

6/11/73

Proposal for Integration of National Council of Jewish Women-Anathan House and YMWHA-IKC

1. Whereas the NCJW-Anathan House has maintained a physical structure for the purpose of providing leisure time programming for older adults; and
2. Whereas the YMWHA-IKC has also conducted programs for older adults in its various facilities, including, but not limited, to the Squirrel Hill building; and
3. Whereas representatives of each organization have met for the purpose of coordinating the efforts of each agency in programming and use of facilities for older adults.
4. The following shall be recommended to the board of the YMWHA-IKC and to the board of the National Council of Jewish Women for the purpose of establishing integrated efforts for and on behalf of older adults:
5. The National Council of Jewish Women and YMWHA-IKC agree ^(a) that there shall be a committee established to be known as the NCJW Anathan-Y-IKC Committee, such committee to have full responsibility for all programming for older adults in the Y-IKC Squirrel Hill building and in the National Council of Jewish Women-Anathan House and for such other programs for older adults that the committee may decide to undertake.
6. The NCJW Anathan-Y-IKC committee shall include twelve individuals, one half to be selected by the Board of Directors of the YMWHA-IKC and one half to be selected by the board of the National Council of Jewish Women. In addition, the committee shall be chaired by a chair person to be appointed by the president of the National Council of Jewish Women from among the membership of the National Council of Jewish Women, such appointment to be subject to the approval of the boards of the NCJW and of the Y-IKC. Rotation shall apply to the chair person and to members of the committee. The chair person shall serve for one year terms and shall be limited to a maximum of three consecutive terms. Members of the committee shall serve three year terms with a mandatory lapse of membership of at least one year at the conclusion of such terms. Initial membership on the committee shall be staggered to one year, two year and three year terms so that rotation can be enforced and continuity of membership can be maintained.

7. The NCJW Anathan-Y-IKC committee shall develop a budget for each fiscal year for the operation of the program of older adults. The committee shall develop such budget in conjunction with the budget chairman of the Y-IKC and the finance chairman of the NCJW. The NCJW and the Y-IKC shall continue separately to meet expenses of the care, maintenance, repair, cleaning, utilities, and upkeep of their respective physical facilities.

Membership dues of older adults as may be established by the committee, shall be considered part of the income of the program. The balance of the income required to meet the expenses of the program, including staff, shall be divided equally between the National Council of Jewish Women and the Y-IKC.

8. All older adult members currently served by both organizations shall be members of the joint older adults organization, policies of which shall be determined by the NCJW Anathan-Y-IKC Committee. The National Council of Jewish Women shall be responsible for recruiting all volunteers for this program.

9. The staff personnel currently assigned by each organization for its older adult program shall be integrated into one staff unit, providing staff services to older adults in both facilities, in accord with and subject to the policies established by the NCJW Anathan-Y-IKC Committee.

In order that the members of the staff may benefit from the cross fertilization of creative programming, members of the staff unit shall be considered part of the Y-IKC staff and shall participate in in-service training programs, operated for the professional staff of the Y-IKC, and the staff shall also be provided with the opportunity of association with staff serving older adults in other communities through the national contacts of the Y-IKC.

The salary of the staff of the older adult program shall be paid through the Y-IKC and such staff shall benefit from and be subject to the provisions of the Personnel Practices Code of the Y-IKC.

The executive director of the Y-IKC shall have authority to hire and fire personnel employed in the program for older adults sponsored by the NCJW-Anathan-Y-IKC Committee but he shall exercise such authority only in consultation with the NCJW-Anathan Y-IKC Committee.

10. The NCJW-Anathan Y-IKC Committee shall endeavor to maintain the level of programming in Anathan House at no less than the present level and in addition new programming shall be housed in Anathan House in preference to the Squirrel Hill Y-IKC building wherever possible.

11. Title to physical facilities shall remain undisturbed by the integration of programming.

12. The committee shall review the integrated program two years after such integrated program officially becomes effective. Such review shall include an evaluation of the benefits that may have occurred and problems that may be observed.

The committee shall issue a report of such review to the boards of the National Council of Jewish Women and of the YMWHA-IKC.

13. The integration of the programming that has developed under this resolution may be terminated by either party ninety days prior to the end of the calendar year upon ninety days written notice to the other party.