well below 50%. The divide between urban and suburban graduation rates in Maryland is the highest in the nation. Among the nation's 100 largest school districts, Baltimore has the 98th lowest graduation rate.

The Y can't single-handedly solve all these problems, but with proper focus and engagement with like-minded, caring partners and individuals, we can have quite a serious and exciting impact. We are daily engaged in influencing the intellectual, mental and physical health of over 140,000 children, teens and adults in Central Maryland. At the same time, people are joining our Y community in record numbers. This suggests that our programs and services as well as approach to community building are answering an unmet set of social needs.

Our sheer scope, charitable mission, and our broad and deep expertise also suggest an unparalleled opportunity and responsibility to be a proactive and assertive catalyst for the health and well being of our entire community. With your help, the possibilities are limitless.

**To begin, our strategic plan organizes and focuses our resources around three critical impact areas:**

- **Youth Development**
- **Healthy Living**
- **Social Responsibility**

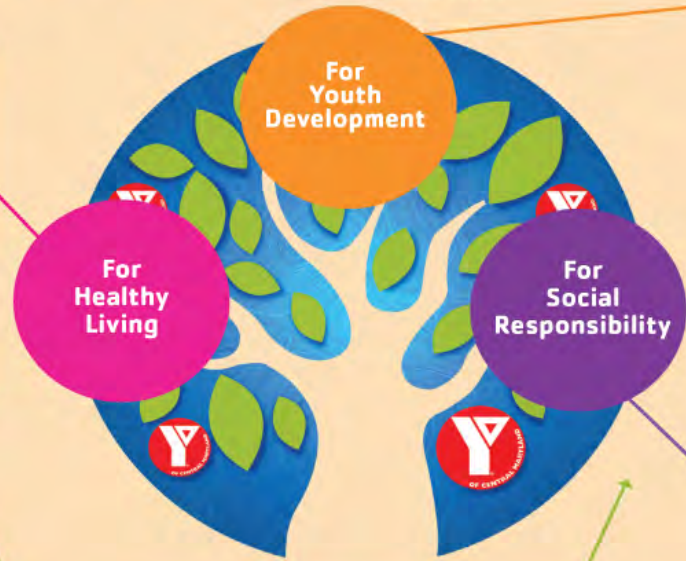


# A Healthy Y for a Healthier Central Maryland: Spirit, Mind and Body

A VISION FOR 2015

**Mission Strategy 1**  
Build Y Memberships As A Means To Healthier and More Connected Community

- Focus on families, youth, seniors
- Intentionally program and design facilities to be true community centers/third place
- Round out member experience to improve physical, spiritual and intellectual health: all ages, stages of health
- Deliver member experience for 125,000 individuals (currently 50,000)
- Expand/improve to achieve 14 modern family center Ys



**Mission Strategy 2**  
Make Measurable Impact On Success of Children & Youth Through Asset Development Programs

*After School Programs - Keeping Youth Safe and Productive*

- Stronger school partnerships
- Employ Search Institute Developmental Asset model
- Increase developmental assets, support grad. rates & character development
- Consistent programming across region
- Increase afterschool sites from 55 to 75
- Expand to middle and HS
- Increase camp sites from 17 to 30

*Preschool - Prepare Young Children To Succeed in School*

- Partnerships: Will not go it alone
- Continually improve offering
- Rework cost-structure for financial sustainability

*Head Start - More Strategic and Financially Sound Approach*

- Continue to run HS where true partnerships with municipality exist
- Build on proven practices that achieve strong readiness outcomes

**Mission Strategy 3**  
Energize Community To Be Highly Engaged In Y Mission and Success

- Make Y a charity of choice
- Substantially increase member giving
- Increase program volunteers from 250 to 750
- Achieve combined Cap Campaign goal: \$18.5m
- Create Endowment
- Strengthen Board Structures

**Mission Strategy 5**  
Ensure that the Y is financially viable and sustainable for future generations.

- Reduce dependence on grant funding
- Increase % member revenue
- Substantially increase annual giving to provide more scholarships
- Establish endowment
- Reduce or eliminate one-time sources of revenue
- Increase partnerships, reduce "go it alone" operations
- Reduce/exit or overhaul under-supported program areas
- Increase physical footprint and upgrade physical plant
- Strengthen balance sheet, create reserves

**Mission Strategy 4**  
Become Employer Of Choice With Exceptional Culture

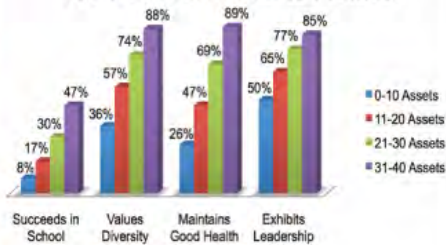
- Constantly improve: right people, places, resources
- Deliver exceptional member experience
- Define Y employment brand
- Hire & train leaders at all levels
- Strive for diversity in all ways
- Measure what matters and be accountable
- Establish a healthy and fun workplace
- Get better at what we do everyday

**Our Key Principles:**

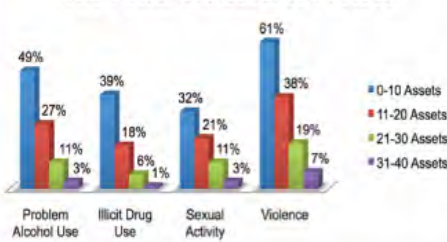
- All programs are infused with our four positive character values of Caring, Honesty, Respect and Responsibility
- Our programs will always be of high quality, and priced so that affordability and accessibility are paramount
- As a community-based organization, we will seek to partner with others who share our values and mission
  - We will measure the impact of our work; it is our belief that what gets measured gets done
  - We will operate in a manner that is environmentally and financially sustainable

# For Youth Development

**The Power of Assets to Promote**



**The Power of Assets to Protect**



Outside of the public school system, no other organization touches more young lives and their families than the Y. Through our 20 summer camps, roughly 55 after school sites, 8 preschools, 15 Head Start programs, 11 family centers, myriad aquatics and sports clinics and youth exercise classes, the Y is daily engaged in the healthy development of thousands of children and families across Central Maryland. In fact, the Y pioneered many recreational and educational programs and activities widely in use in schools and other youth development organizations across the U.S. today. Our programs are intentionally designed to build positive assets within children and youth, enabling the greater likelihood of success in school and happiness in life. We accomplish this through a sound mix of skill and character development with an emphasis on building self-confidence, an appreciation of service learning, healthy self expression, family engagement and the practice of Y values of caring, honesty, respect and responsibility.



knot or reinforce a bond – whether they encounter us at a Family Center or in any of our Y Journeys for Children and Youth programs, they will encounter a Y team and charitable mission that is values-based and focused on building confidence and character for life. We evidence this in many ways that are fundamental to Y culture – both casual and deliberate.

An energetic “high five” from a Y staff member to a child is more than a fun hallway greeting. It is also an intentional signal to that child that they are seen and valued. Our focus on service learning not only teaches a value of caring for others, it also reinforces a lifelong sense of purpose and empowerment to lead. These gestures, big and small, represent a deliberate implementation of the Developmental Asset model which runs through all of our youth programming. It is based on an approach extensively researched and developed by the Search Institute which has identified 40 assets young people need in their lives as the building blocks of healthy development.

## An intentional program of asset development

No matter where or how a child or youth in Central Maryland encounters the Y – whether they come to exercise their brains or bodies, workout or hangout, make a goal or make a painting, learn to tie a





*"I very desperately needed for my six year old son to be in an environment with a positive male role model...with an activity that he would enjoy learning. The Y provided just that and Mr. Mike is an incredible friend to many young boys. He is truly a Godsend."*

*- A member at the Weinberg Family Center Y*

*"Miss Carolyn and her staff go above and beyond the call of duty to make the children feel welcome, safe and truly cared about."*

*- A Y Journeys parent in Carroll County*

*"This is an excellent program. We have been coming for 3 years now, driving 25 minutes one way just to attend. The instructors are amazing, my son has nothing but positive experiences, we could not be happier. Brandon is an incredible instructor with a huge amount of patience and stellar leadership skills."*

*- A member at the Ward Family Center Y*





# For Healthy Living

Throughout Central Maryland, the Y is a leading voice on health and well-being and we're growing at a significant rate. Our members and program participants range in age from 1 to 100, and come in all shapes and sizes. Regardless of what may motivate them to engage with us—whether as members of our family centers or enrollees in our various out-of-school time programs, those who engage with us encounter a Y program and Y attitude that promotes healthy living in spirit, mind and body. It is taught and modeled in our myriad youth development programs, it is baked into every group exercise class, every sports clinic, every program designed to teach children lifelong patterns of good health and keep seniors mentally and physically fit and socially connected.

Y of Central Maryland 2005-2010 Growth		
	2005	2010*
# of Family and Aquatic Centers	6	11
# of Members	42,149	65,958
# of People Impacted	98,420	141,650
# of Youth Development Sites	107	124
# of Staff	1,758	2,036

\* as of September 2010



## The Third Place

Today we often hear references to "The Third Place." Wikipedia defines this as "a term used in the concept of community building to refer to social surroundings separate from the two usual social environments of home and the workplace." It goes on to quote author Ray Oldenberg who cites the hallmarks of the Third Place: ... "involves regulars – those who habitually congregate there; welcoming and comfortable; both new friends and old should be found there... anchors of community life..."



As we develop new Family Center Ys or redevelop existing ones, we do so with the principles of "The Third Place" firmly in mind. Our Family Center Ys today are designed to promote a cycle of spirit, mind, body connectivity that values lifting weights as much as lifting spirits and actively fosters family and community bonds.

Our newest Family Center Y in Parkville provides a good example and can be regarded as prototypical of our future development and focus. Of the 35,000 square foot space, roughly half is devoted to community space that offers game tables for playing pool, foosball, cards, chess, a big screen TV, a computer station; a children's interactive play zone; an open sport court; two multipurpose rooms and ample comfortable seating — all designed to invite and facilitate true community and family engagement. The result is nothing short of inspiring. Rather than providing a commoditized transaction, we're providing the ways and means for true transformation. At a Family Center Y, parents play pool with their teen age children, seniors read, watch the news and mingle, little ones climb and slide, and families splash in the pool amidst the whirl and hum of energy, movement, health promotion, camaraderie and fun.



Dear Community -

Every once in a while I feel the need to stop and reflect. This morning was one of those times.

When I retired from teaching, I was exhilarated at first...no more 5 am alarm clock noises, no more driving half asleep in the dark, no more listening to administrators who were younger than my shoes and didn't know what they were doing! When the first rush wore off, I was bored! No more challenges, no more feeling of accomplishment watching learners blossom, no more camaraderie and support from other teachers. There were times when I felt the walls of my house closing in! And then God provided...the Y Knot Knitters.

All the things I was missing about teaching were suddenly, miraculously back in my life...challenges, accomplishments, camaraderie, support...and we have all blossomed!

Spring is a time of renewal and I want to take this opportunity to thank each of you for being such an important part of my life. I truly believe that we are family.

Happy Easter! Karen

# For Social Responsibility

Running through everything we do is a commitment to improve the community we live in. The Y has been listening and responding to our communities' most critical social needs for over 160 years. We accomplish this in many ways. At its most fundamental, we are teaching and modeling proper social behavior through programming that continuously reinforces our core values: caring, honesty, respect and responsibility. But that is just the start. We actively encourage community engagement to improve the lives of others on a daily basis. Whether through fundraising to provide scholarships for those who cannot otherwise afford our services or the recruitment of volunteers to help mentor children or guide our community investment, ultimately our mission and purpose comes down to social responsibility - the responsibility to take good care of each other, to help those in need and to instill in our children a sense of duty to incorporate service to others within their daily lives.

## Changing the fabric of entire communities

This past year, Y volunteers undertook one of the most impressive and inspiring community building projects we have ever had the privilege to be a part of. Motivated by Dr. Martin Luther King's great call to service, we honored his legacy by revitalizing the historic Druid Hill Family Y—a 160 year old structure that had long been a home and safe haven for African Americans

in Baltimore, Supreme Court Justice Thurgood Marshall among them. Today this important Family Center Y serves as a beacon of stability and positive opportunity in the otherwise challenged Druid Hill/Upton community of Baltimore. It houses many critically needed Y programs for at-risk youth as well as a full service Family Center Y— services which are largely funded through grants and contributions, as well as a substantial subsidy from the Y of Central Maryland.

Volunteers from the Druid Hill neighborhood and as far away as Carroll County came together to rebuild and revitalize this historic center from top to bottom. An all-volunteer army renovated the lobby, child watch area, teen room, gym, locker rooms and computer lab. All together, roughly \$300,000 in financial support, labor and supplies was donated. This tremendous accomplishment was celebrated in a block party - a fitting tribute to the great spirit of volunteerism and social action that fueled the renovation.

This one example demonstrates that the depth of our reach is so much more than a number. When matched with our charitable mission and expertise, it's also a tool to facilitate positive social change.

Lots of worthy organizations help people, which is a great gift to those helped. Doing it on a mass scale is a lasting contribution that impacts lives today and changes the fabric of the entire community for generations to come.



# The Druid Hill Family Center Y Revitalization

Volunteer leader  
Dwight Taylor



Baltimore Mayor  
Stephanie Rawlings-Blake



Druid Hill  
Family  
Center Y



Volunteer leader  
Perry Savoy



Oriole Adam Jones



State Senator  
Verna Jones



U.S. Representative  
Elijah Cummings



Volunteer leader  
Michael Shaklette with  
Board Chair Jim McGill





# Accountability Matters

It's one thing to run well intentioned programs but, what matters is what works and what works is what gets measured. That's why our strategic plan starts with a review of the social conditions in which we operate and why it mandates serious measurement of our efforts which ensure accountability to our mission.

Numbers of people served is one important measure as it is an indicator of the scope of our opportunity and depth of reach. But of far greater importance is the impact we are having on the lives we touch.

In partnership with the Johns Hopkins University School of Public Policy, we are designing a Community Impact measurement tool that will clearly tell us the extent to which participation in Y programs and services is impacting the quality of community life.

We will report out at key intervals and publish the full study in 2015.



## **Measuring Social Impact: Why We Do This Y Work**

### Social Impact Measures

- Improving Central Maryland's Health and Well-being through expanded membership for all
  - % who are satisfied with their lives as a whole
  - % who feel that their health is better than it was a year ago
- Making a measureable impact on childhood and youth development
  - % who feel hopeful when they think about their future
  - % with improved or sustained performance in school
- Energizing the community to be socially responsible through strong engagement in the Y
  - % who are satisfied with their community
  - % who feel as though their community is a better place because of the Y



**Today, 92% of respondents believe that their community is a better place because of the Y!**



# For Youth Development. For Healthy Living. For Social Responsibility: A Year in Review

## CareFirst BlueCross BlueShield Fit N Fun

America's childhood obesity rates have tripled in the last 30 years, exposing 9 million kids to a variety of potential long-term health consequences.

Experts are concerned that this will be the first generation of American children who live sicker and die younger than the previous generation.



Thanks to the generous sponsorship of CareFirst BlueCross BlueShield, we have been able to develop Fit N Fun, an after school program of exercise, nutrition education and family support for children ages 6-12. Children are pre-post tested.

### Avg weighted improvement:

- Flexibility – 12% improvement
- Body composition – 2% improvement
- Muscular endurance (sit ups) – 50% improvement
- Muscular endurance (pushups) – 71% improvement
- Cardio respiratory endurance – 5% improvement

Avg improvement per semester: 28%

## PNC I am Moving I am Learning

The PNC Grow Up Great! Foundation and the Y of Central Maryland have partnered to enhance school readiness in the domains of math and science for preschool aged children. As part of the partnership, the PNC Grow Up Great! Foundation is providing funds to the Y of Central Maryland's Head Start to implement "I Am Moving, I Am Learning", an education through movement program.

## School Readiness

Y Head Start children in Baltimore County have recently tested 81% more school ready than other low income children across the state.

### Most significant gains occurred as follows:

- 9% gain in Language and Literacy
- 17% gain in Math
- 10% gain in Scientific Thinking
- 9% gain in Social Studies
- 12% gain in Art
- 8% gain in Physical Development.

## Building Futures

This year we launched Building Futures, an innovative Y mentoring program. Over 200 mentors and mentees meet and enjoy activities together at a Family Center Y and are each given a free one-year membership to help facilitate and foster deeper community connections.

## An Early Head Start

In 2010, the Y of Central Maryland was named a Center of Excellence among all Head Start programs across the nation by the U.S. Department of Health and Human Services – one of only 10 in the country to receive this honor. In 2010 we were also awarded an Early Head Start grant to work with pregnant mothers and newborns to help assure a healthy start in life.

## Cal Ripken Sr. Foundation Youth Development Field

In partnership with Bill and Cal Ripken, Jr we've broken ground to build a ball field for the children and youth of Baltimore. This new field will be built at our Weinberg Family Center Y on the site of the old Memorial Stadium where Hall of Famers like Brooks Robinson and Cal Ripken once played. It will enable thousands of youth to enjoy team sports in an area of Baltimore that offers precious few opportunities for outdoor play.




## Opening of the Parkville Family Center Y

Our newest Family Center Y offers as much opportunity for physical activity as it does for social and community connectivity, and as such is a prototype for our new or newly redeveloped centers. We opened our doors in June with a festive celebration for all to enjoy.






# Extraordinary Volunteers



Every Y volunteer is special to us. Each volunteer meeting attended, sports team coached, dollar raised, event planned, policy shaped, training designed, building rehabbed and child mentored is a true gift, not just to us but to the community as a whole. We salute and thank each and every one of the 1200 plus volunteers who make us a better Y organization every single day.



Each year we pay special tribute to our volunteers at our Annual Meeting and honor those who go above and beyond. The following extraordinary Y volunteers were honored this past year:

Under the leadership of **Tom Mooney**, the Northern Baltimore County Community Advisory Board (CAB) received donations from nearly 8% of their members to date in 2010 – exceeding total 2009 membership giving by over 30% already.

**Vanessa Purnell** led the Baltimore City CAB to raise nearly \$130,000 to date in 2010 – already surpassing their 2010 fundraising goal of \$110,000.

**Matt Roberson**, member of the Southern Baltimore County CAB and the Association's Community Engagement Committee, and **Dwight Taylor**, member of the Association Board and a key player in the Y's Druid Hill Revitalization project, were honored for their outstanding engagement as new volunteers.

**Bruce Cleland**, Northern Baltimore County CAB, and **Ruth Heltne**, Association Board, were both honored for being instrumental in supporting positive change for a stronger Y future.

**Bill Graeff**, Howard County CAB, and **Donna Wilson**, Association Board member, were both honored for being instrumental in helping develop and improve Y programs to meet community needs.

**Perry Savoy** and **Michael Shacklette** of the Baltimore City CAB, were honored for being instrumental in supporting the Y's critical mission.

**David Dukehart**, Association Board and chair of the Community Engagement Committee, **Carol Troia**, Northern Baltimore County CAB, and **Marty Hill**, Carroll County CAB, were all recognized as being outstanding Y volunteer ambassadors.

**Melanie Graw**, chair of the Anne Arundel CAB, was awarded for being an outstanding Advisory Board Chair.

## Geraldine Young Distinguished Service to Youth Award

This award is presented to the volunteer leader who most defines the Y by embodying the core values of caring, honesty, respect and responsibility. He or she is a volunteer who is generous with their time, advice, stewardship, and vision.

The award is named for Geraldine Young, a long time volunteer who is relentless in her passion for helping families and children in need.

This year's winner was **John Pearson**, our out-going chair of the Association Board.

## Outstanding Partnership Award

This award is presented to Y partner organizations which have been steadfast in supporting the Y's work in the community. They exemplify the true meaning of the word "partner," sharing our mission, values and commitment to making Central Maryland a better place for families.

Harford Community College, represented by Harford CAB Chair **Pat Hogan**, and PNC Bank, represented by Association Board member **Peter Floeckher**, won this award. Harford Community College has been a Y partner for 16 years, and among the many ways it supports the Y, provides space for a Y pre-school center on its campus. PNC Bank provided a two-year, \$81,500 grant to implement the "I am Moving, I am Learning," curriculum for the Y's Baltimore City Head Start. PNC has also sponsored numerous Y events over the years.



**Y kids created our colorful awards for volunteers!**

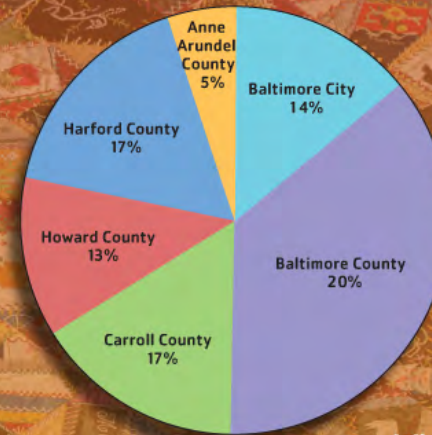


# Financial Impact

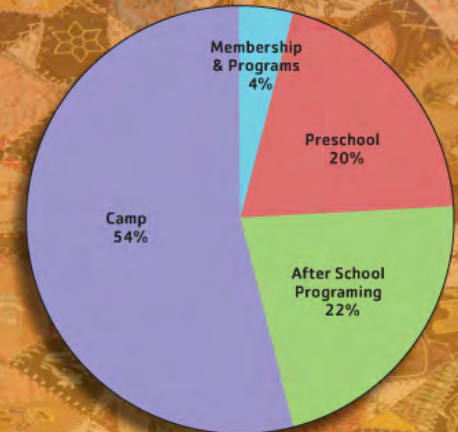
## Y of Central Maryland Statement of Financial Performance

	2008	2009
<b>Public Support</b>		
Contributions	2,097,329	3,898,155
Grants	10,989,305	10,683,624
United Way Subsidy	165,506	218,583
<b>Total Support From Public</b>	<b>13,252,140</b>	<b>14,800,362</b>
<b>Membership and Activities</b>		
Membership Fees	10,729,463	14,991,205
Program Fees	13,320,575	10,695,636
<b>Total Membership and Activities</b>	<b>24,050,038</b>	<b>25,686,841</b>
Other Revenue	147,114	87,122
<b>Total Revenue</b>	<b>37,449,291</b>	<b>40,574,325</b>
<b>Expenses</b>		
Program Expenses	30,823,628	32,345,367
Supporting Services	5,286,674	5,528,954
Interest & Financing Costs	701,372	966,500
<b>Total Cash Expenses</b>	<b>36,811,674</b>	<b>38,840,821</b>
Depreciation / Amortization	1,991,827	2,204,148
Unrealized Gain/Loss (Bond Swaps)	551,333	72,300
<b>Total Non-Cash Expenses</b>	<b>2,543,160</b>	<b>2,276,448</b>
<b>Total Expenses</b>	<b>39,354,834</b>	<b>41,117,269</b>

Where the contributions go by region.



Where the contributions go by program.



# Our Leadership

## Association Board of Directors

Jonathan T. Brice, Baltimore City Public Schools  
Marty A. Brutscher, McBee Associates  
Marlene Burger, Community Volunteer  
Alan C. Cason, McGuireWoods, LLP  
Scott Cousino (Treasurer), Stifel, Nicolaus & Co., Inc.\*  
Gregory A. Cross, Venable, Baetjer & Howard, LLP  
David Dukehart, Merrill Lynch\*  
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Ruth Heltne, WJZ-TV\*  
Thomas Hoblitzell, Willis of Maryland, Inc.  
John K. Hoey Ex-Officio, Y of Central Maryland  
Leigh T. Howe, Windsor Healthcare Equities, LLC  
Mohannad Jishi, M&T Bank  
Robert A. Kavetsky, Energetics Technology Center  
Steven Koren, Koren Development Co., Inc.  
David Lerer, State Farm  
Steven J. Margolis, CareFirst BlueCross BlueShield  
James McGill (Chair), Johns Hopkins University (Retired)\*  
Tom Mooney, O'Conor & Mooney Realtors  
Kenneth V. Moreland, T. Rowe Price Associates, Inc.  
Janese Murray, Constellation Energy\*  
L. John Pearson, The Baltimore Life Companies\*  
Bonnie Phipps (Second Vice Chair), St. Agnes Medical System\*  
Thelma Ross, Community Volunteer  
Ida Samet, LifeBridge/Sinai Hospital  
Dwight S. Taylor, Corporate Office Properties Trust (Retired)  
Patrick Turner, Turner Development Group  
Sharon Webb, Community Volunteer  
Donna Wilson, Injured Worker's Insurance Fund\*  
Geraldine Young, Emeritus, Community Volunteer  
Robert Zentz (Secretary), Laureate Education\*

\* Member of Executive Committee.

## Community Advisory Board Leadership

**Anne Arundel County** Melanie Graw, Feirstein & Graw  
**Baltimore City** Vanessa Purnell, MedStar Health  
**Carroll County** Ron Nawrot, Random House  
**Harford County** Pat Hogan, Harford Community College  
**Howard County** Dave Havrilla, Montgomery General Hospital  
**N. Baltimore County** Tom Mooney, O'Conor & Mooney, Realtors  
**S. Baltimore County** Tracey Stuart-Paul, Atlantic Recycling Technologies

## Senior Staff Leadership Team

John K. Hoey President and CEO  
Christine Ader-Soto SVP, Family & Youth Asset Development  
Michelle Becote-Jackson SVP, Y Journeys for Children and Youth  
Robert J. Brosmer Chief Operating Officer  
Sara Milstein Chief Marketing Officer  
A. Eugene Oaksmith VP, Strategic Development  
Lisa Punt Chief Talent Officer  
Sherrie Rovnan Chief Financial Officer  
Jeff Sprinkle Chief Philanthropy Officer  
Troy Weaver SVP, Y Family Centers & Member Experience





It's deeper here.



It's deeper here.®



## Our Mission

The Y of Central Maryland is a charitable organization dedicated to developing the full potential of every individual through programs that build healthy spirit, mind and body for all.

