

YMCA-WEIU
Board of Directors Meeting Minutes
Date: January 21, 2025 @ 5pm
This meeting was at Currier Plastic

Present	Staff Present
Bob Scarbrough Dan Walter Ryan Donahoe Lucas Ferrin - Zoom Marie Nellenback - Zoom Chris White David Tehan- Zoom Anne Marie Smith Doug Tomandl- Zoom Chris Mahar Charlie Wallace- Zoom Kelley Gridley-Zoom Christina Selvek Ray McKee	Cheryl Pusztai- YMCA of CNY Stephanie Bales
Excused	Documents distributed by email
	1. January Meeting Agenda 2. December 2024 BOD Meeting Minutes. 3. December 2024 Finance Report. 4. Nov. 11 Building & Risk Committee Meeting Minutes 5. January 14, 2025 Fund Development Comm min. 6. Q4 2024 Finance & Investment committee minutes. 7. 2025 Conflict of Interest Form 8. 2025 Vendor List 9. January Branch updates Doc. 10. Annual Dinner Sponsorship Form.

Call to order at 5:14* pm by Robert Scarbrough.

* Location change to Currier Plastics Cranebrook Drive location.

Item	Decision & Action Required
<p>Mission Moment Provided by Audra Moore, read by Cheryl Pusztai.</p> <p>This family lives in our community, and has a child at home, who is almost 2 with Brain Cancer. Mom stays home to care for the sibling, but wanted the 3-year-old to have a stable preschool experience. One where he could "be a kid" and "forget the worries of home" for a few hours each day. He does not live in the Auburn School District, so he is not eligible for any 3PK program funding. He attends our program on a 90% scholarship.</p> <p>This opportunity has been a wonderful one for this family. Both parents have expressed appreciation for the program and the support that the YMCA has provided for their family.</p> <p>I bring you this message to show you that what we do within our walls is GREAT WORK! We sometimes get caught up in the negativity and we have to remember to take a step back and realize that this is EXACTLY why we do what we do.</p>	<p>Cheryl Pusztai</p>
<p>Consent Agenda: Acknowledgement of any conflicts of interest Approval of the December 17, 2024 Board Meeting Minutes Approval of Committee Minutes</p>	<p>Motion to approve: Christina Selvek Second: Anne Marie Smith Approved unanimously No Conflicts of Interest</p>
<p>Finance Report: Anne Marie Smith</p> <p>There is a need for more members on the Finance Committee.</p> <p>2024 Membership revenue ended just under 1 million dollars. December 2024 showed a modest increase in membership units over the prior month.</p> <p>Salary and benefits ended the year under budget. The productivity rate is at 58% which is excellent we do need to keep monitoring it. Michael has calculated the CEO salary and benefits into the</p>	<p>Motion to accept December 2024 Financial Report Ray McKee</p> <p>Second: Christina Selvek Approved Unanimously</p>

<p>productivity ratio for comparison. This places us at 59%. The National target window is 60% but NYS is typically higher.</p> <p>SACC is driving program Revenue and is 21% over budget. The professional services line has ended higher than budget due to GRO.</p> <p>Please reference packet information for investment income details. Other additional items, the new cost study has been received. Boiler quotes has been received by the Building and Risk Committee and they will be reviewed. Last but not least, we have received the Audit package and Michael is already at work on that.</p>	
<p>Board Chair Report: Robert Scarbrough</p> <p><u>There is need for more board members.</u></p> <p>Robert Scarbrough, Dan Walter and Chris White have terms which will end in March.</p> <p>Dan and Chris have agreed to stay on.</p> <p>Chris White asked for clarification of the process in bringing suggestions for new members to the board.</p> <p>Robert stated that names should be sent to the Governance Committee.</p> <p>Chris White suggested Miki Post and has had a conversation with her.</p> <p>Dan Walter suggested Scott Kilmer.</p> <p>Anne Marie Smith mentioned that she has an article which discusses the importance of board diversity. She will forward this to all.</p> <p>Suggestions were made to reach out to Nucor, someone from the college, someone with Insurance background and or involvement with the prison.</p> <p>Robert Scarbrough also noted that there is a need for new board members who could be helpful with the Capital project.</p> <p><u>Insurance Policy</u></p> <p>Robert mentioned that insurance should be discussed.</p> <p>Cheryl Pusztai stated that the insurance policy is being worked on and that the insurance landscape is difficult right now.</p> <p>Robert expressed some concern in how and when we vet our Insurance carrier.</p>	
<p>Branch Report – Cheryl Pusztai</p> <p>See January Branch Notes</p> <p>Cheryl Pusztai reported that the campaign consultant interviews are set and a recommendation should be forthcoming.</p>	

<p>The Board was reminded about the DAXCO CRM conversion which is beginning and reiterated that it will be a huge staff undertaking.</p> <p>The E-Volt Bioscan device is in and has been introduced to members. There has been positive feedback and it will be a useful way to engage people internally as well as externally including through workplace health programs.</p> <p>The Bon Ton Roulet has been re-envisioned and is now a 5-day tour, it is also an Auburn Y only this year. There will be a need for all hands on deck as this is a primary fundraiser for the organization. Save the dates July 22 -26, 2025.</p> <p>Please complete the conflict of Interest forms and return to Cheryl OR Michael Barrigar.</p> <p>The BOCES Co -ser project is ready to be implemented. This is a partnership with BOCES, AECSD and the Auburn YMCA. Membership will be supported by Co-SER funding and will be prorated based on the districts state aid. For AECSD this is a 76.5% discount Youth K-1 enrolled in the school district will be able to obtain Y memberships at a cost of only \$6.35 and Family memberships will be available at \$20.91. The Y will be reimbursed for the full amount of membership.</p> <p>The Y hopes to begin processing rate changes for existing members in mid – February and push it out to the whole school district in March.</p> <p>Stephanie Bales discussed the new NYS and FTC Click to Cancel legislation which will impact Y business practices in the next couple of months. The Y is working to address the new regulations which will impact our refund and cancelation policies.</p>	
<p>Fund Development Committee – Kelley Gridley 2024 campaign wrapped up at \$80,000. 2025 Goal is \$75,000 Dawn Wayne and Kelley will work together for 2025. The Board & Staff campaigns will kick off in February. Amy will continue to provide support. Save- The – Date for the Annual Dinner which will be March 18th at the Springside. We are actively looking for dinner sponsors forms where included in the meeting packet. Please reach out to Kelley or Stephanie Bales with ideas or any sponsorships that you secure.</p>	

<p>CEO Search Committee – Marie Nellenback</p> <p>The search committee is comprised of the following individuals: Marie Nellenback Robert Scarbrough Ray McKee Chris White David Tehan The next scheduled meeting is February 20th. The committee has established a timeline. The position posting has been sent out Nationally and locally. The NYS Alliance will present their selections for the top 12 candidates and the auburn Board will cull that list. Please don't expect to hear much about the process until closer to final selections in order to protect the anonymity of any local candidates.</p> <hr/> <p>Approval to move to executive session at 6:12pm</p>	<hr/> <p>Motion to move to Executive Session Dan Walter</p> <p>Second: Christina Selvek</p> <p>Approved Unanimously</p>

Respectfully Submitted,
Stephanie Bales