

Y'S MEN INTERNATIONAL  
U.S. AREA

2007/8 MID YEAR MEETING

Avondale, Arizona

January 8-10, 2008

Fred Leonard  
U.S. Area President

Mid Year 2007/2008 Meeting  
U.S. Area Executive Officers  
January 8, 9, and 10, 2008

The 2007/2008 Mid Year Meeting was held January 8, 9, and 10, 2008 at the home of Dave Craytor in Avondale, Arizona.

The following U.S. Area Executive Officers were in attendance: Area President, Fred Leonard; Immediate Past Area President, Rob Wilby; Chief Financial Officer, Dave Craytor; Corporate Secretary, Debbie Redmond; and Budget Oversight/Resource Officer, Wayne Smith.

Additional individuals in attendance were: Past Corporate Secretary, Grace Smith and our hostess, Barb Craytor.

Meeting:

1. Meeting was called to order by Fred Leonard who gave an invocation.
2. The official U.S. Area Council Minutes from 2007 were signed by Area President, Fred Leonard and Corporate Secretary, Debbie Redmond. The minutes had been sent out to the Regional Directors in August and October.

#### EXECUTIVE OFFICER REPORTS

3. Fred Leonard presented the written Area President Report as it was sent to Geneva Switzerland, International Headquarters.
4. Rob Wilby presented the Immediate Past Area President Report. Rob stated that he wanted to stress the development of a better relationship at the grassroots level for members. He wants to develop a plan to change the actual club culture. Many clubs and members have no interest in attending Regional Conventions much less other meetings. We should invite them from other Regions too.

The Y Exec from Minnesota is now in Pittsburgh and wants to start a club. Maybe we could utilize the Findlay Ohio club (Dick Wohlgamuth). Fred stated that a "list serve" might be beneficial through the web page. He will follow up with Bob Daniels about it. Wayne stated he would also like to follow up with the individual from Puyallup, Washington, a staff member of the Tacoma Metro YMCA regarding another club.

It would be beneficial if we could identify some clubs with small we think might need rejuvenation and figure how we can help them. There should be a membership challenge between clubs in order to work toward increasing membership. One of the things we should consider is to "redefine" what it means to be a member of a club.

5. Debbie Redmond presented her written report as Corporate Secretary. The nominations for that position should have been received from the Clubs in

October. Fred has prepared the election form for the Corporate Secretary. Debbie will send the form out and the clubs will return it to Fred Leonard. There have been two major mailings this year and it has worked well with the quick response from Bob Daniels to get the labels out.

We should possibly list any upcoming events on the website. Wayne will work on providing an Area Provisional Calendar.

6. Dave Craytor presented his Treasurer report. There were some adjustments to the December report since we received more money in different areas from International. The Special Development fund got more and the Discretionary fund got less. Dave explained that for the sake of International, he divides the amounts received into Regions. Under Profit and Loss section, the Pacific Southwest still have a few clubs that have not paid. North Central has definitely dropped in membership and there were a couple of Treasurers in the U.S. Area that did not add the increase for International on their dues.

Important line items to note is the RDE training which was budgeted for \$7500 and spent \$6900, the Area Council was budgeted for \$12,200 and \$15,000 was spent. The Y's Alliance only had one bill paid this time for one issue. The Supply Office entry has not been made. Line item 9289 explanation was that there was money due and one was a check where there was difficulty with getting it cashed by the bank.

The last audit for the accounts was made January 15, 2005 by Ardith, Lloyd and Gene which was a review of the 2003/2004 accounts. Discussion revolved around the procedures as written in the Policy and Procedure hand out. There may need to be some changes to the wording. We should wait until at least this fiscal year is done then do 3 years in an audit. Maybe appoint the committee at the Area Council Meeting this summer.

7. Budget Oversight/Resource Officer report was covered mainly in the written report in the workbook.

Copies of the latest U.S. Area Leadership Teams, U.S. Area Officers Historical Record and Historical Record of the Alexander Scholarship Fund (Trustees, Treasurers and Area Service Directors) were handed out.

#### COMMITTEE REPORTS

8. Search Committee Report listed in workbook. Fred explained that since we had two candidates for Area President Elect, there was no need to have a committee this year.

#### ADDITIONAL REPORTS

9. Y Liaison Report. Fred shared the thank you note from Monica Elenbaas from the Y of the USA. We should consider approaching her about help in Marketing the Y's Men organization to the YMCA's.

- Fred discussed the meeting with CEO Neil Nicoll which included Rolando Dalmas, Lasse Bergstedt, Fred Leonard, and Rachelle Reeg. Several things were agreed to, including possible YMCA University participation by Y's Men. Information about the clubs in the "Fast Facts" which are e-mailed to Y Execs and possibly the inclusion of the Y's Men brochure as a marketing tool for the YMCA.
10. Roster Secretary Report by Bob Daniels was included in the workbook. After reviewing the report, Wayne discussed the history of the position and how it was originally established. It went from a paid position to being part of the Corporate Secretary position to a position of it's own. Discussion included the fact that the computer software used at this time is part of the difficulty in getting individuals to want to take that position. Fred will talk to Bob Daniels about this in more detail.
  11. Request for Clarification. An e-mail with attached document was sent by Bob Daniels to IHQ as Chairman of the Endowment Fund. Fred included that attached document to show the officers the controversy regarding the recommendations that had been made by the Endowment Committee and the fact that the recommendations had not been followed. We need to reinforce the idea that we support the position made by Bob in this document. It is a very valid report. Discussion included the way the Board of Trustees is appointed and a discussion of the results of an audit from the previous year.
  12. Provisional Calendar for International. The calendar was included in the workbook. The voting ballots for International President Elect and the Area President Elect (International Council Member Elect) are due in Geneva on the 18<sup>th</sup> of this month. It was agreed that since these things need to be sent now, Fred should send a reminder to the RD's concerning the importance of voting.

#### REGIONAL DIRECTOR REPORTS

13. Hawaii Regional Director, Phil Sammer submitted a written report discussing the plans for the Regional Convention in addition to the possibility of at least one club to be chartered in that region.
14. Mid America Regional Director, Benno Friedrich submitted his written report which included information about the Mid Year Meeting in addition to the Regional Convention. There continues to be hope for at least one new club.
15. Mid East Regional Director, Mike Sodini did send a report but it apparently was misplaced and not included in the book.
16. North Atlantic Regional Director, David Hasenfus sent a report. There is a chartering meeting for Carney's Point, New Jersey YMCA (18 members) which is scheduled for January 11<sup>th</sup>. Rob talked about the Camden County YMCA meeting.
17. North Central Regional Director, Daryl Soltau sent his report. The Regional Director Elect will be Joe Dotson of St. Paul Midway Y Service Club. There was a membership contest held but only 6 clubs chose to participate.
18. Pacific Central Regional Director, Ashley "Buck" Cox sent his report. The Sacramento club will discontinue in March.

19. Pacific Northwest Regional Director, Lee Woodard did not have a report in the book. Wayne stated that he had attended two meetings. There were people at the District level that couldn't go to the Regional meeting and there were people at the Regional level that couldn't go to the District meeting. Lee Woodard talked to the Everett, Washington YMCA about Y'sdom. There are several YMCAs in Wyoming as well as Billings, Montana that have been contacted by Ila and Harvey Steen.
20. Pacific Southwest Regional Director, Karl Walther submitted a two page report. The presentation on recruitment by Karl Walther was indeed a good program at the Regional Convention. Wayne suggested that a few years ago Lion's International picked one day for induction of new members. They make it a comprehensive program of mentoring, swear in and step by step procedures. All the clubs utilize the same day for the induction. Recruitment should be included in the Area Provisional Calendar (with monthly themes).
21. South Atlantic Regional Director, C.C. Kurtz sent a brief report. They have added the A.E. Finley club but have lost two clubs. The Bristol, Tennessee club meeting is scheduled for January 16<sup>th</sup>. Fred stated that he is about to start a club in Hot Springs which is actually listed as a part of the South Atlantic Region however the closest club would be in the Mid America Region for mentoring.

#### AREA SERVICE DIRECTORS

22. Awards report was submitted by Fred Leonard. Materials will be sent out in March to the clubs. The District Governor award is due in April and the Henry Grimes is due in June. Regions and clubs should make plans for trainings and nominations for club officers.
23. Alexander Scholarship Fund report was made by Dean Currie. He had received letters from Y staff who were able to attend their Principles and Practice training with Y's Men money. Some Y's Men donate directly to staff for training and it is not always reported. Dave stated that it was decided to place some of the funds into CD's as an investment. The CD would mature at a specified time. This is a beneficial way to set the money aside that is "laddered" to increase the principle and interest.
24. Honor Bulletin Award report was sent by Julie Nowell. The report included the number of bulletins that have been received, categorized by Region.
25. Disaster Preparedness report was submitted by McKinley Johnson. We still have not heard back from the New Orleans area nor have had any additional contact with the Gulfport area.
26. Endowment Fund report was sent by Junior Fischer. He has established a deadline of May 10<sup>th</sup> to get the funds from the clubs.
27. Extension report from Buck Cox. There has been some interest expressed by an Executive Director of the Armed Services YMCA in Alaska to possibly establish some clubs there.
28. Membership Conservation report was sent by Arlo Pannkuk. There was an additional report, two pages, regarding priorities and proposals concerning extension, membership and conservation.

29. Area Travel report was sent by McKinley Johnson. There is a delegate from Canada wanting to visit but there has been some trouble in setting it up. We need to have a Regional Service Director for Travel in the Pacific Southwest Region. Talk to Jim Mueller about it.
30. Web Master report was sent by Bob Daniels. There is a need for some new software for the site. We will need to know the cost and figure out how to pay for it. **Dave made a motion seconded by Fred to give Bob Daniels the authority to spend up to \$500 to update the site. Motion passed.** Dave stated that in the budget there is a line for Tech development as well as web development.

#### ADDITIONAL ISSUES

31. The Form for Received Applications for Brotherhood Fund, both full and partial grants, was included in the workbook (from IHQ). There were no full grant applications for any of the trips by the U.S. Area but there were applications for Denmark (International Convention). The form shows the ones he has received but not the ones granted at this time. Reference was made to whether Past ICM's were eligible for a grant. There is some kind of reference to it in the International Constitution.
32. Report of the U.S. Area Convention held in Charleston, S.C. was included in the workbook. The suggestions should be given to the groups planning future conventions.
33. 2009 Convention plans. Rob stated that he had talked to the Philadelphia area clubs but the response was weak. Will we have a combined convention with Canada? Where do we go if Philadelphia does not work out? Question was asked if St. Louis would consider but it was pointed out that St. Louis is making plans for the 2011 Convention. Fred would like to have more of a specific answer prior to leaving for Geneva this month. If not that area then maybe Pacific Central, Mid East, or none.
34. 2008/2009 Regional Convention Schedule. There were not many responses from the Regions on specific dates or locations at this time.
35. Targets for 2008/2009. The form from IHQ was included in the workbook which shows the goal and actual for 06/07 for each program in addition to the goal set by the International President (IP). These are listed in Swiss Franc. Fred asked for feedback so he can take it with him to Geneva. He will contact the ASD's about it too. The actual goal is established at council. The discussion included that this should be a realistic target. Dave pointed out that since money for some of these funds is slow to come in, maybe we should reduce it by a specific percentage. After reviewing the information about membership statistics, there was a discussion on the goal and the target for extension. Need to be realistic about it, maybe 8 clubs.
36. Leadership Training. The November Regional Director Elect training should be somewhere around November 13<sup>th</sup> and 14<sup>th</sup> and possibly in Minneapolis.
37. Conservation is a big issue and needs to be discussed. The handout on membership was reviewed. Hawaii has stayed even the October and April membership, Mid America has gained 4 members, Mid East has stayed the

same, North Atlantic has lost 1 member, North Central has lost 15 members, Pacific Central has gained 1 member, Pacific Northwest has gained 9 members, South Atlantic has gained 11 members and Pacific Southwest has lost 12 members. Our goal should be to bring all clubs to 15 members or above. The major part of extension is revitalization of existing clubs.

38. Face to Face Youth Committee Meeting. The Youth Intern at International Headquarters sent an e-mail out about the possibility of having a meeting prior to the International Youth Convocation in Herning, Denmark. Question was asked about the policy for youth to attend a convention. The response was we have either paid for registration or travel (whichever is less in cost). There is a part of the Brotherhood Fund form that calls for discretionary travel. It was agreed that we should find out the status of our Youth Representative, Joel, and see if he is interested in attending the International Convention.
39. Task Force on Becoming Carbon Neutral. Proposal was included in the workbook from Colin Lambie in Australia. The U.S. Area needs the name of a prospective member that would be interested in being involved in this Task Force. Rob Wilby will act as our U.S. Area representative
40. Special Development Fund Proposal. As a result of Rachelle Reeg and Fred Leonard, a proposal has been written for the need to develop an Area Project called "Recapture the Spirit-Rebuild Y'sdom in the USA. There were four main goals listed in the two page report which were: Extension, Club Revitalization/replacement, Membership Conservation and Recruitment, and Promote Y Service Clubs to YMCA Execs and Y-USA staff. Specific areas discussed included promoting the Y's men organization by putting the information in the hands of the young YMCA staff that are training. One of the things we may want to eventually cover would be an Area Service Director for Technology. In chartering new clubs, it takes essentially 15 months to get it done. That would be a large amount of time to get two clubs per region. Maybe we could get two started but actually get at least one of them chartered.

We need a new brochure. Maybe establish a List Serve on the Website with a file that allows members to communicate. We need pictures both for the web page and for the brochure that captures a person's attention. Maybe utilize bullet points with brief phrase quotes from Y Execs and peers. Brochure should include the five main parts...who, what, when, where, and why. It should include things for a personal challenge and personal satisfaction with an opportunity for personal development. It should also be updated every two years. Additional discussion included use of Power Points (pro and con).

Maybe we should consider a Family Club with child care for the younger children and a component in the meetings for all ages. It would have to be family oriented. In the past it has failed because they didn't have a community project or cause that everyone could support.

41. Brotherhood Fund Expenditure Committee (budget and expenditure of Area Discretionary Funds). This form was filled out by Dave Craytor which

includes what was done in 06/07. Discretionary funds is basically the travel money. Is the amount reasonable for now? There is a negotiation process in getting these funds.

Thursday, January 10, 2008

42. Letter from Ariani Friedl regarding the YMCA World Service Convention held in Mexico City was read. Ariani is the Regional Service Director as Liaison to YMCAs for the Mid America Region. Ariani wanted to thank the U.S. Area for allowing her to attend this Convention. She was able to talk directly to some of the YMCA staff who were in attendance and do a Power Point Presentation. She felt it was worthwhile to have a Y's Man in attendance.
43. BF4 Form. The approved amount for 07/08 in addition to the proposed 08/09 amounts were listed. Fred agreed with the figures given by Dave and it was put in Swiss Francs as of December 31<sup>st</sup> for the specific amount at that time. This report will go with Fred to the International Mid Year Meeting.
44. Report of the Area Supply Office was placed in the workbook. Discussion was regarding having pictures or photos of the specific inventory items on the web page with the inventory number. Maybe there would be a way for the person to get in contact with Tibor through the webpage. Will have to ask Bob to set it up possibly after he updates the overall website with the new software.

In a report on accounts receivable sent by Tibor to Dave, one account is way overdue and that is one for \$331.10. Tibor did have a good sale at the U.S. Area Convention this summer.

45. Last item on the agenda to discuss is District Governor (DG) Training. Unfortunately, Vern Kenney was unable to make this meeting. Discussion included how we can develop it and present it. It is important to establish and/or create a status for that position and a sense of identity as well as a sense of belonging.

Dave suggested that it is sometimes difficult to bring people together for a learning session. Maybe a television session would be beneficial where one group can be sharing with the other group using the cameras. This might be a possibility in the future but the first couple of sessions should probably be done in person first.

Wayne stated that one problem is that we have so many "recycled" DG's. We do have a good manual. The new DG doesn't know what to do and gets little direction from anybody. Maybe an agenda for them on what to do, what to say and what to ask would be beneficial. Dave agreed since most DG's don't really have anything written down and a calendar of when things need to be done would be beneficial.

Fred believes that it is important that the DG level is essentially the entry level for leadership in this organization. Maybe the leadership route is more through the RSD (Regional Service Director) positions since they seem to have a little more responsibility. The only Region that has a large number of DG's is the Pacific Southwest Region. We need to look to change the functional educational culture of this group. One meeting could be on the West Coast in conjunction with the Regional Convention. Another one might possibly be in St. Louis. A suggestions was made to have them come in on Friday night, do a minimum of a six hour training on Saturday and leave Saturday night. When Wayne has done trainings with new DG's, his preference is to do it one on one with the person and that takes about two hours and is a lot more personal for the individual.

It is important to stress that "you are a part of the team" and you are important. It is a necessary part of building relationships. An incentive might be for the DG's to receive special shirts. Fred would pick up the tab for the shirts. The form would include a request for shirt size. Maybe we should have it in May or June and have some dates set in advance. It was pointed out that if this is done, it should be for the ones that are coming into the position and not the ones that will not do it more than a year. We should include the RDE (Regional Director Elect) in any conversation we have on this. A note would be sent to the DG and RDE stating that we are trying to plan and give choices. Ask if they would attend with the location included and specific dates to choose such as a Friday and Saturday or a Sunday and Monday. Can we afford to do this? There are currently 27 people on the list. We do have some money set aside for this purpose and we can possibly find additional funds if necessary.

It is important to have DG manuals available for all of them. Maybe a conference call between Rob, Harry Frick, Vern, Fred and possibly Wayne would be the way to set it up. We need to figure in who else should be involved such as the RD or RDE with just a letter of information to them. Maybe utilize Vern and Fred in the west training and Rob in the central or East training. If anyone has any more thoughts regarding this, please e-mail Fred. Dave will talk to Vern and firm up possible dates. Fred leaves for Geneva on the 24<sup>th</sup> of this month. Dave will draft a letter with dates and get it to Fred hopefully before he leaves.

Final statement by Wayne was "The strongest Y's Man should be the DG."

With no additional items to be discussed, meeting was adjourned at 10:15 a.m.

Respectfully submitted,

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Debbie Redmond  
U.S. Area Corporate Secretary

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Date

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Fred Leonard  
U.S. Area President, 2007-2009

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Date