



"I believe in developing cause-driven leaders who think, act and communicate in ways that strengthen the community."



### Davetta Rinehart 28 Years at the YMCA

- Chief Human Resources Officer for The Peninsula Metropolitan YMCA
- Began her career at the YMCA as a Child Care Director, opening the first preschool at The Peninsula YMCA
- Leads a team of HR & Payroll professionals responsible for:
  - HR, Payroll and Benefits
  - Compliance and Risk Management
  - Learning and Talent Development
- Believes in everything YMCA – caught the "Y-Bug" when she first started

# A Good Day at the

# Y M C A

The mission:  
**Peninsula Metropolitan YMCA**

**HR In Action**

**Meet Davetta**

The mission of the YMCA is to put Christian values into practice through programs that help healthy spirit, mind and body for all. Strengthening community is their cause. Open to all, don't turn anyone away. With core values of **Caring, Honesty, Respect** and **Responsibility**, the YMCA believes that positive, lasting personal and social change can only come about when we all work together to invest in our kids, our health, and our neighbors.

- That's why their work focuses on three areas**
- 1 Youth Development** - nurturing the potential of every child and teen
  - 2 Healthy Living** - improving the nation's health and well-being
  - 3 Social Responsibility** - giving back and providing support to our neighbors

The Peninsula Metropolitan YMCA has grown to 18 facilities by responding to local need. Communities approach them when there is a need to be met – from child care to sports. Because the YMCA is so deeply rooted in the community, it's not uncommon for staff to be life-long members; some growing up and even getting married at the Y!

When you ask Davetta Rinehart how HR can have the most impact at the YMCA, she will tell you that that the most important thing is to **enable her team to do great work**. Davetta does this by developing leaders with the skills and experience they require to do their job and by making sure they are engaged in the values and mission of the YMCA.

The YMCA interacts with people – new faces and old – every day, so it's important to ensure that employees are highly engaged. An engaged employee takes care in their work and has passion for their job, which means that employees are genuine, and members are greeted with a friendly smile.

The YMCA believes it's important to enforce rigor throughout recruiting and hiring to make sure that the right people are hired. People who are a match for their DNA and that can do what's required – whether that's taking care of children, working with senior citizens, and everything in between. Davetta's team believes that HR is about people, because people make the organization. It's ultimately the people at the YMCA who uphold their values to serve the community.

Davetta's core functions in HR are paying people accurately and on time, managing risk and compliance, and developing her people into leaders. In the past, her team used spreadsheets for payroll, and notes posted on monitors for schedule changes before moving to the Dayforce platform. In order to achieve organizational goals, Davetta works with a team that shares her belief that they can have the most impact by staying current.

"If I could go back in time and give myself one piece of advice" says Davetta, "it would be to **embrace change**. Don't be afraid to change. Don't hold back to see what others are doing first. **Chase new and exciting opportunities.**"

This is a Ceridian Case Study on The Peninsula Metropolitan YMCA, a Dayforce Customer. The Peninsula Metropolitan YMCA uses Dayforce for Payroll, Workforce Management, Benefits, Human Resources, Recruiting, Dayforce Mobile, and TeamRelate.

