

Dear Y Members,

Welcome to summer. At the Y, we have many summer activities and opportunities for you and your family to have fun, to enjoy each other's company, to stay active and to build a community. From our outdoor pool at the Lafayette Y and splash pads in Lafayette, Boulder and Johnstown to day camps in 8 different cities and our beautiful overnight camp, the Y is here to help your family make the best of summer. If you have not registered for camp, please do so quickly as some of our offerings are close to selling out. I also hope you have noticed the upgraded fitness equipment in many of the Ys as well as new paint and carpet.

To help you kick off the summer, we are providing guest passes below. Bring a friend to the pool or a drop-in class and share with them what you love about the Y.

I also want to give a staffing update. For the last year or so, we have struggled to recruit staff for some of our key programs. Like many pool operators and childcare providers, national staffing shortages have taken their toll on our organization. However, this year we believe we will be almost fully staffed, which is a big change for most pools and camps. We feel fortunate to be in this position, but of course, if you know someone who would make a great lifeguard or camp counselor, please send them to ymcanoco.org/careers.

Much of our success in recruiting staff is because of recent wage increases, which are partially because of state and local laws and partially because we must stay competitive as an employer. As an example, before COVID we were paying \$12 an hour for positions that now earn up to \$21 an hour. We believe dedicated people are our greatest asset, and we must remain competitive with quality benefits and pay.

We have also experienced significant increases in supplies and services for maintaining our facilities. Like most organizations, the Y has seen a 10%-15% increase in janitorial, maintenance, utilities, contractor and vendor costs. The Y assesses best practices regularly to minimize increases; however, it's imperative that our centers operate at an optimum level to serve our community.

On top of staffing and maintenance cost increases, we are dealing with the dire effects of inflation as well.

All of this is to say that we will be raising family membership rates in July. Knowing the impact that COVID has had on local families, we have not raised family membership rates since 2019. However, we must prioritize the Y's fiscal stability and ensure this organization remains fortified for years to come.

Here are the new monthly rates that will go into effect in July:

Boulder, Longmont & Lafayette Family: \$115
Boulder, Longmont & Lafayette Single Adult Family: \$99
Johnstown Resident Family: \$85
Johnstown Neighboring Family: \$98
Johnstown Non-resident Family: \$115

We have also made the difficult decision to eliminate the Longmont legacy memberships. Starting in July, these rates will align with our regular Longmont membership rates.

Here is a bit of good news: While analyzing how our rates compare to other local fitness centers and community centers, we realized that our young adult/youth memberships (ages 12 to 25) are disproportionately high. We will be decreasing those by \$25 to ensure our young adults have a place at the Y.

Our monthly young adult rate in Boulder, Longmont and Lafayette as well as the Johnstown neighboring and non-resident youth rate will be \$35. This will not impact the Johnstown resident youth rate.

As always, the YMCA offers financial assistance to those who qualify. Please contact us if you would like to learn more

about financial assistance. You are always welcome to reach out to me with comments, concerns or questions.

Sincerely,

Chris Coker

President and CEO / YMCA of Northern Colorado