



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE POWER OF MOMENTS

MIDWEST TPY RETREAT

9/17/2019 –
9/18/2019



WELCOME TO CINCINNATI



LEARNING OBJECTIVES FOR TUESDAY

- Deepen relationships with each other
- Understand what makes a moment memorable
- Apply EPIC to our everyday work
- Basic understanding and overview of the new certification system

What do you hope to get from this retreat?

AGENDA

- 1. WELCOME AND INTRODUCTION TO RETREAT**
- 2. THE POWER OF MOMENTS**
- 3. THE POWER OF MOMENTS AND THE NEW CERTIFICATION SYSTEM**
- 4. CELEBRATION AND PRIDE**
- 5. CHECK-IN**
- 6. BREWERY**
- 7. DINNER**

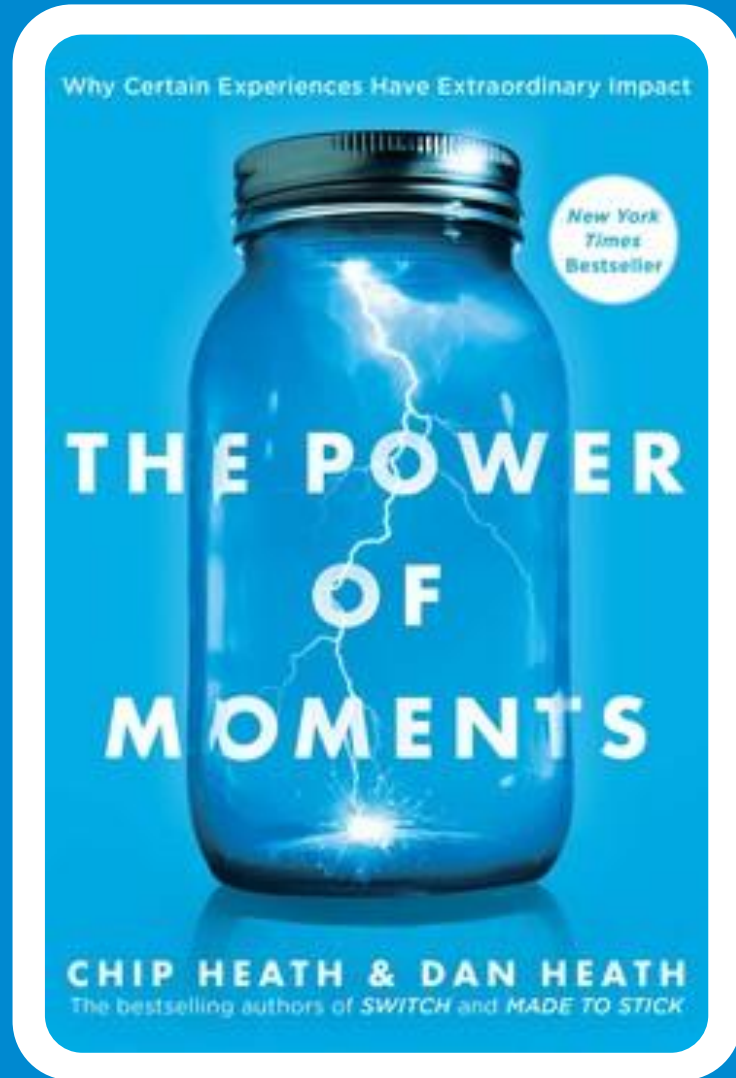
Your journey has molded you for your greater good. And it was exactly what it needed to be. Don't think that you've lost time. It took each and every situation you have encountered to bring you to the now. And now is right on time.

-Asha Tyson-

THE POWER OF MOMENTS □ OVERVIEW

[Review of the Power of Moments](#)





ELEVATION: defining moments rise above the every day

INSIGHT: defining moments rewire our understanding of ourselves or the world

PRIDE: defining moments capture us at our best - moments of achievement, moments of courage

CONNECTION: defining moments are social and they are strengthened because we share them with others

TIMELINE OF ME

MY TIMELINE TO TODAY



Date and place of birth



Red: First Y experience

Blue: First Y job

Yellow: If your first experience was coming to work for the Y



Pin three to five important moments in your life



Pin three to five important people in your life and when you met them on your timeline



Pin a proud moment/accomplishment



Pin a place that you visited that changed the way you think



Pin a time in your life that you faced a major challenge or had to be courageous



Pin a time that you were a part of a group that had to overcome adversity

BUILDING PEAKS OR FIXING POTHoles?



ELEVATION - RISING ABOVE THE EVERY DAY

- Boost the Sensory Appeal
- Raise the Stakes
- Break the Script

How can we do this?

TIMELINE OF ME

MY TIMELINE TO TODAY



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TIMELINE OF ME

MY CURRENT TIMELINE

Name two things in your life that you are grateful for.



Currently, what values are most important to you?



What is your most prized possession?



Currently, from where are you drawing inspiration?



TIMELINE OF ME

MY FUTURE TIMELINE



Note something you are looking forward to in the upcoming year.



What is a tradition that you hope will still be happening in your future?



What is something that you are excited to accomplish in the upcoming year?



What victories will your team be celebrating one year from today?

SHARE YOUR PINPOINTS



Reflect on the experience of building and sharing your timeline. What does this timeline tell you about yourself, and how did it help you connect with and learn more about others.

Each day holds a surprise. But only if we expect it can we see, hear, or feel it when it comes to us. Let's not be afraid to receive each day's surprise, whether it comes to us as sorrow or as joy. It will open a new place in our hearts, a place where we can welcome new friends and celebrate more fully our shared humanity.

-Henri Nouwen-

REQUIRED LEARNING EXPERIENCES

- **New:** The Y and You: New Employee Orientation
 - (eLearning OR credit by certified workshop facilitator hosting a session at Y)
- **New:** I Hear You: Service with CARE
 - (eLearning OR credit by certified workshop facilitator hosting a session at Y)
- **New:** Orientation to Diversity, Inclusion & Global
 - (eLearning OR credit by certified workshop facilitator hosting a session at Y)
- Introduction to Y's Cause & Culture
 - (eLearning OR credit by certified workshop facilitator hosting a session at Y)
- The Y's Way to Service & Engagement
 - (eLearning OR credit by certified workshop facilitator hosting a session at Y)
- Living Our Cause for Frontline Leaders
 - (credit by certified workshop facilitator hosting a session at Y)

ESTIMATED TIME

Core: 38.5 hours

Electives: Minimum 17 hours

ESTIMATED AVERAGE COST

\$837

CERTIFICATION DETAILS

Required Certification

- Leader Level Certification

Core Learning Experiences

- **New:** Discovering My Why: Pride, Passion and Purpose (ILT – 16 hours)
- Dimensions of Diversity (ILT – 5 hours)
- **Update:** Foundations of Listen First (eLearning – 30 minutes)

- Advancing Equity: Understanding My Biases (eLearning – 20 minutes)
- Volunteerism: Activating Community to Advance our Cause (ILT – 8 hours)
- **New:** Leading People (ILT – 8 hours)
- **New:** Your Role in Engaging Community (eLearning – 30 minutes)
- Electives: One from each pool
- Team Leader Test

Recertification: 40 credits every five years

Leading Operations Required: Select one	Building Relationships & Developing & Inspiring People Required: Select one	Team Leader Experience Required: 8 hours
<ul style="list-style-type: none"> • Introduction to Fiscal Management (ILT – 16 hours) • Introduction to Fundraising (ILT – 8 hrs) • Project Management (ILT – 8 hours) • Effective Program Management (vILT – 4.5 hours) 	<ul style="list-style-type: none"> • Implementing Change with Your Front-Line Staff (vILT – 4.5 hours) • Facilitating Change in Small Groups (ILT – 12 hours) • Expanding Your Y’s Reach Through Marketing and Communication (vILT – 11.5 hours) • Revise: Group and Teamwork (ILT – TBD) 	<ul style="list-style-type: none"> • See Next slide

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Leadership Experience

Required: 8 hours & Upload of Reflection Form

YPN Credits

- Peer Community Leader for 6 months
- Attend YPN Chapter Event(s) or Conference(s) (min 8 hours)
- YPN Chapter Leader (can be applied after 6 months in role)

ERGs

- Attend ERG Event (Min 8 hours)
- ERG Steering Committee Member (can be applied after 6 months)

Emerging Multicultural Experiences

- Attend Regional EMLE (8 hours)
- Attend National EMLE (8 hours)
- Planning Committee for Regional or National EMLE

National Cohort Program

- Emerging Global Leader Experience
- Multicultural Executive Career Advancement
- Executive Preparatory Institute

Global Leadership Development

- International Planning Committee
- Global Leader Project
- Y-USA International Dev. Experience
- Attend World Council

Y-USA Sponsored

- Earn Trainer Certification & train at least 1X (any course)
- YMCA Lifeguard Certification
- Certified Presidium Guardian
- Leadership Symposium
- Thought Leader Cohort

National and Local Advocacy

- Attend State Alliance Meeting/Event(s)
- Attend National Advocacy Days
- Attend State Advocacy Days

Customize Your Own Experience

- Project Submission – a leadership development experience designed and executed by you. (Examples: P&P Project Implementation, Sioux Y, Collaboration Project, New Program Development, Fundraising effort)

8 hours is required; you may combine one or more experiences to achieve 8 hours.



ESTIMATED TIME
Core: 41.5 hours
Electives: Minimum 50.5 hours

ESTIMATED AVERAGE COST
\$1,470

CERTIFICATION DETAILS

Required Certification

- Team Leader Level Certification

Required Learning Experiences

- **New:** Principles, Practices, and Leadership in the Y (ILT – 24 hours)
- Cultural Lenses (ILT – 8 hours)
- **New:** Leading Through Coaching (ILT – 8 hours)
- Using Data in Decision Making (eLearning - 30 minutes)
- **Revise:** Collaborate With Confidence (eLearning – 1 hour)
- Electives: One from each pool
- Multi-Team Leader Test

Recertification: 160 credits every five years

Advancing Our Mission and Cause Required: Select one	Leading Operations Required: Select one	Building Relationships Required: Select one	Multi-Team Leader Experience Required: Select one
<ul style="list-style-type: none"> • Annual Campaign Training (ILT – 16 hours and has prerequisites) • Developing Major Gifts (ILT – 24 hours) • New: Philanthropy for Non-development Staff (TBD) • Executive Fundraising (ILT/TBD) • Capital Planning (ILT/TBD) 	<ul style="list-style-type: none"> • Introduction to Fiscal Management (ILT – 16 hours) • Advanced Fiscal Management (ILT – 16 hours) • Fiscal Stewardship (ILT – 16 hours) • Building a Business Case for Your Work (vILT – 10.5 hours) 	<ul style="list-style-type: none"> • New: Building Social Equity (TBD) • Advancing Equity: Mitigating Bias in my Y (ILT – 8 hours) 	<ul style="list-style-type: none"> • See Next Page

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Leadership Experience

Required: 16 hours & Upload of Reflection Form

YPN Credits

- Peer Community Leader for 6 months
- YPN Chapter Leader (can be applied after 6 months in role)

ERGs:

- ERG Steering Committee Member (national or local, can be applied after 6 months)

Emerging Multicultural Experiences

- Attend Regional EMLE (8 hours)
- Attend National EMLE (8 hours)
- Planning Committee for Regional or National EMLE

National Program

- Emerging Global Leader Experience
- Multicultural Executive Career Advancement
- Executive Preparatory Institute
- Leading and Coaching Others
- CEO Preparatory Institute
- Multicultural Development Institute
- New Branch Executive Institute
- Leadership Symposium

Global Leadership Development

- International Planning Committee
- Global Leader Project
- Y-USA International Dev. Experience
- Attend World Council

Y-USA Experience

- Attend Program Expo
- Attend General Assembly
- Earn Trainer Certification and train at least 1X (any course)
- YMCA Lifeguard Certification
- Certified Presidium Guardian

National and Local Advocacy

- Attend National Advocacy Days
- Attend State Advocacy Days

Customize Your Own Experience

- Project Submission – a leadership development experience designed and executed by you. (Examples: P&P Project Implementation New Program Development, Capital Campaign or Annual Campaign)

16 hours is required; you may combine one or more experiences to achieve 16 hours.



NEW BRANCH EXECUTIVE TRACK

Required Certification

- Team Leader Level Certification

Required Learning Experiences

- **New:** Principles, Practices, and Leadership in the Y (ILT – 24 hours)
- Cultural Lenses (ILT – 8 hours)
- **New:** Leading Through Coaching (ILT – 8 hours)
- Using Data in Decision Making (eLearning 30 minutes)
- **Revise:** Collaborate with Confidence (eLearning – 1 hour)
- New Branch Executive Institute
- Elective: One from the Advancing Our Mission and Cause Pool
- Multi-Team Leader Test

Recertification: 160 credits every five years

ESTIMATED TIME

Core: 121 hours

Electives: Minimum 16 hours

ESTIMATED AVERAGE COST

\$2,500

Advancing Our Mission and Cause

Required: Select one

- Annual Campaign Training (ILT – 16 hours and has prerequisites)
- Developing Major Gifts (ILT – 24 hours)
- **New:** Philanthropy for Non-development Staff(TBD)
- Executive Fundraising (ILT/TBD)
- Capital Planning (ILT/TBD)

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ESTIMATED TIME

Core: 68 hours

Electives: 16 hours

ESTIMATED AVERAGE COST

\$1,028

CERTIFICATION DETAILS

Required Certification

- Multi-Team Leader Level Certification

Required Learning Experiences

- **New:** Strategic Leadership in the Y (ILT – 24 hours; likely topics include values and beliefs, systems change, social equity, community engagement, community benefit)
- Leading Change (All versions – Blended or vILT – 40 hours)
- 16 Elective credits
- Capstone
- Bachelor’s Degree

Recertification: 160 credits every five years

Elective Courses

- Board Leadership (ILT – 16 hours)
- Conferences (Affiliate group, NAYDO, Small to Mid-size Y, etc. – 16 hours)
- **New:** Systems Thinking/Leadership (TBD)
- **New:** Community Engagement (TBD)

- Board governance for CEOs (ILT – 5 hours)
- CEO Preparatory Institute (Blended–90 hours)
- Additional courses as they are developed
- Any electives (not already experienced) from Competency Pools at Team Leader and Multi-Team Leader Levels