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FREQUENTLY ASKED QUESTIONS THE COMMUNITY YMCA & YMCA OF WESTERN MONMOUTH COUNTY MERGER

GENERAL QUESTIONS

Q. Why are The Community YMCA and YMCA of Western Monmouth County merging?

A. The two YMCAs have a long history of collaboration and currently share a management services agreement. We believe both YMCAs and our communities will be well-served by coming together as one association, sharing resources, advancing our mission and increasing our impact. As one Y, will be better positioned to address a growing need for YMCA services, particularly among our most vulnerable neighbors.

Q. What was the motivation to merge?

A. There were several factors that made this a timely consideration, including:

- > The departure of the CEO from the YMCA of Western Monmouth County in late 2017 created an opportunity for our Ys to explore coming together, which had been under consideration for years.
- > There are already many shared resources and services between the two YMCAs because of their strong collaboration.
- > An increasing need for access to vital Y services in our communities, such as affordable childcare, suicide prevention and mental and behavioral health care.
- > A shared media market.
- > An opportunity to benefit from shared resources for sustainability and to enhance the programs and service that we both provide.

Q. When will it be effective?

A. The merger of the two YMCAs is expected to officially take effect on September 1, 2019.

Q. What will be the corporate effect of the merger?

A. YMCA of Western Monmouth County will merge into The Community YMCA and become a single association under a new name, which is yet to be determined.

Q. Who will be in charge of the consolidated YMCA?

A. Laurie Goganzer will serve as the President & CEO of the newly joined association. The new Board of Directors will consist of members from both the YMCA of Western Monmouth County and The Community YMCA.

Q. What is the timetable for the merger process?

A. Now that the boards have agreed to merge, an implementation plan will proceed. This will include governance plans for the combined association and determine how duplicative departments like Human Resources, Finance, Development, Marketing and Facilities Management will be combined.

Q. How will this effect current local Y members and participants?

A. For the majority of members and participants, this will have no effect whatsoever. Many of the current participants already believe that we are part of a single organization – The Y.

Q. Will membership rates change?

A. While it is too soon to determine the membership rates for Sept. 1, 2019, we have been dedicated throughout this process of strategic restructuring to enhance the services and programs that we now offer to our members. Current members enjoy full membership privileges at many locations throughout both YMCA associations and will continue to do so.

Q. How will donors be affected? If I donate money to my local Y how will I know where it goes?

A. Thanks to the support of our members and the generosity of our donors, The Community YMCA and YMCA of Western Monmouth County are a strong and vital part of their communities. We are committed to continuing to operate in a fiscally responsible manner and being good stewards of the funds entrusted to us. While we believe that gifts with no restrictions are the most beneficial, we welcome donors to instruct us regarding how their donation should be used. Therefore, donations can still be designated to a local Y.

Q. Are there benefits to staff?

A. For a number of years, staff of the two YMCAs have been collaborating on program standards and marketing. This would continue and become stronger. In addition, the larger organization would have increased potential for program development, staff training and career mobility.

Q. Is staff going to lose their jobs?

A. We anticipate minimal changes in staffing. By joining together, we will see some economies in our operation, but we are committed to providing the same quality programs and services our members have come to rely on. The union of these two YMCAs will also provide increased professional development opportunities for staff from both associations.

Q. Will new jobs be created?

A. As one association, we are dedicated to providing greater opportunities to the communities we serve while maximizing our resources. Decisions to add additional staff positions will be determined through a continual review of our programs and services.

Q. Will you still be using local vendors? Could local vendors lose the Y's business?

A. Existing relationships with our vendors are important and valued. Through our combined resources we will work with vendors from all communities to explore future opportunities that allow us to be good stewards of Y funds and operate in a fiscally responsible manner.

Q. How will decisions be made about my local Y?

A. The combined volunteer board of directors will provide oversight to the entire YMCA association. Day-to-day Y operations will still be directed by the local Y staff under the leadership of the CEO and COO.

Q. How will the local branch uniqueness be preserved?

A. Each branch of the association will maintain its own unique name and continue to serve a defined area that represents the communities in your Y's service area.

Q. Will The Community YMCA and YMCA of Western Monmouth County be changing their names?

A. Yes. An implementation plan is under development. In the coming months, the shared name of the combined organization will be announced.

Q. How can you guarantee that my local Y's needs still get addressed?

A. While the corporate structure of the organization will be changing, both The Community YMCA and YMCA of Western Monmouth will continue to meet the changing needs of their communities.

Q. Will the Y's community involvement change?

A. No. The Y remains committed to strengthening the foundation of our community through programs and services that focus on youth development, healthy living and social responsibility.

Q. Will my local Y still have a voice in the new organization?

A. Yes. Volunteers from each Y will be represented on our new board of directors and input from all our members is valued. Additionally, staff of your local Y welcome and encourage the feedback of members and the community to help strengthen our programs and services. Ideas and suggestions can be shared by meeting with staff, completing our member surveys and serving on member and program advisory committees.