

NOTE: A request form is available from the Deputy Town Clerk or on the Town's website; please fill it in and return it no later than the "Public Comment" section of the meeting if you would like to address the Town Council. When you speak, you must come to the podium in the front and clearly state your name and address for the record. Please mute or turn off your cell phone or electronic devices at the start of the meeting. Thank you.

**TOWN OF BAY HARBOR ISLANDS
MORRIS N. BROAD COMMUNITY CENTER
1175 95TH STREET
BAY HARBOR ISLANDS, FL 33154**

**SPECIAL COUNCIL MEETING
AGENDA**

June 24, 2024
9:00 AM

STATEMENT OF DECORUM

All comments must be addressed to the Council as a body and not to individuals. Any person making a racial or slanderous remark or who becomes boisterous while addressing the Town Council, staff, etc. shall be barred from the audience by the presiding officer. No profanity, shouting, heckling, verbal outbursts, or disruptive behavior in support of or opposition to a speaker or his/her remarks is permitted. Please mute or turn off your cell phone or other electronic devices at the start of the meeting. Failure to do so may result on being barred from the meeting. Persons exiting the Chambers shall do so quietly.

SPECIAL NOTICE

A Special Meeting of the Town Council of the Town of Bay Harbor Islands will take place in-person and virtually through the Zoom platform, on Monday, June 24, 2024, at 9:00 a.m.

"In an effort to provide greater public access and comment on pending matters, the Town of Bay Harbor Islands is providing a Zoom link to enable members of the public to comment on pending items on the Town Council agenda. Zoom access is provided under the same terms and conditions as in-person access, including length of time and decorum. Anyone desiring to be heard may utilize the Zoom link. However, members of the public must understand that the provision of Zoom access for comments is a courtesy, not a vested right, and that access is provided subject to the availability and functionality of the Town's equipment. There is no guarantee that internet service will be reliable or that the Town's equipment will function as intended. In the event that the Zoom access is unavailable or interrupted for any reason, the Town Council meeting will still proceed forward, and will not be stopped or rescheduled in any regard. Those wishing to be absolutely certain that their comments are heard by the Town Council should present themselves in person at the Council meeting and seek recognition, or alternatively, should submit their comments in advance of the meeting in writing to the Town Clerk, and ask that they be read into the record, subject to the above terms and conditions, such as length and decorum. The validity of any actions taken by the Town Council will in no way be affected by the use or functionality of Zoom access for comments."

Zoom Meeting Link: <https://us06web.zoom.us/j/84839394629>
Meeting ID: 848 3939 4629

To request to speak during Public Comment, please utilize the "raise your hand" Zoom feature on your electronic device. You will be recognized at the direction of the Zoom Meeting Host.

In addition, any member of the public who does not wish, or is unable to participate through the Zoom video conferencing platform, but would still like to participate can do so by listening to the meeting as it happens by dialing the Toll-free numbers below:

US Toll Free Numbers: 877 853 5247 or 888 788 0099
For higher quality, dial a number based on your current location):
US: 1 312 626 6799 or 1 646 558 8656 or 1 301 715 8592

Meeting ID: 848 3939 4629

Participant ID: Press the # key.

To request to speak: Dial *9 on your telephone device to activate the “Raise your Hand” feature on the Zoom platform.

Members of the Public can also submit their request to speak and/or comments via email to the Office of the Town Clerk at yhamilton@bayharborislands-fl.gov prior to 4:00 p.m. on the day of the meeting.

CALL TO ORDER: At approximately 9:00 a.m.

PLEDGE OF ALLEGIANCE:

ROLL CALL

PUBLIC COMMENT

DISCUSSION

1. **Discussion and Possible** action regarding community services, FY 24-25 proposed budget. Enclosed are supporting documents.

ADJOURNMENT - Approximately 10:00 a.m.

Pursuant to Florida Statutes 286.0105, the Town hereby advises the public that should any person decide to appeal any decision of the Town Council with respect to any matter to be considered at this meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

AGENDA ITEM REPORT

June 24, 2024

ITEM NUMBER: 1.

ITEM: Discussion and Possible action regarding community services, FY 24-25 proposed budget. Enclosed are supporting documents.

DESCRIPTION:

On June 18, 2024, the Town Council held a budget workshop where the FY 24-25 proposed budget was presented and discussed. The Town Council directed staff to find a total of \$750,000 in budgetary savings in order to balance the proposed budget. Staff has worked diligently to identify all areas of the proposed budget that could be reduced in order to meet this directive. We have explored all options as requested. One of the options provided is to contract with the YMCA for youth services (after school, summer camp, day camps, enrichment & sports activities). The YMCA has provided the Town with a proposal for these services. The YMCA's proposal includes resident and non-resident rates for all of these services (see pricing chart / proposed activities enclosed). The YMCA provided two options for the Town. Option 1: provides the Town with 30% of the revenue received for these services; Option 2: the Town may choose to pass on the 30% of revenue to offset and reduce resident rates for these services. The YMCA's proposal includes all staffing necessary to run the youth service programs.

The proposal provides limited senior programming, but does not provide senior field trips. Therefore, the Town would still need to run senior services / programming. The YMCA does not provide special event planning other than movie nights.

RECOMMENDED ACTION:

Council Discretion

FINANCIAL ANALYSIS:

The total Community Services FY 23-24 adopted budget: \$1,631,233

The total Community Services proposed FY 24-25 budget submitted on 6/18/24: \$1,258,845
(includes 15% mandatory cuts by department director)

Total savings by outsourcing youth services programming to the YMCA, including personnel:
\$682,335

BUDGET IMPACT:

Submitted By: Yvonne Hamilton, Town Clerk

ATTACHMENTS

1.	YMCA at Bay Harbor - Comprehensive Programming Proposal
2.	YMCA at Bay Harbor - Programming Summary - 2024-2025
3.	FY 2024-25 Community Services Proposed Budget



FIND YOUR Y.
For a better us.®

YMCA OF SOUTH FLORIDA

TOWN OF BAY HARBOR

Proposal for Youth & Family
Recreation Programs



THE YMCA IS THE LARGEST PROVIDER OF YOUTH PROGRAMS IN U.S.

OUR PROMISE

YMCA youth programs foster each child's cognitive, social-emotional and physical development through opportunities and experiences which focus on achievement, relationships and belonging.

The planning of each activity is offered in a **physically and emotionally safe environment** consistent with evidence-based principles of youth development: each child is encouraged to develop at his or her own unique rate by encouraging **skill development** and frequent **leadership opportunities**.

Families are seen as partners in their child's development and are provided opportunities to strengthen the family unit and give the family and the YMCA the opportunity to work, play, learn and thrive together.

Finally, the YMCA collaborates with **other organizations** that are committed to serving the needs of all children and families. It's through these collaborations and a strong youth development focus and assessment that the Y delivers consistent quality programs.





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EXECUTIVE SUMMARY

The YMCA of South Florida, known as the Y, stands as a beacon of community strength, focusing on youth development, healthy living, and social responsibility. Founded over 176 years ago, the Y is the nation's leading nonprofit for fostering community through diverse programs and services. Initially established as a haven for young men to live balanced lives and serve their communities, the Y has since evolved to serve all individuals regardless of gender, race, or creed, reinforcing its cause to strengthen communities as a whole.

In South Florida, the Y's journey began over a century ago with the opening of its first location, known as the YMCA of Greater Miami. This expanded in 1944 to create the YMCA of Broward County. In 2015, these two entities merged to form the YMCA of South Florida, combining resources to offer a broader range of programs and initiatives tailored to the needs of the communities it serves. Today, the Y operates from its Corporate Office in Ft. Lauderdale and the Miami Association Office, providing extensive services throughout the region. The YMCA currently partners with other municipalities such as the City of Aventura, City of Doral, the Town of Miami-Lakes, and the Town of Surfside and has an upcoming partnership with the Village of Bal Harbour with services similar to those in this proposal.

Nationally, the Y operates 2,700 YMCAs, engaging 9 million youth and 13 million adults annually. In Miami-Dade County alone, the Y has been a pivotal provider of before and after school care, summer camps, and non-school day programs for over 50 years. This past year, the Y positively impacted over 48,000 children and youth, including 1,200 students with disabilities, through its inclusive, safe, and nurturing programs.

The Y's longevity and experience in operating enrichment programs in Miami-Dade County are unsurpassed. With over 30 years of enriching the lives of approximately 4,000 children across 60 program sites this school year, the Y has continuously adapted to meet the growing needs of working families, ensuring that its programs are inclusive of individuals of all abilities. This philosophy underscores the Y's commitment to fostering an environment where every participant can thrive.

Governance and accountability for the community enrichment programs lie within the Y's Youth Development Division, overseen by the Chief Operating Officer (COO), who reports directly to the President and CEO of the YMCA of South Florida. The COO supervises the Vice President of Youth Development, who in turn oversees two Executive Directors (EDs) responsible for ensuring regulatory compliance, financial coordination, and the seamless delivery of programs. Each site is managed by a Site Director, ensuring security and supervision of support staff, volunteers, and vendors, thereby guaranteeing consistent, high-quality program delivery.

The Y enforces stringent screening processes for all staff, requiring Level 2 background checks, fingerprinting, and clearance by the County Court Search, Florida Department of Law Enforcement, and the FBI. Compliance with the Jessica Lunsford Act and the use of the school district's central information database ensure that all personnel are thoroughly vetted and authorized to be on school property. Regular unannounced site visits by the Florida Child Care Licensing and Enforcement team further ensure adherence to safety and compliance standards.



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PROPOSAL INTRODUCTION

The YMCA of South Florida proposes to collaborate with the Town of Bay Harbor to provide an extensive range of programs at Ruth K. Broad/Bay Harbor K-8 Center. Our offerings include after-school care, summer camps, holiday camps, and school's out day camps, as well as enrichment programming specifically tailored to meet the needs of the Bay Harbor community.

Our programs are designed to ensure cost neutrality for the town and inclusivity for students of all abilities. By partnering with the Town of Bay Harbor, Ruth K. Broad/Bay Harbor K-8 Center, families, and community stakeholders, the Y is committed to delivering high-quality, accessible programs that enrich the lives of Bay Harbor's youth and support the overall well-being of the community.

The YMCA is dedicated to collaborating closely with the administrators of Ruth K. Broad/Bay Harbor K-8 Center to develop a tailored menu of after-school, camp, and enrichment offerings that are convenient and specifically designed to meet the needs of the Bay Harbor school community. By working together, we ensure that our programs align with the unique interests and goals of the students and the overall objectives of the school.

ENROLLMENT AND ADMISSION POLICIES

With quality in mind, seats in each program will be available based on the number of available staff, sessions, and instructors. To ensure fairness and accessibility, enrollment will be offered on a first-come, first-served basis. This approach allows us to manage class sizes effectively while providing high-quality, personalized instruction.

Parents are required to enroll their children online using the YMCA's registration platform. A registration fee is charged once annually for school-year programs and once in the summer. Parents who register in multiple offerings will only be charged a registration fee one time for each school year and summer session. To facilitate a smooth and efficient enrollment process, we provide detailed instructions and support to parents.

PROGRAM ADVERTISING AND AWARENESS PROCEDURES

The YMCA is dedicated to ensuring that parents and the school community at Ruth K. Broad/Bay Harbor K-8 Center are well-informed about our offerings through a comprehensive advertising and awareness campaign. By partnering with the Town of Bay Harbor, and the school, we will effectively utilize multiple communication channels to reach out to parents.

We will begin by leveraging existing communication channels, such as newsletters, announcements, and website postings, to inform parents about our upcoming programs. Additionally, we will create informative and visually appealing flyers and posters to be distributed and displayed throughout both the school and town premises, ensuring that parents, students, and the broader community are aware of the offerings.

Collaborating closely with the Parent-Teacher Association (PTA) will be a crucial part of our strategy. By gaining their support, we can spread the word about our programs more



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effectively and build trust within the school community. Their endorsement and involvement will help us reach a wider audience.

To maximize program participation, we will consider postage and zip code-targeted advertising, ensuring that our outreach efforts are tailored to the local community. Additionally, we will translate advertisements as needed to remain relevant to the diverse target population.

Leveraging the power of social media, we will craft engaging posts and advertisements on platforms like Facebook, Instagram, and X (Twitter), aiming to reach a broader audience. Personalized email and text notifications will also be sent to parents, providing timely updates and reminders about program offerings, registration deadlines, and special events.

Participation in school events such as open houses, parent-teacher conferences, and community meetings will provide us with opportunities to interact directly with parents and provide detailed information about our programs.

CRITICAL INCIDENT RESPONSE

The Y takes child abuse and neglect seriously, ensuring the protection and safety of participants in its programs. All Site Directors and staff are trained to identify child abuse and neglect, including a review of the State law (Florida Statute 39). If child abuse or neglect is suspected, the 1-800-96 ABUSE Hotline is called immediately. If a child abuse/neglect report is made, the Y will report the information to the town's partnership liaison.

The Y is committed to upholding and enforcing a strict Policy Against Bullying and Harassment, consistent with the Jeffrey Johnston Stand Up for All Students Act or F.S. 1006.147. Bullying and cyberbullying will not be tolerated by participants attending any Y program. Employees are required to report any incidents of bullying. If a participant is observed bullying or cyberbullying, the Y will hold a conference with the participant, their parent/guardian, and Y administrative staff to discuss a resolution.

The Y has an Emergency/Security Plan for each site, as well as written procedures in the YMCA's Safety Manual, which include threat assessment and safety drills. The Y conducts fire drills, lockdown drills, tornado drills, and code red/yellow drills (staff only) in accordance with the Florida Department of Children & Families' licensing requirements. All sites have access to a weather radio/application, which is monitored for all outdoor activities. The emergency plan includes program emergency contact phone numbers (including fire, police, Town, the school principal, and the Y's leadership), general evacuation procedures, primary and secondary evacuation sites, color-coded alert systems, bomb threat procedures, severe weather storm procedures, fire procedures, and medical emergencies.

For health-related requirements, the Y follows emergency procedures that include posting the Florida Abuse Hotline number along with other emergency numbers. Staff trained in first aid and infant/child CPR are on the premises at all times. Each site is equipped with a fully stocked first aid kit and relies on the facilities of the town for a working fire extinguisher. Monthly fire drills are conducted with children and staff. All medication and hazardous materials are kept inaccessible and out of children's reach at all times.



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For injuries requiring emergency care, 911 will be called, and the child's custodial parent or legal guardian will be notified immediately. If a custodial parent, legal guardian, or emergency contact cannot be reached, Y staff will seek medical treatment for the child as authorized. In an emergency, the Y will remain in operation under the direction of the Town liaison. In the event of necessary closings, the Y will also close, and parents will be contacted immediately to pick up their children. If an emergency closing is necessary while the program is in session, parents will be contacted by Y staff and asked to pick up their children.

The Y follows a strict illness policy and conducts health checks regularly. Y staff are required to check each child for illness or injury upon arrival and are authorized to deny care for the day if needed. A child will not be accepted into the program if they have symptoms of a contagious disease. The Y is required to notify the Miami-Dade Health Department and the child's custodial parent or legal guardian upon any suspected outbreak or communicable disease. The child will not be allowed to return to the program without medical authorization or until the signs and symptoms of the disease or virus are no longer present or the appropriate quarantine time has passed.

PICK-UP/SIGN-OUT POLICIES AND PROCEDURES

All sites are supervised by a Site Director and Security Monitor to ensure the safety and security of all participants while they are in the program. The YMCA conducts an extensive registration process, which includes obtaining the contact information of parents/guardians, emergency contacts, special medical information (e.g., medical conditions, medication, etc.), and a list of all persons authorized to sign out the child. All registration information is securely maintained and available to Y leadership electronically via the registration platform.

Additionally, all activities are planned and structured using small or large groups or pairs to enhance safety and security measures. The Y follows strict sign-out procedures, ensuring that participants are released only to authorized individuals.

All participants must be signed out by their parents/guardian or someone on their authorized pick-up list. Students may leave the program only with persons indicated on the registration form, and a photo ID is required for verification. If an unauthorized person needs to pick up a participant, the registering parent must update the contact information on the Online Parent Portal, which updates live on the administrative end of the platform. No participant is left alone at the program site after the program ends.

If a participant remains at a Y program site past the closing time (usually 6 PM), the Y Director will take the following steps:

1. Call the parent(s)/guardian(s) at work and home within 15 minutes of the program ending.
2. Notify the Y's Program Director that a participant remains on-site.
3. If parent(s)/guardian(s) cannot be reached, the staff will call the emergency contacts listed on the participant's registration form.
4. The Site Director will continue to contact the parent/legal guardian and emergency contacts until someone is reached.



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After 7 PM or one hour after closing time, if no parent/guardian or emergency contact can be reached, the Y staff will contact the local police, releasing the child to their custody. The Y staff will request that the police officer sign the release form, noting the officer's name, badge number, and case number assigned before releasing the participant. The staff remaining with the participant will complete an Accident/Incident Report Form. The Program Director and Executive Staff will be informed of the status of these situations at all times.

For emergencies, the Y's contact for Town of Bay Harbor programs is John Ortega, Executive Director, Youth Development Miami, who can be reached at 786-925-2359.

INCLUSION AND SUPPORT FOR STUDENTS OF VARYING ABILITIES

The YMCA's programming in the Town of Bay Harbor is dedicated to fostering an inclusive and supportive environment for all participants, including those with varying abilities. Our mission is to ensure that every child has the opportunity to engage in enriching and supportive experiences. Most programs will be inclusive, with specific accommodations made as needed. However, in cases where the scope of the program limits the ability to make it fully inclusive, we will clearly communicate these limitations. To promote awareness and accessibility, most of our programs will be actively advertised as inclusive, highlighting the diverse options available to all potential participants.

Intake Assessments and Individualized Support

To understand and meet each student's unique requirements, intake assessments will be conducted as needed. This process helps us gather essential information about the student's needs and ensure that appropriate accommodations are made. Support staff will be made available as needed to assist students with varying abilities during program activities.

Reasonable Accommodations

The YMCA of South Florida is committed to fostering the potential of every young person. Accommodations will be made to the environment and curriculum to ensure the success of each participant. Where necessary, we will use adaptive equipment designed for specific physical disabilities, manipulative fidgets to reduce anxiety, adaptable visual schedules, larger adaptive safety scissors for participants with limited fine motor skills, and cognitive behavioral interventions such as a token economy.

Compliance with ADA

The YMCA adheres to the Americans with Disabilities Act (ADA) and does not discriminate against any individual with a disability. We provide reasonable accommodations to qualified individuals with disabilities, ensuring they can participate fully in our programs. The ADA defines disability as a mental or physical condition that limits a major life activity, and we strive to integrate individuals with disabilities into our community programs to the extent feasible, given each individual's limitations.



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To comply with ADA and ensure reasonable accommodations, the Y follows these procedures:

- **Assessment and Planning:** Conduct intake assessments to identify the needs of students with disabilities and plan appropriate accommodations.
- **Environmental Adjustments:** Modify the environment and curriculum as needed, including using adaptive equipment and visual schedules.
- **Support and Assistance:** Provide support staff to assist students with varying abilities during program activities.
- **Ongoing Review:** Continuously monitor and adjust accommodations to ensure they meet the needs of participants.

The YMCA has defined certain situations where accommodations may not be feasible:

- If accommodations pose an undue burden, resulting in significant difficulty or expense to the program.
- If accommodations fundamentally alter the nature of the program.
- If removing barriers is not readily achievable without much difficulty or expense.
- If an individual's condition poses a significant threat to the health or safety of other participants or staff, and no reasonable means of removing the threat are available.

Referral to Community Resources

If the YMCA is unable to accommodate a child's needs, we will make every effort to refer them to a similar program or offering in the community, with the assistance of our Family Resources Team.

POSITIVE BEHAVIOR AND DISCIPLINE POLICY

The YMCA staff are committed to maintaining high standards of student behavior through non-punitive methods that instill the values of honesty, caring, respect, and responsibility. Our approach is rooted in respect for all individuals and utilizes a Positive Behavior Approach (PBA) to manage and guide behavior. This multi-tiered system of support involves increasing levels of intervention based on the student's needs. The PBA system aims to promote positive behavior through positive reinforcement, swiftly address negative behavior, and provide targeted interventions to decrease the intensity and complexity of undesirable behaviors.

During the registration process, parents/guardians receive a copy of the Y's Parent Handbook, which includes the program's Discipline Plan, and are required to acknowledge receipt. Parents/guardians will be informed of any inappropriate behavior, and all incidents will be documented in the Y's administrative records.

If a discipline issue arises, the participant will first receive a verbal warning. If the behavior persists, it will be documented, and a first written warning (Behavior Report) will be issued. Should the behavior continue, a meeting with the parent/guardian and program staff will be held to discuss and implement an Intervention Plan. If the behavior still does not improve, a



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second written warning will be issued. Continued disruptive behavior may result in dismissal from the program.

In cases of dangerous behavior or if a participant injures another individual, parents will be contacted for immediate pick-up, and the participant may be suspended or dismissed from the program. Parents must promptly pick up their child if notified of a suspension. Failure to disclose necessary information for the safety and well-being of all participants and staff will result in immediate suspension of program services.

MANDATORY HSR INSURANCE REQUIREMENT

Participation in all YMCA programs held on school property requires obtaining HSR student accident insurance. This insurance is mandatory for all children, ensuring their safety and coverage during program activities. Parents and legal guardians are responsible for purchasing this supplemental insurance plan, even if they already have family or individual medical insurance coverage. This plan does not replace existing insurance but provides additional protection.

To complete the insurance process, parents or legal guardians must register online or request a hard copy of the insurance registration from the Site Director. Proof of insurance must be provided at the time of registration, and a copy of the insurance receipt will be kept in the child's record for compliance. It is essential for families to familiarize themselves with any insurance limitations and other relevant information provided through this plan to ensure comprehensive understanding and coverage.

The YMCA is open to negotiating the handling of this requirement with the Town of Bay Harbor. If the Town is amenable, there is potential to waive this fee for families by having the Town absorb the cost, thereby ensuring that all children can participate without the additional financial burden.

RECRUITING, SELECTING, TRAINING AND EVALUATION

At the YMCA, we hold our staff to the highest standards, ensuring they are well-prepared and qualified to serve in our programs, especially those involving youth. Our recruitment process is rigorous, beginning with thorough interviews and screenings. Prospective employees undergo drug testing, federal Level II background screenings through the Florida Department of Law Enforcement and Miami-Dade County Public Schools, including fingerprinting, criminal record checks, and drug testing. Only those who receive clearance are selected for positions, and staff working with youth undergo re-screening every five years. All employees receive specialized training tailored to working with youth and individuals with special needs.

Our recruitment efforts are diverse and proactive. We regularly advertise job openings on our website and in the community, reaching out to community stakeholders and school staff where our programs are located to encourage applications from those already familiar with our participants. We also actively engage with college job fairs and recruiting events, ensuring a steady stream of talented individuals eager to join our team.



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We hire individuals over the age of 18 who demonstrate both experience and the necessary training/education. Our selection criteria encompass formal education credentials, job-specific skills, and personal attributes, ensuring equal opportunity for all qualified applicants.

Upon hire, all new employees receive our comprehensive Staff Handbook, providing essential information about program expectations, safety procedures, and personnel policies.

Consistency in staffing is essential for building trust and continuity for our participants and families. We make every effort to retain consistent staff across our programs, recognizing the importance of stable relationships between staff, students, and families in fostering long-term engagement and satisfaction.

In addition to our commitment to maintaining consistent staffing, we ensure competitive salaries to attract and retain talented individuals dedicated to our mission. By prioritizing fair compensation and hiring personnel committed to fostering utilization and consistency, we strengthen our ability to provide high-quality programs and build lasting relationships within our community.

Annually, our staff are mandated to attend a series of training sessions covering critical topics such as First Aid/CPR, Child Abuse Prevention, Bullying Prevention, Inclusion & Special Needs Training, and Cultural Diversity. These sessions equip our staff with the skills and knowledge needed to provide a safe, inclusive, and enriching environment for all participants.

At the heart of our Youth Development Miami programs are dedicated individuals who ensure the safety, well-being, and growth of our participants. *Below is a listing of the various positions within our team, along with their qualifications, experience, and job descriptions:*

1. Site Director

- *Minimum Qualification:* High School Diploma or GED required. Associate's Degree or CDA preferred.
- *Experience:* 2 years of experience in program area and current CPR and First Aid certification.
- *Job Description Summary:* The Site Director takes the lead in on-site operations, ensuring that all activities and functions meet the standards set by both the YMCA and the Town of Bay Harbor.

2. After-School/ Summer Camp Counselor

- *Minimum Qualification:* High School Diploma or GED required.
- *Experience:* 1-year experience working with school-age children strongly preferred.
- *Job Description Summary:* The Counselor supervises a specific group of youth, leading activities and guiding behaviors to foster positive youth development.

3. Specialty Counselor

- *Minimum Qualification:* High School Diploma or GED required.
- *Experience:* 2-years experience working with school-age children strongly preferred.



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- *Job Description Summary:* The Specialty Counselor supervises a specific group of participants, leading specialized activities and guiding behaviors to foster positive development within the group.

4. Specialty Certified Teacher

- *Minimum Qualification:* Bachelor's Degree in education or related field with current or past Teacher certification. Specializing in relevant enrichment areas preferred.
- *Experience:* 2-years experience working with school-age children strongly preferred.
- *Job Description Summary:* The Certified Teacher supervises a specific group of participants, leading specialized activities and guiding behaviors to foster positive development within the group.

In addition to these positions, the YMCA remains open to adding additional roles as needed to meet the evolving needs of our partnership with the Town of Bay Harbor and the programming we agree to offer. Our commitment is to ensure that our team is equipped to deliver high-quality, comprehensive programs that enrich the lives of all participants in our community.

LITIGATION

The YMCA of South Florida has been involved in several lawsuits arising out of the ordinary course of business, all of which are well within the limits of the Y's insurance policies. As of the date on this proposal, there are no lawsuits requiring additional accrual of a liability nor disclosure in the body of the financial statements nor in the footnotes of the financial statements. The YMCA of South Florida, Inc. is not facing any formal challenges for programs and administrative practices.

SCOPE OF PROGRAMMING

The Y aims to bring tailored programming to the vibrant community of Bay Harbor. Our proposal is to provide comprehensive and inclusive services designed to meet the diverse needs and interests of the town's residents. Through collaborative partnerships and a deep understanding of the community, we intend to offer a range of engaging programs that foster personal growth, community connection, and well-being for participants of all ages and abilities.

Our programming will encompass a variety of offerings, including but not limited to:

- 1. After-School Programming:** Providing a safe and enriching environment for students to learn, grow, and engage in structured activities after the school day ends.
- 2. Summer Camp Programming:** Offering exciting and educational experiences during the summer months, where children can explore new interests, build friendships, and create lasting memories.
- 3. Community Enrichment Classes:** Facilitating a variety of classes and workshops that cater to diverse interests, to promote lifelong learning and skill development for participants of all ages.



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- 4. Sports Programming:** Engaging participants in organized sports leagues, clinics, and recreational activities to promote physical fitness, teamwork, and sportsmanship.
- 5. School's Out Camps:** Providing full-day programming on teacher planning days to accommodate working families and ensure continuity of care for children.
- 6. Fall, Winter, and Spring Recess Day Camps:** Offering traditional and specialized day camps during school breaks, featuring themed activities and outings to keep children engaged and entertained.
- 7. Introducing "Bay Harbor Community Connect":** In addition to our regular programming, we'll offer a range of special events tailored to the diverse interests of Bay Harbor residents. These events include but are not limited to parent nights out, movie nights, and interactive one-time experiences designed to bring the community's youth together.

Throughout our programming development process, the YMCA will be intentional in our approach, prioritizing the needs and preferences of Bay Harbor residents. We will conduct surveys and engage in ongoing dialogue with participants, families, and community stakeholders to assess needs, gather feedback, and ensure that our offerings are responsive to the community's evolving interests and priorities.

With a commitment to inclusivity, our services will be designed to accommodate individuals of varying abilities, ensuring that everyone feels welcome, valued, and supported in our programs. Together with the town of Bay Harbor, we look forward to creating a vibrant and thriving community where all residents can thrive and flourish.

AFTER-SCHOOL PROGRAMMING

The Y proudly presents its comprehensive after-school childcare services, tailored to meet the needs of PK-8 students aged four and above at Ruth K. Broad/Bay Harbor K-8 Center. Our commitment to providing a safe, stimulating, and inclusive environment extends beyond the regular school day, offering opportunities for personal growth, academic support, and personal enrichment.

Operating Monday through Friday, our afterschool programming spans 180 days during the school year, aligning with school dismissal times and extending until 6 pm, with adjustments made for Wednesday early dismissal. This program will serve as a fee-based overflow option for participants unable to secure a spot in the Town's Bright Path's After-School Program, ensuring that all students have access to high-quality afterschool care and enrichment opportunities.

Our afterschool program is designed to engage students in a variety of enriching activities that promote literacy support, academic assistance, health and fitness, social skills development, and cultural exploration. Through project-based learning, arts and cultural activities, and theme-based programs focused on STEAM (Science, Technology, Engineering, Arts, and Mathematics), we aim to nurture well-rounded individuals who embody the values of social responsibility.



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Program Activities:

- **Diverse Arts, Culture, and Traditions:** Experiencing and celebrating diverse cultures through art, music, and traditions, promoting cultural awareness and understanding.
- **Homework Assistance:** Dedicated time and support for students to complete their homework assignments, ensuring academic success and fostering a sense of responsibility.
- **Outdoor Adventurers:** Exploring nature and the environment through hands-on outdoor activities, fostering a sense of adventure and appreciation for the natural world.
- **Soccer for Success:** Engaging students in physical activity through soccer, promoting teamwork, sportsmanship, and physical fitness.
- **Youth Voice & Choice:** Empowering students to make decisions about their activities, encouraging self-expression, and promoting autonomy and leadership skills.

Sample Schedule *For Pk-1st Grade Dismissal*

Time	Monday	Tuesday	Wednesday	Thursday	Friday
1:50 – 2:30 PM	Sips & Nibbles (Snack)	Sips & Nibbles (Snack)	Sips & Nibbles (Snack)	Sips & Nibbles (Snack)	Sips & Nibbles (Snack)
2:30 - 3:30 PM	Homework Assistance	Homework Assistance	Homework Assistance	Homework Assistance	Homework Assistance
3:30 - 4:00 PM	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice
4:00 - 5:00 PM	Outdoor Time OR Soccer for Success	Outdoor Time OR Soccer for Success	Outdoor Time OR Soccer for Success	Outdoor Adventurers	Outdoor Time OR Soccer for Success
5:00 - 5:30 PM	Academic Support	Diverse Arts, Culture & Traditions	Academic Support	Diverse Arts, Culture & Traditions	Academic Support
5:30 - 6:00 PM	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice	Youth Voice & Choice

SUMMER CAMP PROGRAMMING

The YMCA's Adventure Camp at Ruth K. Broad/Bay Harbor K-8 Center, hosts summer days filled with exploration, learning, and fun! Our Adventure Camp offers a dynamic blend of activities designed to engage children in a safe and nurturing environment while fostering personal growth and lasting memories.



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The YMCA's Adventure Camp offers a full-day summer program from 8:00 am to 6:00 pm, Monday through Friday. This program is tailored to meet the diverse interests and developmental needs of children, providing a safe and inclusive space where they can participate in a variety of enriching activities. Meals are provided through the USDA meals program to ensure campers receive one meal or snack per day.

Program Activities:

- **Diverse Arts, Culture, and Traditions:** Experiencing and celebrating diverse cultures through art, music, and traditions, promoting cultural awareness and understanding.
- **Group Literacy/ DLI:** Engages campers in literacy activities and differentiated literacy instruction to enhance reading and language skills.
- **Opening and Closing Ceremonies (Camp Songs):** Creating a spirited camp atmosphere through songs that mark the beginning and end of each day, fostering camp camaraderie and excitement.
- **Outdoor Adventurers:** Exploring nature and the environment through hands-on outdoor activities, fostering a sense of adventure and appreciation for the natural world.
- **Soccer for Success:** Engaging students in physical activity through soccer, promoting teamwork, sportsmanship, and physical fitness.
- **Youth Voice & Choice:** Empowering students to make decisions about their activities, encouraging self-expression, and promoting autonomy and leadership skills.
- **Field Trips:** Adventure Camp includes 1 weekly field trip to enrich the camp experience, allowing children to explore new places and learn firsthand about their community and beyond.

Sample Schedule *For Pk-8th Grade Participants*

Time	Activity
8:00 am - 8:45 am	Sign In/Attendance/Breakfast
8:45 am - 9:00 am	Opening Ceremonies (Camp Songs)
9:00 am - 10:00 am	Group Literacy/ DLI
10:00 am - 11:00 am	Soccer for Success (3x/week) OR Outdoor Adventurers (1x/week)
11:00 am - 12:00 pm	Youth Voice & Choice
12:00 pm - 12:30 pm	Lunch
12:30 pm - 1:30 pm	Diverse Arts, Culture, & Traditions
1:30 pm - 2:30 pm	Outdoor Activities
2:30 pm - 3:30 pm	Social Emotional Learning (30 Min.)/ & Arts & Crafts (30 Min.)
3:30 pm - 4:00 pm	Sips & Nibbles (Snack)
4:00 pm - 4:30 pm	Nutrition Education
4:30 pm - 5:00 pm	Closing Ceremony (Camp Songs)
5:00 pm - 6:00 pm	Youth Voice & Choice



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In addition to our Adventure Camp, the Y proposes collaboration with enrichment vendors to offer 1-week rotating specialty camp offerings during the summer to add program variety to summer offerings. These specialty camps will mirror an extended day version of our community enrichment classes, providing campers with a focused, immersive experience in various disciplines and could include but are not limited to:

- **305 Mini Chefs (Cooking):** A week-long culinary journey where young chefs master cooking techniques and create delicious dishes.
- **Animated Art:** An immersive art camp where participants explore animation and bring their creations to life.
- **Art Explosion (Art):** A deep dive into various art forms, encouraging creativity and artistic expression.
- **Awesome Science (Science):** Engaging hands-on experiments and scientific explorations.
- **Coding & Robotics:** An intensive week of coding projects and robotic challenges.
- **Cheerleading:** Developing teamwork and athletic skills in a fun, energetic environment.
- **Jugarte (Spanish):** An engaging Spanish language camp combining education with enjoyable activities.
- **Lego Wizards (Lego):** Creative building challenges and projects with Lego.
- **Velocity Dance (Dance):** Dance workshops that promote fitness, coordination, and self-expression.

These specialty camps will provide campers with enriching, hands-on experiences, fostering skills and interests that last a lifetime.

COMMUNITY ENRICHMENT CLASSES

The YMCA is committed to serving the community by offering enriching activities that cater to the diverse needs and interests of students at Ruth K. Broad/Bay Harbor K-8 Center. To ensure our programs are relevant and impactful, we actively engage with the community through surveys and feedback mechanisms. By listening to the voices of parents, teachers, and students, we gain valuable insights into their preferences and priorities.

Surveys are conducted periodically to gather input on desired enrichment activities, preferred class times, and specific interests. This feedback informs our program development process, allowing us to tailor offerings that resonate with the community. Whether it's introducing new clubs, adjusting schedules, or enhancing existing programs, our goal is to continuously meet the evolving needs of families and schools.

Our Enrichment Programs are structured in 6–8 week sessions, providing flexibility to rotate classes regularly. This rotation not only keeps the programming fresh and exciting but also allows participants to explore different subjects and activities throughout the school year. For example, a session may begin with popular clubs like Art Explosion and Lego Wizards, followed by sessions focusing on Coding & Robotics and Cheerleading in subsequent sessions.

This variety ensures that students have opportunities to discover and develop new skills while maintaining engagement and enthusiasm. Each session is designed to foster creativity,



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practical skills, and a passion for learning, contributing to a well-rounded educational experience beyond the traditional classroom setting.

The YMCA proudly presents a diverse array of Enrichment Programs designed to ignite curiosity, foster creativity, and support lifelong learning. Our catalog boasts a rich tapestry of offerings that cater to a wide range of interests and educational pursuits, which include but are not limited to:

- **Community Enrichment Classes:** Our Community Enrichment Classes feature a diverse array of offerings, including **305 Mini Chefs (Cooking)**, **Animated Art**, **Art Explosion (Art)**, **Awesome Science (Science)**, **Coding & Robotics**, **Cheerleading**, **Small-Group Homework/ Tutoring**, **Jugarte (Spanish)**, **Lego Wizards (Lego)**, and **Velocity Dance (Dance)**. Each program is meticulously crafted to inspire and engage participants, providing opportunities for exploration and skill development across a variety of disciplines. These programs represent the initial menu offerings available as we embark on our partnership, designed to cater to diverse interests and promote lifelong learning.
- **Sunday Community Enrichment Classes:** In response to the community's needs and preferences, our Sunday Programs are tailored to provide enriching experiences that align seamlessly with participants' schedules, catering especially to youth from an early age and fostering developmental milestones through engaging activities. These programs will be phased into our partnership following an assessment of community needs and appropriate staffing for each offering. As we introduce these programs, participants can anticipate a spectrum of offerings. **Tiny Tots** Sessions create a nurturing environment where toddlers explore foundational skills and social interaction, while **Mommy & Me Classes** strengthen bonds between caregivers and children through interactive play and learning adventures. Additionally, our lineup includes various Early Learning Opportunities aimed at instilling essential literacy, numeracy, and social-emotional skills. Each program is meticulously curated to support holistic child development, nurturing curiosity, creativity, and confidence. By providing meaningful experiences in a supportive setting, we aim to empower the youngest members of our community to thrive and grow.
- **Active Older Adult Programs:** In addition to our existing offerings, the YMCA is dedicated to serving the active older adults in the Bay Harbor community. We recognize the importance of providing programs that promote physical health, mental well-being, and social interaction for seniors. To address these needs, we will begin by offering Yoga and art classes, which have proven to be highly beneficial and popular among older adults.

To ensure that our programs meet the evolving needs of the community, we will actively engage with seniors and community stakeholders through surveys and feedback mechanisms. This will help us understand their preferences and interests, allowing us to tailor our offerings accordingly.

Program Offerings:



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- **Yoga Classes:** Designed to enhance flexibility, balance, and relaxation, our Yoga classes provide a gentle yet effective way for seniors to stay active and healthy. These sessions will be adapted to suit various fitness levels, ensuring inclusivity and accessibility for all participants.
- **Art Classes:** Encouraging creativity and self-expression, our art classes offer a fun and engaging environment for seniors to explore different art forms. These classes will not only help improve cognitive function and fine motor skills but also provide a wonderful opportunity for social interaction and community building.

Implementation and Phasing:

- We will start with Yoga and art classes as our initial offerings. Based on feedback and participation levels, we will phase in additional programs and activities to meet the diverse needs and interests of Bay Harbor's senior residents.
- In partnership with the Town, we will continuously assess the effectiveness and impact of these programs, making necessary adjustments and introducing new offerings as needed.

Sample Schedule

For Pk-1st Grade Participants

Reminder: Simultaneous Offerings Scheduled Monday through Friday in the Sports Section.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
1:50 – 3:00 PM	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring
3:05 – 4:05 PM	Velocity Dance	Jugarte (Spanish)	Lego Wizards (Lego)	305 Mini Chefs	Awesome Science

Sample Schedule

For 2nd – 8th Grade Participants

Reminder: Simultaneous Offerings Scheduled Monday through Friday in the Sports Section.

Time	Monday	Tuesday	Wednesday	Thursday	Friday
3:05 – 4:05 PM	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring	Small Group Homework/ Tutoring
4:10 – 5:10 PM	Velocity Dance	Jugarte (Spanish)	Lego Wizards (Lego)	305 Mini Chefs	Awesome Science



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YOUTH SPORTS CLASSES AND LEAGUES

The YMCA Youth Sports Program is designed to foster skill development, teamwork, and sportsmanship among participants in grades PK-8 at Ruth K. Broad/Bay Harbor K-8 Center. Emphasizing inclusivity and fair play, our program ensures that every child has the opportunity to participate fully, regardless of skill level or experience.

Key Program Principles:

- **Everyone Plays:** Our program operates on the principle that every participant gets playing time during games and practices. This approach not only enhances physical skills but also promotes teamwork and social interaction.
- **Safety First:** Safety is our top priority. We implement age-appropriate modifications and closely supervise all activities to prevent injuries. Rigorous safety protocols, including medical waivers, facility inspections, and equipment checks, ensure a secure environment for all participants.
- **Fair Play and Positive Competition:** Participants learn valuable life skills such as decision-making, communication, and sportsmanship in a supportive team environment. We emphasize playing by the rules, respecting opponents, and maintaining a balanced perspective on winning and losing.
- **Family Involvement:** We encourage family participation through volunteer opportunities as coaches, officials, and supporters. This involvement fosters positive role modeling, strengthens community bonds, and enriches the overall experience for participants.
- **Sports for All and Fun:** Our program welcomes diversity and celebrates inclusivity, respecting and appreciating all participants regardless of background or ability. We prioritize enjoyment and skill development, ensuring that every child has a positive and rewarding experience. Each season, participants receive medals, t-shirts, or jerseys, allowing them to proudly demonstrate their participation and achievements in the program. This not only fosters a sense of accomplishment but also creates lasting memories and a sense of community among all participants.

Program Structure and Offerings

The YMCA Youth Sports Program operates in 6–7-week sessions aligned with the school calendar. Each session focuses on a specific sport, with classes lasting between 45 minutes to 1 hour, depending on the age group. Sports sessions are scheduled during after-school hours to accommodate participants' schedules.

Age-Specific Divisions

- **The Rookies (PK-1st grades):** Our youngest athletes are introduced to the fundamental aspects of each sport. Emphasizing fun and participation, this group focuses on learning basic skills in a supportive and engaging environment.
- **The Winners (2nd-5th grades):** Participants in this age group are encouraged to hone their individual skills within a team setting. They learn the rules of the game more comprehensively while continuing to develop teamwork and sportsmanship.



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- **The Champions (6th-8th grades):** Representing our oldest and most competitive league, the Champions group focuses on refining skills and strategies. Participants in this age group experience more structured gameplay, preparing them for higher levels of competition while fostering leadership and teamwork abilities.

These age-specific divisions ensure that every participant receives appropriate instruction and challenges, promoting personal growth, confidence, and a lifelong enjoyment of sports.

Programming Options

- **Practice Teams:** Designed for participants who want to practice a sport two times per week, focusing on skill development and teamwork.
- **Team Sports:** These teams compete amongst YMCA teams across our South Florida sports network, providing a competitive and structured environment.
- **Drill Sports:** Offered one time per week, these sessions are designed for kids to get out and have fun, ensuring a daily sports offering for continuous physical activity and enjoyment.

Sample Annual Offerings

Session	Program 1	Program 2	Program 3
Fall Session	Basketball Practice	Volleyball Team	Soccer Drills
Winter Session	Softball Practice	Volleyball Team	Flag Football Drills
Spring I	Flag Football Practice	Basketball Team	Softball Drills
Spring II	Soccer Practice	Basketball Team	Basketball Drills

Sample Schedule - Fall

For Pk-1st Grade Participants

Reminder: Simultaneous Offerings Scheduled Monday through Friday in the Enrichment Classes Section.

Time	Monday & Tuesdays	Thursdays & Fridays	Wednesdays
1:50 – 3:00 PM	Basketball Practice	Volleyball Team	Soccer Drills

Sample Schedule - Fall

For 2nd – 8th Grade Participants

Reminder: Simultaneous Offerings Scheduled Monday through Friday in the Enrichment Classes Section.

Time	Monday & Tuesdays	Thursdays & Fridays	Wednesdays
3:05 – 4:05 PM	Basketball Practice	Volleyball Team	Soccer Drills



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SCHOOL'S OUT CAMPS

The YMCA's School's Out Camps offer comprehensive full-day programming designed to support working families and provide engaging activities for children during school holidays and teacher workdays held at Ruth K. Broad/Bay Harbor K-8 Center. These camps ensure continuity of care in a safe and enriching environment. Each School's Out Camp day is filled with a variety of activities that promote physical activity, creativity, and social interaction, aligned with the YMCA's commitment to holistic child development.

Program Highlights

- **Full-Day Care:** Operating from early morning to late afternoon, accommodating working parents with extended care options.
- **Structured Activities:** Curriculum includes a blend of recreational games, arts and crafts, educational activities, and team-building exercises.
- **Themed Days:** Each camp day features themed activities to keep children excited and engaged.
- **Qualified Staff:** Experienced and trained staff members supervise activities, ensuring safety and facilitating positive interactions.

FALL, WINTER, AND SPRING RECESS DAY CAMPS

The YMCA's Fall, Winter, and Spring Recess Day Camps offer dynamic day-long programming during school breaks, providing children with opportunities for exploration, skill development, and fun-filled experiences held at Ruth K. Broad/Bay Harbor K-8 Center. These camps are structured to align with school schedules while offering unique themes and activities that cater to diverse interests and age groups. Each camp session is designed to foster creativity, build confidence, and promote social interaction in a supportive environment.

Program Highlights

- **Themed Camp Sessions:** Camps feature thematic programming such as arts and crafts, outdoor adventures, science exploration, and more.
- **Specialized Activities:** Activities tailored to specific interests, including sports clinics, STEM challenges, performing arts workshops, and nature explorations.
- **Field Trips and Outings:** Opportunities for educational and recreational outings to local attractions, parks, museums, and other community venues.
- **Engaging Curriculum:** Curriculum incorporates educational components and hands-on learning experiences that align with school break themes.
- **Professional Supervision:** Trained staff members oversee activities, maintaining a safe and supportive environment for all campers.

These camp programs are designed to enrich children's experiences during school breaks, offering a blend of educational enrichment, recreational activities, and social development opportunities that contribute to their overall well-being and growth.



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"BAY HARBOR COMMUNITY CONNECT"

"Bay Harbor Community Connect" expands the YMCA's offerings beyond regular programming to include a variety of special events designed to cater to the diverse interests and needs of Bay Harbor residents. These events are crafted to foster community engagement, provide opportunities for social interaction, and create memorable experiences for families and youth in the Bay Harbor area.

Program Offerings

- **Parent Nights Out:** Scheduled evenings where parents can enjoy some time off while their children participate in supervised activities at the YMCA. These events promote community bonding among parents and offer a safe environment for children to socialize.
- **Movie Nights:** Family-friendly movie screenings, providing a relaxed and enjoyable outing for families in the Bay Harbor community. Movie nights may include themed decorations, snacks, and post-movie discussions or activities.
- **Interactive One-Time Experiences:** Engaging and educational activities designed to spark curiosity and creativity among youth. These experiences may include workshops on topics like science experiments, arts and crafts, cultural celebrations, or hands-on demonstrations from local experts.

Objectives

- **Community Engagement:** Foster a sense of community among Bay Harbor residents through shared experiences and activities.
- **Family Support:** Provide opportunities for families to spend quality time together in a safe and inclusive environment.
- **Youth Enrichment:** Offer diverse and enriching activities that contribute to the social, emotional, and intellectual development of youth in Bay Harbor.

Implementation

- Events will be scheduled periodically throughout the year to coincide with holidays, school breaks, and community interests.
- Promotion and registration for events will be managed through the YMCA's and Town communication channels, ensuring accessibility and participation from Bay Harbor residents.
- The YMCA will work with Town officials to develop programming that makes the most sense for the community. We will provide official vendor quotes and detailed operational costs per offering to ensure cost transparency. For example, movie night screenings and operations typically cost between \$2,500 and \$3,000 per event.

The YMCA is willing to work with the Town to offer these services at little to no cost to residents if the Town is willing to absorb the costs of the events. We can handle these arrangements on an event-by-event basis, ensuring flexibility and responsiveness to the community's needs.



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"Bay Harbor Community Connect" aims to create a vibrant and connected community where residents of all ages can come together, participate in meaningful activities, and build lasting relationships. Through these special events, the YMCA continues to serve as a hub for community engagement and enrichment in Bay Harbor.

SERVICE FEES & YMCA SCHOLARSHIP

At the YMCA, we are committed to delivering high-quality programming to the Town of Bay Harbor while ensuring our services remain cost-neutral to the town. This commitment guarantees affordability and accessibility without compromising the excellence of our offerings. The YMCA proposes cost-neutral programming to the Town of Bay Harbor, aligning our financial strategy with the town's objectives to provide sustainable and impactful services to residents of all ages.

Program Costs

- **Registration Fees:** Non-refundable fees collected at the time of enrollment to secure a participant's place in the program, paid once annually and/or in the summer.
- **Program Fees:** Cover operational expenses such as staffing, materials, and facility use, ensuring the quality and reliability of our programs – fees are all-inclusive.

To uphold financial stability, the YMCA follows a structured refund policy:

- Refunds are issued only in cases of documented medical emergencies verified by a physician.
- Vice-President reviews and handles extenuating circumstances on a case-by-case basis.
- In the event of school or program closure (e.g., due to a pandemic), families receive credits for services paid but not rendered. Credits can be applied to future programming or refunded upon request.

Additional Considerations and Notes:

- All courses require a minimum enrollment of 15 participants to open.
- Non-resident fees include an additional charge of \$20 per offering.
- "Camp - Teacher Planning Days" will have an additional \$10 charge for non-residents to ensure cost feasibility instead of the \$20 per offering fee.
- All resident program fees are based on the profit split that would have been charged to the town and reflect our base rates.

YMCA Scholarship Program

To further ensure accessibility, we have an established scholarship fund to assist families who cannot afford the full cost of our programs. Families in need of financial assistance are encouraged to apply for scholarships. We use a sliding scale to evaluate each applicant individually, customizing program fees to fit each family's unique financial situation. Our



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goal is to ensure that no one is turned away from participating in our programs due to an inability to pay.

A program costs table is attached to this proposal, outlining the costs for the proposed offerings for the 2024-2025 program year. The table below outlines the base rates per offering and is less detailed than the program catalog.

Program Costs Table – Base Rates

Program	Registration Fee	Fee Per Service Day	Frequency	Sample Fee: Resident + Registration	Sample Fee: Non-Resident + Registration
After School	\$50	\$12	Monthly	\$240	\$260
Camp - Summer	\$50	\$35	2-Week Sessions	\$350	\$370
Camp - Teacher Planning Day	\$50	\$35	Per Service Day	\$35	\$45
Camp - Fall Recess	\$50	\$35	3 Service Days	\$105	\$125
Camp - Winter Recess	\$50	\$35	4 Service Days 2 Weeks	\$140	\$160
Camp - Spring Recess	\$50	\$35	5 Service Days	\$175	\$195
Enrichment Program - Tier 1 (1 Class Per Week)	\$50	\$20	6-Week Sessions	\$120	\$140
Enrichment Program - Tier 2 (1 Class Per Week)	\$50	\$25	6-Week Sessions	\$150	\$170
Enrichment Program - Tier 3 (1 Class Per Week)	\$50	\$30	6-Week Sessions	\$180	\$200
Enrichment Program - Tier 4 (1 Class Per Week)	\$50	\$40	6-Week Sessions	\$240	\$260
Enrichment Program - Tier 5 (1 Class Per Week)	\$50	\$50	6-Week Sessions	\$300	\$320
Sports Programs – Drills (1 Weekly Class)	\$50	\$20	6-Week Sessions	\$120	\$140
Sports Programs - Practice (2 Classes Per Week)	\$50	\$20	6-Week Sessions	\$240	\$260
Sports Programs – League (2 Classes + 1 Game Per Week)	\$50	\$20	6-Week Sessions	\$300	\$320

PARTNERSHIP AND TOWN SUPPORT

The YMCA proposes a comprehensive partnership with the Town of Bay Harbor aimed at enriching community life and optimizing program delivery. Central to this collaboration are



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several key supports requested from the Town to enhance the effectiveness and accessibility of YMCA programs.

We are pleased to offer positions to the full-time and part-time recreation attendants as part-time employees with us at hourly rates between \$18 and \$20. We propose to utilize them in the same capacity they currently serve the town, including providing clerical assistance related to programming registrations and other administrative tasks. Our part-time employees typically work up to 25 hours per week during the school year and up to 35 hours per week during the summer. Since these are known existing employees, their transition to the YMCA would ease clear communication, effective program direction, and robust community engagement.

As programming develops in the Town of Bay Harbor, we intend to assign a full-time Program Manager to this partnership. We will reassess the fiscal feasibility of this arrangement after the first session of programs.

To support the YMCA's efforts and ensure the success of this partnership, we request the following contributions from the Town:

- 1. Cleaning Services:** Provision of essential cleaning services for the spaces utilized for YMCA programming, maintaining a safe and hygienic environment for all participants and staff.
- 2. HSR Insurance Cost Absorption:** Absorption of the cost of the HSR insurance policy for families participating in YMCA programs, ensuring comprehensive coverage and peace of mind for all involved.
- 3. Parking and Toll Validations:** Provision of parking and toll validations for YMCA staff to reduce logistical barriers to program delivery.
- 4. Dedicated Office Space:** Allocation of a dedicated office space within the Town to serve as a centralized hub for parent registration for YMCA-sponsored programs. This space will host the YMCA's assigned program administrator, enabling efficient coordination and support for families accessing YMCA initiatives.

This collaborative effort underscores the Town's commitment to supporting community enrichment and wellness through accessible, high-quality programs. Together, we aim to create a vibrant and inclusive community where residents of all ages can thrive and benefit from engaging YMCA initiatives. We look forward to forging this partnership and collectively enhancing the quality of life in Bay Harbor.

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
AFTER SCHOOL PROGRAM								
After School - Overflow Program	PK-8	Year-Round 2024-2025	M-F	8:00 AM - 6:00 PM	Monthly	\$ 50	\$ 240	\$ 260
DAY CAMP PROGRAMS								
Camp - Summer (Adventure Camp)	PK-8	June 9 - August 1 * No Service Jun. 19 & Jul. 4	M-F	8:00 AM - 6:00 PM	2-Week Sessions	\$ 50	\$ 350	\$ 370
Camp - Teacher Planning Days	PK-8	Oct. 3, Nov. 5, Dec. 20, Jan. 17, Mar. 31, Apr. 18	Varies	8:00 AM - 6:00 PM	Per Teacher Planning Day	\$ 50	\$ 35	\$ 55
Camp - Fall Recess	PK-8	November 25 - November 27	M-W	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 105	\$ 125
Camp - Winter Recess	PK-8	December 23 - January 3 * No Service Dec. 25 & Jan. 1	M-F	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 140	\$ 160
Camp - Spring Recess	PK-8	March 24 - March 28	M-F	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 175	\$ 195
COMMUNITY ENRICHMENT PROGRAMS - SESSION 1								
Art Explosion (Art)	PK-8	October 7 - November 15	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Awesome Science (Science)	PK-8	October 7 - November 15	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 180	\$ 200
Jugarte (Spanish)	PK-8	October 7 - November 15	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Lego Wizards (Lego)	PK-8	October 7 - November 15	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Velocity Dance (Dance)	PK-8	October 7 - November 15	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	M	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	T	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	W	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	Th	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	F	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Volleyball Team	PK-8	October 7 - November 15	Th/ F	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 320	\$ 340
Basketball Practice	PK-8	October 7 - November 15	M/ T	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Soccer Drills	PK-8	October 7 - November 15	W	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	October 7 - November 15	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Active Older Adult Art	Adult	October 7 - November 15	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	October 7 - November 15	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Mommy & Me	Adult	October 7 - November 15	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
COMMUNITY ENRICHMENT PROGRAMS - SESSION 2								
Art Explosion (Art)	PK-8	December 2 - January 24	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Awesome Science (Science)	PK-8	December 2 - January 24	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 180	\$ 200
Jugarte (Spanish)	PK-8	December 2 - January 24	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Lego Wizards (Lego)	PK-8	December 2 - January 24	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Velocity Dance (Dance)	PK-8	December 2 - January 24	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 100	\$ 120
Small Group Homework/ Tutoring	PK-8	December 2 - January 24	M	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	December 2 - January 24	T	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	December 2 - January 24	W	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	December 2 - January 24	Th	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	December 2 - January 24	F	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 100	\$ 120
Volleyball Team	PK-8	December 2 - January 24	Th/ F	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 280	\$ 300
Softball Practice	PK-8	December 2 - January 24	M/ T	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Flag Football Drills	PK-8	December 2 - January 24	W	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	December 2 - January 24	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Active Older Adult Art	Adult	December 2 - January 24	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	December 2 - January 24	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 120	\$ 140
Mommy & Me	Adult	December 2 - January 24	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 120	\$ 140
COMMUNITY ENRICHMENT PROGRAMS - SESSION 3								
Mini Chefs (Cooking)	PK-8	February 3 - March 14	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Cheerleading	PK-8	February 3 - March 14	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Animated Art	PK-8	February 3 - March 14	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Coding & Robotics	PK-8	February 3 - March 14	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Velocity Dance (Dance)	PK-8	February 3 - March 14	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	February 3 - March 14	M	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	February 3 - March 14	T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
Small Group Homework/ Tutoring	PK-8	February 3 - March 14	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	February 3 - March 14	Th	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	February 3 - March 14	F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 100	\$ 120
Basketball Team	PK-8	February 3 - March 14	Th/ F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 320	\$ 340
Flag Football Practice	PK-8	February 3 - March 14	M/ T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Softball Drills	PK-8	February 3 - March 14	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	February 3 - March 14	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Active Older Adult Art	Adult	February 3 - March 14	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	February 3 - March 14	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Mommy & Me	Adult	February 3 - March 14	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
COMMUNITY ENRICHMENT PROGRAMS - SESSION 4								
Mini Chefs (Cooking)	PK-8	April 1 - May 9	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Cheerleading	PK-8	April 1 - May 9	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Animated Art	PK-8	April 1 - May 9	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Coding & Robotics	PK-8	April 1 - May 9	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Velocity Dance (Dance)	PK-8	April 1 - May 9	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	M	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	Th	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 100	\$ 120
Basketball Team	PK-8	April 1 - May 9	Th/ F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 320	\$ 340
Soccer Practice	PK-8	April 1 - May 9	M/ T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Basketball Drills	PK-8	April 1 - May 9	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	April 1 - May 9	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
Active Older Adult Art	Adult	April 1 - May 9	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	April 1 - May 9	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Mommy & Me	Adult	April 1 - May 9	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170

** All courses require a minimum enrollment of 15 students to open.*

** Non-resident fees include an additional charge of \$20 per offering.*

** Camp - Teacher Planning Days will have an additional \$10 charge for non-residents to ensure cost feasibility.*

** All resident program fees are based on the profit split that would have been charged to the town and reflect our base rates.*



YOUTH DEVELOPMENT
YMCA OF SOUTH FLORIDA
900 SE 3rd Avenue, Suite 210
Fort Lauderdale, Florida 33316

To learn more about our Youth Development programs contact:

John M. Ortega, MBA
Executive Director
Youth Development Miami
JOrtega@YMCASouthFlorida.org
(305) 357-4000 Ext. 1124

PREPARED FOR **TOWN OF BAY HARBOR**





FIND YOUR Y.
For a better us.®

YMCA OF SOUTH FLORIDA

TOWN OF BAY HARBOR

Proposal for Youth & Family
Recreation Programs



THE YMCA IS THE LARGEST PROVIDER OF YOUTH PROGRAMS IN U.S.

OUR PROMISE

YMCA youth programs foster each child's cognitive, social-emotional and physical development through opportunities and experiences which focus on achievement, relationships and belonging.

The planning of each activity is offered in a **physically and emotionally safe environment** consistent with evidence-based principles of youth development: each child is encouraged to develop at his or her own unique rate by encouraging **skill development** and frequent **leadership opportunities**.

Families are seen as partners in their child's development and are provided opportunities to strengthen the family unit and give the family and the YMCA the opportunity to work, play, learn and thrive together.

Finally, the YMCA collaborates with **other organizations** that are committed to serving the needs of all children and families. It's through these collaborations and a strong youth development focus and assessment that the Y delivers consistent quality programs.





**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

ENRICHING BAY HARBOR: A VISION FOR VIBRANT COMMUNITY PROGRAMMING

The YMCA aims to bring tailored programming to the vibrant community of Bay Harbor. Our proposal is to provide comprehensive and inclusive services designed to meet the diverse needs and interests of the town's residents. Through collaborative partnerships and a deep understanding of the community, we intend to offer a range of engaging programs that foster personal growth, community connection, and well-being for participants of all ages and abilities. The proposed programming catalog for 2024-2025 programs is attached following this summary.

AFTER-SCHOOL PROGRAMMING: Our after-school programming provides a safe and enriching environment for students to learn, grow, and engage in structured activities after the school day ends. We offer a variety of activities that promote literacy support, academic assistance, health and fitness, social skills development, and cultural exploration. Through project-based learning, arts and cultural activities, and theme-based programs focused on STEAM (Science, Technology, Engineering, Arts, and Mathematics), we aim to nurture well-rounded individuals who embody the values of social responsibility.

SUMMER CAMP PROGRAMMING: Our summer camps offer exciting and educational experiences where children can explore new interests, build friendships, and create lasting memories. The YMCA's Adventure Camp at Ruth K. Broad/Bay Harbor K-8 Center provides a dynamic blend of activities designed to engage children in a safe and nurturing environment. Camp activities include diverse arts and culture, literacy programs, outdoor adventures, and physical activities like Soccer for Success. We also incorporate weekly field trips to enrich the camp experience, allowing children to explore new places and learn firsthand about their community and beyond.

COMMUNITY ENRICHMENT CLASSES: Our Community Enrichment Classes facilitate a variety of workshops and classes that cater to diverse interests, promoting lifelong learning and skill development for participants of all ages. These classes are structured in 6-8 week sessions, allowing flexibility and regular rotation of offerings to keep the programming fresh and exciting. Participants can engage in activities such as cooking, art, science, coding, robotics, cheerleading, and more. By actively engaging with the community through surveys and feedback mechanisms, we ensure our programs remain relevant and impactful. Specialized offerings will be available on Sundays to appeal to the community's needs and preferences. Additionally, we will offer active older adult programs during the week, promoting health and wellness among seniors.

SPORTS PROGRAMMING: Our sports programming engages participants in organized sports leagues, clinics, and recreational activities to promote physical fitness, teamwork, and sportsmanship. We emphasize inclusivity and fair play, ensuring every child has the opportunity to participate fully, regardless of skill level or experience. Programs include basketball, volleyball, soccer, and flag football, with age-specific divisions to ensure appropriate instruction and challenge.

SCHOOL'S OUT CAMPS: The YMCA's School's Out Camps offer comprehensive full-day programming designed to support working families and provide engaging activities



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for children during school holidays and teacher workdays. Each camp day is filled with a variety of activities that promote physical activity, creativity, and social interaction, aligned with the YMCA's commitment to holistic child development. Activities include recreational games, arts and crafts, educational activities, and team-building exercises.

FALL, WINTER, AND SPRING RECESS DAY CAMPS: Our Fall, Winter, and Spring Recess Day Camps offer dynamic day-long programming during school breaks, providing children with opportunities for exploration, skill development, and fun-filled experiences. These camps feature thematic programming such as arts and crafts, outdoor adventures, science exploration, sports clinics, and performing arts workshops.

BAY HARBOR COMMUNITY CONNECT: "Bay Harbor Community Connect" expands the YMCA's offerings beyond regular programming to include a variety of special events designed to cater to the diverse interests and needs of Bay Harbor residents. These events foster community engagement, provide opportunities for social interaction, and create memorable experiences for families and youth. Events include:

- **Parent Nights Out:** Scheduled evenings where parents can enjoy some time off while their children participate in supervised activities at the YMCA.
- **Movie Nights:** Family-friendly movie screenings that include themed decorations, snacks, and post-movie discussions or activities.
- **Interactive One-Time Experiences:** Engaging and educational activities designed to spark curiosity and creativity among youth, such as science workshops, arts and crafts, cultural celebrations, and hands-on demonstrations from local experts.

The YMCA will work with Town officials to develop programming that makes the most sense for the community. The YMCA is willing to offer these services at little to no cost to residents if the Town is willing to absorb the costs of the events. We can handle these arrangements on an event-by-event basis, ensuring flexibility and responsiveness to the community's needs. All courses require a minimum enrollment of 15 participants to open, and all resident program fees are based on the profit split that would have been charged to the town and reflect our base program rates.

IMPLEMENTATION AND COMMUNITY ENGAGEMENT

Throughout our programming development process, the YMCA will be intentional in our approach, prioritizing the needs and preferences of Bay Harbor residents. We will conduct surveys and engage in ongoing dialogue with participants, families, and community stakeholders to assess needs, gather feedback, and ensure that our offerings are responsive to the community's evolving interests and priorities.

With a commitment to inclusivity, our services will be designed to accommodate individuals of varying abilities, ensuring that everyone feels welcome, valued, and supported in our programs. Together with the Town of Bay Harbor, we look forward to creating a vibrant and thriving community where all residents can thrive and flourish.

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
AFTER SCHOOL PROGRAM								
After School - Overflow Program	PK-8	Year-Round 2024-2025	M-F	8:00 AM - 6:00 PM	Monthly	\$ 50	\$ 240	\$ 260
DAY CAMP PROGRAMS								
Camp - Summer (Adventure Camp)	PK-8	June 9 - August 1 * No Service Jun. 19 & Jul. 4	M-F	8:00 AM - 6:00 PM	2-Week Sessions	\$ 50	\$ 350	\$ 370
Camp - Teacher Planning Days	PK-8	Oct. 3, Nov. 5, Dec. 20, Jan. 17, Mar. 31, Apr. 18	Varies	8:00 AM - 6:00 PM	Per Teacher Planning Day	\$ 50	\$ 35	\$ 55
Camp - Fall Recess	PK-8	November 25 - November 27	M-W	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 105	\$ 125
Camp - Winter Recess	PK-8	December 23 - January 3 * No Service Dec. 25 & Jan. 1	M-F	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 140	\$ 160
Camp - Spring Recess	PK-8	March 24 - March 28	M-F	8:00 AM - 6:00 PM	Per Timeframe	\$ 50	\$ 175	\$ 195
COMMUNITY ENRICHMENT PROGRAMS - SESSION 1								
Art Explosion (Art)	PK-8	October 7 - November 15	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Awesome Science (Science)	PK-8	October 7 - November 15	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 180	\$ 200
Jugarte (Spanish)	PK-8	October 7 - November 15	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Lego Wizards (Lego)	PK-8	October 7 - November 15	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Velocity Dance (Dance)	PK-8	October 7 - November 15	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	October 7 - November 15	M	Grades PK-1 = 1:50 - 3:00PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
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Active Older Adult Yoga	Adult	October 7 - November 15	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
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COMMUNITY ENRICHMENT PROGRAMS - SESSION 2								
Art Explosion (Art)	PK-8	December 2 - January 24	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
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COMMUNITY ENRICHMENT PROGRAMS - SESSION 3								
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Flag Football Practice	PK-8	February 3 - March 14	M/ T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Softball Drills	PK-8	February 3 - March 14	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	February 3 - March 14	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Active Older Adult Art	Adult	February 3 - March 14	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	February 3 - March 14	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Mommy & Me	Adult	February 3 - March 14	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
COMMUNITY ENRICHMENT PROGRAMS - SESSION 4								
Mini Chefs (Cooking)	PK-8	April 1 - May 9	M	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Cheerleading	PK-8	April 1 - May 9	T	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Animated Art	PK-8	April 1 - May 9	W	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Coding & Robotics	PK-8	April 1 - May 9	Th	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Velocity Dance (Dance)	PK-8	April 1 - May 9	F	Grades PK-1 = 3:05 - 4:05 PM Grades 2-8 = 4:10 -5:10 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	M	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 125	\$ 145
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	Th	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 150	\$ 170
Small Group Homework/ Tutoring	PK-8	April 1 - May 9	F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 100	\$ 120
Basketball Team	PK-8	April 1 - May 9	Th/ F	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 320	\$ 340
Soccer Practice	PK-8	April 1 - May 9	M/ T	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 220	\$ 240
Basketball Drills	PK-8	April 1 - May 9	W	Grades PK-1 = 1:50 - 3:00 PM Grades 2-8 = 3:05 - 4:05 PM	6 Weeks	\$ 50	\$ 120	\$ 140
Active Older Adult Yoga	Adult	April 1 - May 9	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170

COURSE	GRADES	TIMEFRAME	DAY OF WEEK	COURSE TIMES	FREQUENCY	REGISTRATION FEE	PROGRAM COST RESIDENT	PROGRAM COST NON-RESIDENT
Active Older Adult Art	Adult	April 1 - May 9	T	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Tiny Tots	Adult	April 1 - May 9	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170
Mommy & Me	Adult	April 1 - May 9	Sun.	10:00 AM - 11:00 AM	6 Weeks	\$ 50	\$ 150	\$ 170

** All courses require a minimum enrollment of 15 students to open.*

** Non-resident fees include an additional charge of \$20 per offering.*

** Camp - Teacher Planning Days will have an additional \$10 charge for non-residents to ensure cost feasibility.*

** All resident program fees are based on the profit split that would have been charged to the town and reflect our base rates.*



YOUTH DEVELOPMENT
YMCA OF SOUTH FLORIDA
900 SE 3rd Avenue, Suite 210
Fort Lauderdale, Florida 33316

To learn more about our Youth Development programs contact:

John M. Ortega, MBA
Executive Director
Youth Development Miami
JOrtega@YMCASouthFlorida.org
(305) 357-4000 Ext. 1124

PREPARED FOR **TOWN OF BAY HARBOR**



Town of Bay Harbor Islands



Community Services

Name	Description	Account ID	FY 25-Proposed Budget 6-18-24	FY25 Amended Budget	Difference
Operating Expenses					
	<i>Professional Services</i>	001.5720.400031.000	\$0	\$0	\$0
	<i>Other Contractual Services</i>	001.5720.400034.000	\$3,600	\$500	-\$3,100
	Cartman Commercial Services	001.5720.400034.000	\$3,000	\$0	-\$3,000
	Time clock user fees- Ascentis/ Cincinnati time	001.5720.400034.000	\$600	\$0	-\$600
	<i>Rentals & Leases</i>	001.5720.400044.000	\$3,900	\$3,900	\$0
	Copier of the Toshiba Community Center	001.5720.400044.000	\$2,700	\$2,700	\$0
	Man lift for Changing lights at Tennis Courts	001.5720.400044.000	\$1,200	\$1,200	\$0
	<i>Insurance</i>	001.5720.400045.000	\$7,452	\$7,452	\$0
	FMIT Auto-Liability and Property Ins.	001.5720.400045.000	\$7,452	\$7,452	\$0
	<i>Printing & Binding</i>	001.5720.400047.000	\$4,440	\$4,440	\$0
	Brochures/ Programs	001.5720.400047.000	\$3,000	\$3,000	\$0
	Copy Charges	001.5720.400047.000	\$1,440	\$1,440	\$0
	<i>Other Current Charges</i>	001.5720.400049.000	\$113,310	\$102,910	-\$10,400
	Adult Program/Adult Yoga	001.5720.400049.000	\$10,560	\$10,560	\$0
	Adult Program/ Everyone Yoga	001.5720.400049.000	\$5,500	\$5,500	\$0
	Adult Program/Zumba	001.5720.400049.000	\$5,000	\$5,000	\$0
	Miami Shores Pool Agreement	001.5720.400049.000	\$50,000	\$50,000	\$0
	Senior Programs/Computer Class	001.5720.400049.000	\$2,500	\$2,500	\$0
	Senior Programs/ Evening Tai-Chi	001.5720.400049.000	\$4,000	\$4,000	\$0
	Senior Programs/ Gentle Yoga	001.5720.400049.000	\$6,500	\$6,500	\$0
	Senior Programs/ Morning Tai-Chi	001.5720.400049.000	\$10,500	\$10,500	\$0
	Senior Programs/ Senior Bingo Night & Social	001.5720.400049.000	\$3,000	\$3,000	\$0
	Senior Programs/ Senior Dinners & Social	001.5720.400049.000	\$4,500	\$4,500	\$0
	Senior Programs/ Senior Game Day & Social	001.5720.400049.000	\$850	\$850	\$0
	Youth Programs/ Storytime in the Park	001.5720.400049.000	\$2,400	\$0	-\$2,400
	Youth Programs/ Children Piano	001.5720.400049.000	\$4,500	\$0	-\$4,500
	Youth Programs/ Yoga for Kids	001.5720.400049.000	\$3,500	\$0	-\$3,500
	<i>Other Current Charges - Aftercare</i>	001.5720.400049.010	\$105,500	\$0	-\$105,500
	All sport equipment	001.5720.400049.010	\$3,000	\$0	-\$3,000
	Recreational Basketball/Uniforms, competitions & bus service	001.5720.400049.010	\$6,000	\$0	-\$6,000
	Cheerleading/Uniforms, competitions and bus service	001.5720.400049.010	\$10,000	\$0	-\$10,000
	Flag Football/Uniforms, competitions and bus service	001.5720.400049.010	\$5,000	\$0	-\$5,000
	Soccer/Travel/Uniforms, competitions and bus service	001.5720.400049.010	\$60,000	\$0	-\$60,000

Town of Bay Harbor Islands



Community Services

Name	Description	Account ID	FY 25-Proposed Budget 6-18-24	FY25 Amended Budget	Difference
	Travel Basketball/ bus service	001.5720.400049.010	\$8,500	\$0	-\$8,500
	Volleyball/Uniforms, competitions and bus service	001.5720.400049.010	\$3,000	\$0	-\$3,000
	Trophies and end of the year ceremony	001.5720.400049.010	\$5,000	\$0	-\$5,000
	Any new programs	001.5720.400049.010	\$5,000	\$0	-\$5,000
	Other Current Charges - Camps	001.5720.400049.020	\$50,000	\$0	-\$50,000
	Spring Camp/ Spring Break 1 Week	001.5720.400049.020	\$5,000	\$0	-\$5,000
	Summer Camp/ Adventure & Sports Camp/ June to August	001.5720.400049.020	\$25,000	\$0	-\$25,000
	Summer Camp Tutoring Program-Transf to TCT	001.5720.400049.020	\$0	\$0	\$0
	Winter Camp/ Winter Break	001.5720.400049.020	\$10,000	\$0	-\$10,000
	Fun Day Camp/6 days	001.5720.400049.020	\$5,000	\$0	-\$5,000
	Extended Summer Camp/ 1 Week in August	001.5720.400049.020	\$5,000	\$0	-\$5,000
	Other Current Charges - Town Events	001.5720.400049.030	\$347,500	\$335,500	-\$12,000
	5K/10K Runs and Walk	001.5720.400049.030	\$20,000	\$10,000	-\$10,000
	Art Festival	001.5720.400049.030	\$150,000	\$150,000	\$0
	9/11 Event	001.5720.400049.030	\$1,500	\$1,500	\$0
	BHI Concert Series/concerts	001.5720.400049.030	\$70,000	\$70,000	\$0
	Doggy Parade	001.5720.400049.030	\$2,000	\$2,000	\$0
	Halloween Spooktacular (New)	001.5720.400049.030	\$7,000	\$7,000	\$0
	Annual Town Picnic	001.5720.400049.030	\$35,000	\$35,000	\$0
	Snow Day Event	001.5720.400049.030	\$35,000	\$35,000	\$0
	Spring Egg Fest (New)	001.5720.400049.030	\$5,000	\$5,000	\$0
	Veteran's Day Event	001.5720.400049.030	\$2,000	\$2,000	\$0
	Outdoor Movie Night	001.5720.400049.030	\$8,000	\$0	-\$8,000
	Any New Event	001.5720.400049.030	\$10,000	\$10,000	\$0
	Family Game Night	001.5720.400049.030	\$2,000	\$0	-\$2,000
	Operating Supplies	001.5720.400052.000	\$4,500	\$3,500	-\$1,000
	Cleaning supplies & paper goods for Community center	001.5720.400052.000	\$3,500	\$3,500	\$0
	Staff Uniforms	001.5720.400052.000	\$1,000	\$0	-\$1,000
	Publications and Training	001.5720.400054.000	\$500	\$500	\$0
	CPR Training	001.5720.400054.000	\$500	\$500	\$0
Total Operating Expenses:			\$640,702	\$458,702	-\$182,000
Total Proposed Budget 6-18-2024					\$1,258,845
Total Proposed Operating Expenses Reductions:					\$ -182,000
Total Proposed Personnel Reductions:					\$ -500,335
Total Amended Budget for Community Services for FY 2024-25:					\$ 576,510
Total Proposed Savings for Community Services:					\$682,335