



Y's RETIRED OF THE UK

Affiliated to the World Fellowship of YMCA Retirees

SEPTEMBER 2014

www.yretired.co.uk



GREETINGS FROM THE PRESIDENT



Dear friends and colleagues greetings

Despite the world scene today for we all face seemingly each day horrors of unspeakable proportions undermining one's sense of the meaning of peace, of fair play and the basic realities of common decency we can still, due to our ages, face up to life as it can be lived because our maturity is a force to be reckoned with!

The majority of us have lived through one major world war or even two! Some of us have served in the 'Armed Forces' doing National Service or longer terms as have our womenfolk in the nursing services not forgetting the Land Army and yes Dad's Army.

We are approaching OUR history for it is on our doorstep! For many of us life was grim at the time of war but it sure prepared us for the present when after years of peace we are again facing up to the fact of 'terrorism' and the connotations of war which is unhappily and increasingly related to 'religion'.

I am reminded of a story, which I suspect I have shared before, of the young soldier a little naively perhaps, wearing his army uniform as he had a day pass and walking through Doncaster Railway Station only to be challenged at the exit by two formidable looking Military Policemen (Red Caps!).

"Where have you come from?" "What are you doing here?" and "Where are you going?" they asked him! This kind of challenge can hit home to each one of us for we are members of the Y's Retired of the UK, in turn members of the World Fellowship of YMCA Retirees, we know what life is about and to our own satisfaction, know our personal history, the reason we are here and let it be said we know where we are going or perhaps dare I say, where we will sooner rather than later - be gone - for that is the reality too of life's experience!!

This draws me to the conclusion that we have the authority I would suggest from our lifetime of service through the YMCA, the church and/or related services to humankind to speak with assurance of the 'value of life' to all who suffer whether through

the atrocities of war, domestic violence, crime, health and those ailments peculiar to each of us, that life is worth living!

At the risk of sounding condescending let me share, as many of you are aware, the immense value of a smile for a stranger, a kindness shown, a small mercy, the reality of life which we too through pleasure and adversity have experienced 'through all the changing scenes of life' and know we are the first among equals!

In closing. I would express thanks to John Knox for his report contained in this Newsletter on the recent World Fellowship of Y's Retired conference held at Estes Park, Colorado, USA and welcome the Chair Elect of WFYR Norris D. Lineweaver and thank him for sharing his keynote address.

We are indeed members of a World Movement and can be proud so to be.

Keep well!

Jim Lamb

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BEST EVER

From 29 June to 6 July the 18th World Council meeting was held at Estes Park, Colorado and what we experienced was a special week whose impact will long be with the whole YMCA movement.

Attending a meeting of the YMCA World Council is a great privilege, but for those of us who are retirees it is even more of a privilege when there is a World Fellowship of YMCA Retirees (WFYR) meeting run in conjunction with it. As well as making new friends, it gives us the opportunity of meeting friends whom we may not have met for many years. Jerry Prado Shaw, President of WFYR, through his usual hard work and efficiency ensured that the WFYR programme was complementary to that of the Council.

For me the highlights of the week were:

- **simply being among over 1,300 participants** in the beautiful setting of the YMCA Estes Park, 8500 feet above sea level, surrounded by the snow peaked Rocky Mountains
- **the opening ceremony** and the inspiring welcome from Ken Colloton, YMCA World President
- **the report from World Alliance Secretary General**, Johann Vilhelm Eltvik, which in its analysis of the past and look to the future was both courageous and visionary. The impact of that speech with its major focus on youth empowerment was with us throughout the week
- **the greetings and the affection** shown by delegates to one another, clearly illustrating the reality of a YMCA family stretching across national boundaries and which has a clear Christian focus but is open to people of all faiths and of none
- **worship sessions**, always relevant to the actual world in which we live. Added to the Biblical reflections, sharing and prayers was the impact of the young singers and band. This, as with the main plenary sessions, was set in the context of staging, lighting and use of media of the highest professional quality, using the same production leadership as at the YMCA Europe Prague Youth Festival in 2013
- **the varied social programme** on Tuesday afternoon which included several busloads travelling further into the Rockies with some walking up a path over 12,000 feet high. En route the buses stopped as some had never stood on snow before and simply wanted to stand in it – but some ended up having a fun snowball fight!
- **one of the highlights** for many of us was when Peter Posner won a healthy majority in the election for the new World President. Two days before the election, at a meeting of the Europeans, Peter informed us that the suggestion that he stand for election as World President was made to him at the YMCA Europe Youth Festival Prague in 2013 by someone from Scotland. That person was Kerry Reilly who was Chair of the Prague Festival Steering Committee.

The **WFYR programme** involved 10 mornings sessions running alongside the World Council programme. Among the main issues were:

- **Telling your story:** this was an attempt to “document our proud heritage”. On a one to one basis each participant was given the opportunity to record their YMCA story in the hope that some documentation of these stories may result
- **Secours Speciaux:** from a meeting of the Secours committee a clear agreement was reported that this should remain as an emergency fund with the continuation of the previous agreement to retain a minimum of 250,000 Swiss Francs in the fund
- **Global Retirement Initiative:** consideration was given to the possibility of setting up a retirement fund to support YMCA staff in countries where there is no retirement fund or in some cases a highly inadequate scheme. In recognition that this is something that has been discussed at previous WFYR meetings with little result, a small group was set up, led by Don Anderson, whose task is to develop some practical plans for action. One example given was of a YMCA staff member from a country which has no pension scheme. That staff member has been put on the staff list of a local YMCA in the USA as a “fraternal secretary”, included in their pension scheme and the costs being paid by that local US YMCA
- **“Roots and Wings Fellowship Gathering”:** On Wednesday evening the WFYR group held a reception for the “Change Agents”, young adults who have for the past two years been selected and received training and support to enable them as key leaders , working to bring about greater youth participation and change in the YMCA. Of over 200 Change Agents attending the World Council a large number took part in the reception, an opportunity that was not missed for sharing views and opinions among us all
- **WFYR elections:**

Chair: Jerry Prado Shaw, having completed four outstanding years of service to WFYR, Norris Lineweaver was duly elected. Unfortunately Norris was unable be present at Estes Park due to family reasons but using Skype he addressed the meeting, speaking of “faith, hope and charity” as a “threefold cord not easily broken”. He said that being separated by distance from one another and divided by vast oceans, is made more tolerable knowing all of us have served a common purpose both at home and abroad. He paid warm tribute to the work of Jerry as President. At the end of his address Norris took part in a question and answer session.

Vice Chairs: New vice chairs were duly elected for most areas. Having served as Europe vice chair for six years since taking over from Egon Slopianka in 2008, I was delighted that Albrecht Kaul from Germany had agreed and was elected as the new WFYR Vice-Chair for Europe

Perhaps the whole week is best summed up in the words of Terry Ratcliffe who speaks from years of international experience and who has attended many World Councils. Terry said to me on the last morning that this World Council had been “the best ever”. “Best ever” as a description of the whole week is no exaggeration and it is difficult adequately to put into words the efficiency, professionalism and family spirit of the Council, complemented by the warmth, fun and work of WFYR from beginning to end.

John Knox

Member's correspondence

Reg shares thoughts on articles in previous newsletter

Dear David,

Belated thanks for bumper bundle marking two significant anniversaries. Belated because old grey cells stirred intention to comment on some items but procrastination reared ugly head! However, of possible interest?

Jean Saunders wonders how Country File programme involving our Joe Renshaw came about? Well, it began when NW Archives researched history of war time YMCA Tea Cars and ultimately leading to Joe as an undoubted authority. This resulted in a lengthy interview with Joe and a full length CD now held copyright by NW Archives. Young Joe then at London Central, had close involvement with servicing Tea Cars and Canteens at the onset of the 'Blitz' on east London and wider afield throughout the war. A remarkable story to tell! From such source came the Country File item.

Jim Thomson wonders what other Y's Retired folk were doing on D Day? He was then far away in 'India's Sunny Clime (as Kipling had it!) I too was far away off the French Riviera nearby Cannes, not for the casino but to put ashore American troops and vehicles for General Patten to drive northwards to relieve pressure on the main event!

Arthur Bennett speaks to the origins and YMCA usage of the great hymn "Thine Be The Glory". almost a standing feature of any YMCA assembly. For me, it was never more moving than at the final rally in the Palais de Sport in Paris in 1955 marking the 125th celebration of the founding of the World Alliance, bringing together many hundreds of YMCA members, young and older, from around the world. Central to the pageant, a boy carrying the Holy Bible open at John ch17 v21!! The vision of a world wide Movement of YMCAs under God became real for me at that time and I guess for very many others then and since.

Reg (Wake)



Read this piece in [The Telegraph](#) about actress Lena Ashwell, and how she worked with #YMCA, to entertain troops on the #WW1 frontline [#WW1Centenary](#)

Dear John (Knox)

Greetings from Madrid!

It was a pleasure meeting you again a few days ago in Estes Park during the World Council and the World Fellowship of YMCA Retirees. Ed Eggink and I really enjoyed sharing with the whole group on July 4th and meeting so many good friends at that session.

We are deeply thankful for Jerry's invitation and for the way we were able to share some highlights about our European reality. Ed and I agreed that every time we meet with WFYR, we feel inspired.

That inspiration comes from persons like you, John. Now that you announce that you finish your term as Vice Chair for Europe, we shall stress again how crucial you have always been for the strengthening of our common YMCA mission. And I am sure that you will continue providing guidance, good advice and strength to many of us across Europe and the world. Thank you so much for being always so close, dear John.

We applaud Albrecht Kaul's appointment and we deeply thank him for his commitment. Albrecht and I shared a few thoughts after your session in Estes Park and we will remain in contact regarding the work of WFYR in Europe identifying ways in which we can continue strengthening the network.

Blessings to Patricia and you, John. We will continue in close contact and I look forward to the next opportunity to meet. If in Scotland I know I will have to wear my kilt. Always a pleasure and an honor!

Warmest regards,
Juan

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Fred Evans and The Central YMCA London.

Fred joined the Board of Governors of The Central YMCA in April 1978, the year after David was appointed Chairman and seven months after Colin had been appointed General Secretary/CEO. He served the Association loyally and with great devotion, including 10 years as Chairman of London Central YMCA, until he resigned from the Board in July 1996 – over 4 years after Colin had retired!

Having had the pleasure of working with Fred over such a long period enabled us to get to know him in depth – to really understand how he ‘ticked’. As a professional Chartered Accountant he brought in-depth financial knowledge and experience to the table and contributed enormously with advice and leadership during many harrowing periods in the Central YMCA’s financial ‘perambulations’.

Fred was always ‘the gentleman’, courteous and invariably kindly in all his dealing with people, whether volunteers, staff, our Special Finance Committee of Creditors - so ably led for many years by Philip Reader, who eventually became Treasurer and later, Chairman of the Association – and our Professional Advisers. He really was a tower of strength in what, at times, were stormy days.

It is 11 years since Fred retired and as we are nearing Fred in age, memory isn’t what it used to be! Endeavouring to come up with detailed recollections is difficult. We have therefore scrabbled through our old records and extracted for most of the years he was in the Chair the words of the great man himself – his Chairman’s Reports. We hope he will enjoy reminiscing over the many events which occurred during the 10 years he was Chairman.

Also enclosed are the reports in the 1985 Review of (1) David (2) Paul Osmond, the Honorary Treasurer at the time and (3) Colin. These reports set the scene as it was in 1985, when we had come to a new agreement with our Lenders.

To finish this short summary of Fred’s years with London Central, and on a lighter note, having applauded his many rich contributions to the Association, perhaps our most treasured memory of him is as a constant friend and supporter. He was great company and we recall many delightful social occasions when we with our wives, Wendy and Betty, enjoyed relaxing with Fred and his wife Julie in the serene ambience of Dunford and surrounding beautiful countryside, and in Windsor as well as other locations including their home in Chorley Wood.

There are so many reasons for us to be grateful to Fred of which we have been able to cite only a few. We have admired him, respected him, learned from him, enjoyed him and for all of this we say ‘Thank You Fred’ – and ‘Thank You Julie’ for sparing us so much of his precious ‘family’ time.

Finally, one must say that it was abundantly clear that Fred’s commitment to all he did was always governed by his Christian Faith and his trust in and love of our Lord, Jesus Christ.

With warm regards and best wishes for the future
David (Miller) and Colin (Mawby).



Post Scriptum from Colin

I must comment on one special memory - the wonderful time Fred and I – with our wives Julie and Betty – had together in Israel in October 1987. From the time we landed on an El Al aeroplane, with the ‘natives’ clapping wildly, to our departure was a revelation. This visit is covered in detail in Fred’s Report of 1988. Sufficient to say this was an amazing experience for the four of us but we also had the pleasure of getting to know each other better on a personal basis.

Other ‘words of wisdom’ I have always remembered – and abided by – was when Fred told me I should have my hair cut! He was probably right, but one can go off people! Fortunately I didn’t and we remain good friends!

Rodney Cullum wrote at the time

The face of Fred Evans comes into my mind whenever I think of my time with Central YMCA. We laughed together even at the most difficult times and when we were under great pressure. I was glad to have his counsel on many occasions in my early years as chief executive, and he was a constant, supporting and wise presence whenever I needed it.

On the numerous occasions when he visited the Club, the LMS and the Hotel, he always had a word with the staff and showed a genuine interest in them and their work. We felt relaxed with him and in this way he contributed to the “culture” of the organisation. Staff realised that he valued them as people and not only as a member of a large staff.

When talking to “avaricious” bankers he showed the “steel” behind his easy going manner. His voice was seldom raised, but his point was always made and listened to. His experience in these situations was invaluable to the Y and to me personally. In many ways I was a novice in this world and I was lucky to have his constant support.

That CYMCA is still a thriving organisation is due in part to his contribution and is in his debt. Fred, you were my first chairman, and I thank you for your support and your tutelage. You were also a very good friend. I wish you a happy eightieth, and many more years to come.

Fred Evans at Southampton YMCA

After moving to Winchester Fred was co-opted to the Board of Southampton YMCA in January 1996 and served with great dedication until October 2003. During this period the old hostel was demolished and 40 self contained flats were built on the site. The administration for the YMCA was then established in George Williams House, adjacent to the flats. Fred is remembered with great appreciation for his great contribution during what was a difficult period. July 2007



18TH WORLD COUNCIL 2014 REPORT

Introduction

The purpose of this report is to reflect on the experience I had at the 18th World Council in Estes Park Colorado a couple of weeks ago. This report will provide a day by day evaluation in order to provide a complete picture of what the World was like and what it was all about. This report will not aim to evaluate the World Council itself nor the content and contribution of the delegates. This reflection shall be a subject view of my experience and the sense I made out of it. The report shall be divided into 3 parts- My Expectations, My Experience and What I learnt. For each part I will provide a summary. I offer sincere thanks to the South West YMCA Trust Fund for financially contributing to this wonderful experience.

My Expectations

As the newest member in the YMCA I drifted between excitement and trepidation simply because I had not been to a meeting of that magnitude. To be honest what I feared the most was that I would be required to do something or be something that I was not capable of doing. I was terrified I would embarrass Bristol YMCA and myself. A few days before I left for Colorado we had a meeting with some of the delegation from England YMCA. Although this was meant to prepare us for the work ahead, it made me even more aware of the magnitude of what was to take place 2 weeks in the following weeks. As my fear grew so did my excitement. Ken Montgomery who was the mediator and facilitator between the World Council and the group encouraged us to write blogs about the World Council before we went up to Colorado for ourselves and for those who were not able to make it. Even though I was intensely excited I wasn't sure how I was meant to articulate all I was feeling however a day before we left for Colorado as the fear left me inspiration came and I wrote from the heart.

This is what I wrote on the blog:

Expect the Unexpected

For a while I didn't really know how to put in writing all the emotions and thoughts I had concerning the World Council meeting. As the newest edition to the YMCA family naturally I thought I would be apprehensive about the meeting since I am not that well acquainted with the some of the YMCA policies and procedures. However the more I think about it the more I have found out that that's not the case. It is now a day before I step onto the Colorado soil and I can barely contain my excitement.

Frankly I have been excited since the moment I discovered that I was going to be part of the delegation going to Colorado at the start of the year. Though I expected my excitement to wane surprisingly enough it didn't. I suppose as I have gotten more involved at my local YMCA the importance of the work that we are going to do or be a part of at the Council has become clearer. The work that England YMCA has been doing to prepare has magnified the consequence of being involved as a participant at the Council.

I'm excited to be acting as a sponge at the Council- soaking up important information that will later be used to drench others so to speak. The most exciting thing will be to see the YMCA mission statement in action at the World Council as different groups of people come together for the same purpose and to make a real difference according to the principle laid in the Bible.

As a young adult meetings like these fill me up with hope because there is nothing quite like knowing that someone out there cares about your future and those around you and is willing to invest in it for unselfish reasons –this is the YMCA way.

So what of my expectations I hear you ask. The benefits of being part of something like this are very obvious and although all of us are aware of what is to take place it is easy to forget and take for granted what we have been blessed with- opportunity and a platform to be heard.

Those we seek to serve often don't have the kind of opportunities that are often presented to us and as delegates we have a responsibility to use everything we are/have been given to better society and one another. I expect the World Council meeting to remind us again why we do what we do. Being part of the World Council will open our eyes and sharpen the things that need to be sharpened to equip us all for the work that is ahead. Therefore I expect to grow; to be changed; to be challenged; to learn; to be inspired to do more; to go further; to think bigger and deeper while inspiring others to do the same. As they say 'I can feel it in my bones', this is going to be the experience of a lifetime! Expect the unexpected!

My Experience

Day 1

We arrived in Colorado in the middle of the night. The place we were to spend the next five days was called YMCA of the Rockies which was fitting seeing as the building was built beside the Rocky Mountain National Park. We were given rooms and our bags were taken care of. There were many other delegates- tired and jet lagged waiting for their needs to be met. What surprised me was the efficiency and professionalism the staff at the Rockies exhibited. I was impressed and I felt sure that the week would be a life changing week. Although we were all tired the excitement was almost tangible. I made friends instantly with an Irish teacher I'd met on a connecting flight who turned out to be my roommate. In retrospect I realize that the most friendships and networks were formed that day when everyone saw each other for the first time. The days to follow were simply a way to develop those relationships.

The real 'DAY 1' started the next day. Day 1 started with registration where we all received our shirts and World Council packs. In the packs were booklets that contained information about the real reason why we were there and pin badges of the World Alliances of YMCAs. The more activities we did the more excited I became. The official opening ceremony started later on in the evening as many delegates hadn't arrived in the morning. The first day is where all the leaders and acting leaders of each movement were introduced. Every country stood up while all the others cheered as the former President of the World Alliance of YMCAs did the roll call. This part was also exciting because although I was well aware that the meeting was an international meeting it dawned on me that the whole world really was gathered in that place and it humbled me to have been part of such a moment. It was one thing reading about the World Council and another thing entirely being present. The atmosphere was charged with all sorts of positive energy and the most wonderful thing was all of us were just as excited to be in each other's presence.

Day 2,3,4,5

These days all commenced with devotion. At devotions we were given little postcards with prayers at the back and picture of Biblical 'events' at the front. There was always a performance by the YMCA musical group TenSing or the Mile High Gospel Choir. After the performances there would come someone to speak to the delegation and bring a word of encouragement or knowledge of what was going on around us. For myself devotion was the most important part of the morning as it made me see the reality of why Sir George Williams started the organization. The movement is centered around Christ and it is He who gives us the ability to do the work we do. I also enjoyed the fact that there other people at devotionals who did not believe in God particularly but were blessed by what happened there. Most of the days were spent in groups discussing the new Our Way strategy. Every delegate was put in a random group. The most incredible thing about the group work was the fact that we were made to understand the strategy and our role in the implementation of the strategy in a fun and unconventional way. Everyone's creative side manifested and it was a joy to watch the most withdrawn people come out of their shells and shine. For myself the group sessions were the most important part of the whole experience as that is where all the ideas on how to move forward came from. Without these sessions I would have come back home feeling like I went on a nice holiday. The group sessions was where the real work took place. Although the group sessions were creative and fun they were structured in such a way that forced all participants to be serious about what they were participating in.

On day 3 we had civic engagements. Every delegate had an allocated activity in the community although others enjoyed their activities I feel mine was a little disappointing. Even though my excursion was to another great YMCA camp what we took part in was not what I had expected at all. My excursion was a museum. I expected us to see ancient artifacts or take a tour into one of the mansions of the people who lived around the area however what we ended touring was a barn and a little run down cottage while others were 'out there doing fun stuff'. I suppose because of the nature of the place and the social status of the people who live on the camp, the cottage was indeed their mansion and the ancient artifacts were the old lamps and beds.

In retrospect I realize that my museum tour was actually the best excursion I could have gone to. This life is built on history and heritage and the fact that I was able to see and understand another person's heritage is more valuable than doing 'fun stuff'.

Days 4 and 5 were mainly centered around area meetings where delegates who wanted to be elected as part of the executive committee and of course president gave their speeches as to why they were the appropriate candidate for the job. As well as group work these were opportunities for us to understand more about the governance side of the YMCA and see exactly what we invest in and how our finances are kept among other things.

All through out these days what stood out for me was the way everyone was so friendly and quick to make friends. It truly amazed me the way networking played a major part in the meeting.

Day 6

This was the official closing day of the World Council. Even though the days were short it felt as if we had been there for months, we were now used to each other. Waking up in the morning for devotion; working hard in the afternoon in sessions through active listening and participation and fellowship in the evening was the norm. Every delegate was now a familiar face and friend. Day 6 was the most emotional day for me because it felt as if were all in a dream and now we were going back to reality. Even though it was somewhat sad that the meeting was now over the planning committee decided that the meeting would end with a 'bang'. The last day was one of the most satisfying and exhilarating experience I've ever had away from home. The last show TenSing performed and how well put together the whole evening was made me so proud to be part of the Y movement and it just brought it home how privileged we all were to be standing in one of the most beautiful places on earth making life changing decisions that would affect other people profoundly. The closing ceremony made me realize that I want to do more for my community for my family for myself for the world. Although all the work we had done the past couple of days was the most important part of the meeting the closing ceremony made everything come together. Also the fact that the president of the World Alliance had been elected from our area was the icing on the cake.

Conclusion

After all is said and done the question that remains, in fact the most important question of all is what have I learnt from my experience? First of all I learnt that hard work pays off. Although this may seem like a common sense statement being at the Council made me realize that the work that we do is really valued and that without hard working volunteers and staff this organization would not be able to fulfill its mandate.

I also learnt from one of the speakers who spoke at the Opening Ceremony never to underestimate the importance of a good kind word. She also said that taking a leap of faith is necessary to achieve great success. Judging from the success she has made from those two words -faith and encouragement this has inspired me to do the same, to constantly be the voice of encouragement among young people and to have faith not only in them but in myself in order to go further and do more in society.

The last thing I learnt is not to underestimate the power in networking and opportunity. As a result of networking and exchange of information and ideas now that I have come back to England I am going to working on various projects with some of the European delegates and my main aim is to make sure that the young people I work with get the same opportunities that have been handed to me.

All of this would not have happened if I had not met someone who introduced me to someone else. Now my life has changed for the better in ways I could not have imagined and not only has my life changed but I am confident that other's lives will change even more as a result of one incredible encounter. As a result of the meeting I am now thinking of ways to build cross cultural relationships between various YMCA in Europe through the contacts I have found.

I also want to build relationships among YMCAs here in the UK because I am convinced that the more connected we are the better equipped we are to do our work collectively. I also am exploring ideas of how to engage the young people who are currently in my local YMCA while trying to encourage new young members and volunteers. I am yet to find concrete and cable ways of doing this however another thing I have learnt is that ideas are our wealth therefore as long as I am thinking I am sure those ideas will develop into real projects with the help of senior management in my local Y.

Finally I have learnt that achieving a global strategy is done through engagement at local level. It doesn't matter that the vision is great, small works also benefit the movement. No one is insignificant - every little helps and matters.

Colleen Ndhlovu - member of Bath YMCA



Faith, Hope, Charity: A Threefold Cord Not Easily Broken

**Norris D. Lineweaver, Chair-Elect, WFYR - Presentation to World Fellowship of YMCA Retirees
Estes Park, Colorado (via Internet Broadcast) - Thursday, July 3, 2014**

THANKS AND APPRECIATION

Friends separated by distance and time from one another divided by vast oceans is made more tolerable knowing all of us have served a common purpose both at home and abroad. Coming from afar to be at one table is a challenge. I am very thankful to colleagues who made sacrificial gifts to help make it possible for more of our friends and colleagues to come to this important gathering. In addition to individual generosity, I want to give thanks to the YMCA of the USA, YMCA of the Rockies and the World Alliance of YMCAs for their help and support. Special thanks to each and everyone of you for overcoming travel challenges and your families for making this time for you away from home.

GREETINGS

When Jerry asked some months ago if I would step up to accept this responsibility as your Chair, pending of course with your approval, I shared my concern about being able to come to the meeting at Estes Park. Ever since the World Alliance chose to schedule the World Assembly during the July 4th holidays celebrated among American families, our extended family reunion has become an annual tradition during this time. Planning and scheduling for members of our family began long before Jerry and I got together and I could not let my family down. So ... greetings from Charleston Lake, Ontario, our summer home. The agenda looks terrific, and I am sorry to miss these important discussions with you.

ACKNOWLEDGMENT OF JERRY PRADO SHAW

Great leaders have clearly discernible leadership traits. Among the greatest of these is sacrificial leadership. One of our very own who has demonstrated these qualities among us is stepping aside.

We all have known Jerry Prado Shaw for a very long time. My first recollection of Jerry was during a report showing a YMCA World Service film produced by Bob Frers in 1975 featuring Jerry's work in Bolivia. That was 40 years ago. I witnessed first hand his capacity for competent and strategically detailed leadership as the National General Secretary for Panama during two special assignments. We have all been beneficiaries of that same quality of leadership these past four years.

If it is your will that I step up to assume these responsibilities, then in all humility, I have very big shoes to fill. The legacy of Jerry Prado Shaw will be known for generations as one of our most beloved leaders in the YMCA world. Those of us who have worked under his shadow, know it is one of the brightest shadows to advance the work of the YMCA.

I join you now in applause for Jerry Prado Shaw and his lovely wife, Marta.

STRENGTH FROM STRANDS OF FAITH, HOPE AND CHARITY

Ecclesiastes 4:12 ... Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

1 Corinthians 13:13 For there are these three things that endure: Faith, Hope and Love, but the greatest of these is Love. (English translation from Aramaic Bible)

The theme for my presentation is drawn from lessons of Scripture taken from both the Old and New Testament. I do not know about you, but I find personal strength in discernment from the greatest lessons derived from Judeo Christian teachings. These two Scriptures for me best describe our fellowship and path going forward. I cannot think of a stronger bond among like minded men and women than a fellowship defined by faith, hope and charity.

So I have developed my message, if not a vision of going forward with you, around the three pillars of faith, hope and charity.

FAITH AMONG FRIENDS

The first pillar of our fellowship is faith among friends. Like members we served during our careers, we have engaged people of all faiths or no faith that emanates from organized religion. During my watch, the board leaders of the Jerusalem International YMCA re-examined our mission statement and decided to be more forthright in returning a faith based clause that reflected the goodwill and intent of our inter faith role while acknowledging our Christian heritage. There is one hallmark of scripture upheld by our Christian, Jewish and Muslim friends, and that is service to others. We are at our best, servant leaders.

I have been a student of Robert Greenleaf and the principles of servant leadership most of my life. I was first introduced to Greenleaf's work in 1975, by Jack Lowe, the CEO and Founder of Texas Distributors, a major company in Dallas, Texas. Jack managed his company and treated both his employees and customers alike as a servant leader. His son, Jack Jr. continues in his father's footsteps in running the very successful company the same way.

I thought about you and the theme of the World Assembly, Empowering Young People. I took a piece I wrote for the Greenleaf Center on Servant Leadership a few years ago, adapted some of the content, and now I share it with you at the end of my prepared speech as a hand out.

HOPE FOR HEALTH

The second pillar is hope. It is my hope for all of you that you are living healthy and that your loved ones are all in good health. For some time, our fellowship has expressed an interest in clean water awareness and justice. I have chosen to pick up on this issue and propose an exciting new initiative and invite your participation.

Viva 20! Clean Water Awareness

No one should take for granted access to a glass of clean water whenever you want and need it. Here in Canada, the per capita consumption rate per annum is less than 2% of the total sustainable water reserve. In the USA, my fellow citizens each use on average more than 340 litres of water per day.

Almost 900 million people in some parts of the world do not have access to life-saving 20 litres of daily clean water. Our daily consumption rate in the USA is 17 times that amount considered basic to very survival. The reasons are often not just water scarcity and the lack of financial resources. In many cases the needs and rights of marginalized communities are not given priority or they are even being contradicted. Poverty and power relations are reflected and reinforced in who has access to and control of water per day. Just a few days ago, a ten member team organized by the Ecumenical Water Network of the World Council of Churches, reported on their findings on the lack of water justice in Gaza and The Occupied Territories adjacent to Israel.

There are many organizations addressing this issue. I am excited that the World Alliance recruited George McGraw as one of the Assembly's key resources. McGraw is an international lawyer dedicated to changing the way we all think about water. He is the founder of DigDeep to raise awareness and funds to provide long term lifesaving solutions.

I believe small initiatives when conceived thoughtfully have long-term consequences. Something specific. Something immediate. Something that involves people into action. So on behalf of WFYR, I contacted the Director of YMCA Camp Loma Mar, the birth home of the YMCA Ragger Society, to appoint a counsellor to coordinate Viva 20 Toasts everyday at lunch time with a glass of water. 30 second sound bites to encourage youth to hydrate with clean water, learn about the importance of protecting sustainable water reserves, and awareness that 900 million people around the world do not have access even to 20 litres of clean water per day.

I simply propose WFYR work to educate ourselves about the issues and encourage member involvement that speaks to your heart's desire. Let's have a continuing dialogue with one another what we have learned and what organizations seem to be addressing this issue effectively with integrity and determination. To bring attention to the basic need, I propose we name our initiative: Viva 20! Is it too much to ask that every human being including children have access to at least 20 litres of clean water per day?

Charité Secours Spéciaux

The third pillar is charity. Strands of our three-fold cord would not be complete without leadership by example to provide for others in special need. Historically, we have answered to tragedy, serious illness and insufficient pension of colleagues who gave their life to the work of the YMCA in their home country. Beginning as a small initiative in the 50's by Anna Limbert, beloved wife of Secretary General Paul Limbert, Secours Speciaux has grown steadily to become a continued priority of the World Alliance and the signature charity of the World Fellowship of YMCA Retirees. I am especially grateful to the World Alliance for providing administrative support and leadership at no expense to the fund. 100% of the donations received go directly to beneficiaries with substantiated needs carefully reviewed and determined by the committee.

Five years ago, a meeting was convened by World Alliance (WA) Secretary General, Bart Shaha at the Airport Sheraton Hotel in Toronto, Canada. The purpose of the meeting was to develop a response to the problems faced at retirement by career YMCA professionals in developing countries. Joining the Secretary General were Bonnie Mairs, Jerry Prado Shaw and Don Anderson. All three are active members on the Secours Speciaux Committee (SS) and in the World Fellowship of YMCA Retirees (WFYR). The plight of retirees in countries where there is no YMCA or government pension program has been a long-standing concern of the World Alliance, Secours Speciaux and the World Fellowship of YMCA Retirees.

The group agreed that its task was not to create universal retirement systems in countries around the world. However, it would work to develop an achievable plan that would address some of the most critical needs facing YMCAs and career staff in countries that have no or inadequate retirement plans. It was decided to call this plan the "Global Retirement Initiative" (GRI).

In the end, the challenge of global aging and financial security is everyone's concern—and doing something about it is everyone's responsibility. Government must ensure that today's "generational contracts" are sustainable. All local YMCAs should do their part to ensure the long-term financial security of its leadership. YMCA key volunteer and staff leaders must invest more in younger staff and learn to value older ones. And both must educate the public about the nature and magnitude of the problem. At stake is not just our own retirement security as we grow older, but the strength of the economy and society we bequeath to our children.

We should all give thanks and appreciation to Bonnie Mairs for her faithful leadership as chair of the committee with the support of Suzanne Watson on the staff of the World Alliance. There are twelve members of the committee all of whom expected to give of their volunteer time and lead by example in making their personal gifts. We will work in cooperation with the Secretary General's Office of the World Alliance for the appointment of the committee for the next four years of work ahead.

I encourage all members of WFYR to express your love and charity to support colleagues fallen on hard times through Secours Speciaux.

IN CLOSING

If we work together on these three pillars of our fellowship, then our time together will have meaning and value for each other and our colleagues who continue to lead as well as those who have retired from YMCAs.

In the quiet of this day, may you know the greatness of HIS SPIRIT within you ... and may all your hopes fly on the wings of possibility.

Shalom, Salaam, Peace be with you always and forever. **Norris**

Attributes of Servant Leadership

Empowering Young People to Lead and Follow the 21st Century

Leaders of the World Fellowship of YMCA Retirees recognize the need for fresh ideas and more advanced methods to address urgent issues around the world. The current generation of young people are equipped with the knowledge, skills and technological tools along with the kinetic potential to achieve greatness toward a world of peace and social justice. Those who can think they can.

Members of WFYR encourage all key volunteer and staff leaders of local YMCAs around the world to rejuvenate enthusiasm and openness to the possibilities of transforming our world through empowerment of young people.

Listening – Perhaps foremost is to listen nine times before speaking once. People with intent to change do not care how much you know until they know how much you care. Be the source of calm deliberation and encouragement in the transition. Your last word will not likely be memorable until after you have listened to all the first words of others that need to be heard.

Empathy – Be an active presence to understand and empathize with others. People need to be accepted and recognized for their special and unique talent. Assume the good intentions of others. Value the good intentions of others while challenging behavior and performance required to make positive progress.

Awareness – Knowledge and self-awareness honed by the challenges of past experience will strengthen curiosity to move quickly to grasp current reality. Making a commitment to foster awareness will surface very disturbing issues. Once the worst case scenario is defined and validated, the servant-leader reconciles anticipated conflict and frames a constructive path forward.

Dream - Servant-leaders seek to nurture imagination with others and apply new insight into practical outcomes. During the transition, there is a delicate balance between conceptualization and necessary focus on day-to-day realities. In moments of truth, the *servant-leader* seizes teachable moments to encourage others to imagine best possible outcomes and how to achieve them with the resources at hand.

Encouraging – Servant-leaders advocate that people have an intrinsic value beyond their tangible contributions as volunteer and staff workers. Aligned with the mission and best practices of the YMCA, the servant-leader is deeply committed to the personal, professional, and spiritual growth of each and every individual within the group and organization. People grow and thrive in a knowledge-based change process.

Restoring – The servant leader is aware that the shift from the comfort zone of perceived stability to the uncertainty of a new approach or idea has caused a feeling of loss (the way we do things). A new narrative with meaningful purpose will be developed

with others aligned with validated human need and the YMCA's mission, core values, proven best practices and high standards for program protocol. The sense of urgency for change is genuine and thoughtful.

Stewardship – Servant leaders view all institutions in which trustees, the CEO, volunteers, directors, staff, members ... all play significant roles together holding in trust the assets and core values of the enterprise for the greater good of society. The servant leader ensures the compass is set for true north aligned with fundamental standards of fiduciary responsibility, routine fiscal controls, property management and safe practices of program delivery.

Healing - In "*The Servant as Leader*", Greenleaf writes, "There is something subtle communicated to one who is being served and led if, implicit in the compact between the servant-leader and led, is the understanding that the search for wholeness is something that they have." Just because people have been wounded and hurt does not necessarily mean they do not have the strength to perform. Empowerment is the most powerful path for healing.

Intuition - Foresight is an intuitive attribute that enables servant-leaders to understand lessons from the past, the realities of the present, and the likely consequence of a decision in the future. It is deeply rooted in the intuitive mind that has the power of knowing or understanding something immediately without reasoning or being taught.

Persuasion - Servant-leaders rely on the art of persuasion and adherence to an open process of engaging others rather than positional authority in making decisions. The servant-leader is effective at building consensus within groups. Strategic succession planning to sustain transformation requires targeted persuasion with the right people in the right roles at the right time for managing change.

Norris Lineweaver, Chair-Elect, World Fellowship of YMCA Retirees and Director General (Retired), Jerusalem International YMCA, first wrote **Attributes of Servant LEADERSHIP** for the Greenleaf Center on Servant Leadership, December 2010. The piece was edited to serve as a draft for further discussion during the 18th World Assembly of YMCAs at Estes Park, July 2014.

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Is 20 Litres Per Day Too Much To Ask?

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There Are Responsible Solutions

There are many organizations addressing this issue. I am excited that the World Alliance recruited George McGraw as one of the Assembly's key resources. McGraw is an international lawyer dedicated to changing the way we all think about water. He is the founder of DigDeep to raise awareness and funds to provide long term lifesaving solutions.

A New Initiative Proposed for WFYR

I simply propose WFYR work to educate ourselves about the issues and encourage member involvement that speaks to your heart's desire. Let's have a continuing dialogue with one another what we have learned and what organizations seem to be addressing this issue effectively with integrity and determination. To bring attention to the basic need, I propose we name our initiative: Viva 20! Is it too much to ask that every human being including children have access to at least 20 litres of clean water per day?

Small Initiatives That Have Long Term Consequences

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How Can Viva 20! Involve YMCAs In Your Country?

Viva 20! Clean Water Awareness Is a proposed initiative of the World Fellowship of YMCA Retirees in collaboration with local YMCAs and YMCA Camps around the world. All WFYR members are encouraged to consider similar initiatives to place a simple thoughtful idea and empower young people to be creative and innovative beyond our imagination.



THREE PICTURES FROM
THE 2014 WORLD
FEDERATION OF Y's
RETIRED

RETIRING PRESIDENT
JERRY PRADO SHAW WITH
JIM THOMSON

WORLD ALLIANCE
SECRETARY GENERAL,
JOHANN VILHELM ELTVIK

THE SOUTH WEST GROUP
MET TOGETHER IN
PADSTOW