



COMMUNITY WELLBEING

- Outdoor and environmental education
- Family, youth and adult programming
- Overnight, day and family camps
- Serving diverse groups including, Adam's Camp, Project Sanctuary, Ski for Light and more
- Nordic skiing, snowshoeing and dogsledding
- Contemplative spaces and religious programming



MEANINGFUL WORK

- All-inclusive employment experience including meals, housing and activities. Working for the Y is more than a job, it's an experience.
- Mission-based employment and the opportunity to be part of something bigger than yourself
- Young adult programs for self-discovery and growth
- Employee engagement
- Immersive orientation
- Volunteering
- Mental health
- Recruiting and social media presence



SUSTAINABLE PLANET

- 3,000 acres preserved through conservation easements across Snow Mountain Ranch and Estes Park Center
- Greenhouse gas assessment and creation of a Sustainability Action Plan
- Engage an advisory group of industry experts
- Engage staff at all levels in sustainability efforts
- Communications and education plan for efforts
- Engage strategic partners in environmental sustainability efforts



JUST WORLD

- Building intentional relationships and partnerships with organizations working to make the outdoors more accessible for all
- Staff and Board education about diversity, equity and inclusion
- International exchange programs - International Trainee Program and the Summer Work and Travel Program
- Relationships with Indigenous peoples - Language and Culture Camp with the Arapaho and Cheyenne Nations



**YMCA
OF THE
ROCKIES**