

January 28, 2021

Press Release

From: Silver Bay YMCA for Immediate Release

SILVER BAY YMCA CEO STEVE TAMM TO RETIRE AT THE END OF 2021

Silver Bay, NY: The Silver Bay YMCA Conference and Family Retreat Center has released an announcement that CEO Steve Tamm plans to retire on December 31, 2021, after 6 ½ years as CEO.

In a joint statement that was released on social media earlier today, Stephanie Wagoner, Chair of the Board of Trustees at Silver Bay YMCA, stated "I wish to advise you today of Steve Tamm's plan to retire from his role as Silver Bay's CEO effective December 31, 2021. I begin by sharing with you that the Silver Bay Board of Trustees and Steve have forged a strong partnership over his tenure as our CEO. This partnership has resulted in many accomplishments for Silver Bay, its constituents and our community."

Wagoner continued, "The Silver Bay Board of Trustees is very grateful for Steve's leadership during his tenure, especially during the pandemic."

"We have all seen the results in the modernization of our campus, the implementation of a state-of-the-art wastewater treatment facility, and the completion of the William Boyd Center. What may be less apparent is how Silver Bay has furthered its outreach to our community under Steve's direction", Wagoner stated.

In the announcement Tamm noted that his original decision was communicated in early March 2020, before COVID impacts were felt and that a week after those initial discussions, he met again with Chair of the Board, " ... I shared that I thought it would be best if we placed my departure discussion on hold, given the fast escalation of the COVID crisis."

Tamm continued, "The relationship between myself and the Board of Trustees is solid. They are an incredibly dedicated group of individuals who wish to deepen and broaden the impact of Silver Bay.", and further stated, "I too am ever so blessed and proud to have worked with the very dedicated staff at Silver Bay. Day in and day out these dedicated professionals pour all of their energies into their work."

Wagoner added, "We also appreciate Steve's willingness to stay on as CEO to allow for a smooth transition to his successor. ... In the coming months, the Silver Bay Board of Trustees will launch a search for a new CEO with the support of YUSA professionals. We will keep you apprised of this effort, along with other important events here at Silver Bay."

Tamm noted, "The list of the projects and tasks tackled is a long and impressive one, which is only surpassed by the list of those who made it all possible. There are many who I am personally indebted to, so please accept my most sincere thanks for your guidance, thoughts, encouragement, prayers and support."

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Note to the Editor:

A full copy of the media statement released on social media can be found below.

- Steve started at Silver Bay YMCA on June 29, 2015.
- Summer 2021 will mark his 7th year as CEO.

~~~~~ Media Statement released on social media ~~~~~

Dear Silver Bay friends,

On behalf of the Silver Bay Board of Trustees, I wish to advise you today of Steve Tamm’s plan to retire from his role as Silver Bay’s CEO effective December 31, 2021. I begin by sharing with you that the Silver Bay Board of Trustees and Steve have forged a strong partnership over his tenure as our CEO. This partnership has resulted in many accomplishments for Silver Bay, its constituents and our community. We have all seen the results in the modernization of our campus, the implementation of a state of the art wastewater treatment facility, and the completion of the William Boyd Center. What may be less apparent is how Silver Bay has furthered its outreach to our community under Steve’s direction. This includes the expansion of the Spiritual Life Respite, Cancer Respite and Vacations Made Possible Programs, and the relationships he has developed with key organizations in the Lake George watershed. The Silver Bay Board of Trustees is very grateful for Steve’s leadership during his tenure, especially during the pandemic. Steve and the entire staff’s effort to operate during 2020 without summer emps was truly remarkable, demonstrating servant leadership. We are all very grateful for their dedication and hard work.

We also appreciate Steve’s willingness to stay on as CEO to allow for a smooth transition to his successor. The Board of Trustees and staff have worked side by side to develop and execute a robust strategic plan. This work continues in 2021 with energy and focus on our bright future. In the coming months, the Silver Bay Board of Trustees will launch a search for a new CEO with the support of YUSA professionals. We will keep you apprised of this effort, along with other important events here at Silver Bay. As the Board of Trustees and staff work together to chart a course for the remainder of 2021 and beyond, we will continue to provide opportunities to foster a lifelong sense of belonging, strengthen relationships, and nurture spirit, mind, and body for all.

Thank you for being an important part of our community. I am grateful for the opportunity to lead the Board of Trustees on your behalf.

Stephanie Wagoner

Chief Volunteer Officer and Chair of the Board of Trustees

## Following is a message from Steve Tamm:

Dear Silver Bay friends,

Back in early March of 2020, after considerable prayer and contemplation, I met with the Chair of the Board, Adam Pearsall and the Chair of the CEO Evaluation and Compensation Committee, Emily Clark, to advise that my time as CEO at Silver Bay was coming to an end. A few days later, COVID began to impact New York and our country in ways we all never imagined. In the middle of March, I met again with Adam and Emily. I shared that I thought it would be best if we placed my departure discussion on hold, given the fast escalation of the COVID crisis. Adam and Emily agreed. As the end of summer approached, we restarted those departure discussions. Throughout the fall and early winter, together with the new Chair of the Board, Stephanie Wagoner, and the CEO Evaluation Committee, we jointly explored how to best plan for this transition. I can confirm for you today that the Board has asked, and I have agreed to stay on as CEO through the end of 2021.

When someone in my position looks to leave an organization, there is often speculation as to "why" and "why now". Please allow me to address that. The relationship between myself and the Board of Trustees is solid. They are an incredibly dedicated group of individuals who wish to deepen and broaden the impact of Silver Bay. They are focused on the overall health of the organization and seek to appropriately serve all of the various stakeholders, be it resident guests, non-resident guests, the local community, full-time staff, emps, volunteers, and so forth. You can and should be proud of the individuals who serve on the Board as they spend considerable selfless and thoughtful time and energy in their unpaid work. I have been truly honored to work shoulder-to-shoulder with them these last many years.

I too am ever so blessed and proud to have worked with the very dedicated staff at Silver Bay. Day in and day out these dedicated professionals pour all of their energies into their work. They give freely of themselves to create the most impactful experience for all whom Silver Bay serves, often at the expense of sharing time with their own families. A clear expression of their dedication to all we serve was very evident in 2020, as they all worked long hours in numerous roles in a bold attempt to give so many the experience of refreshment and renewal at Silver Bay. Watching everyone jump in to assist Housekeeping each Saturday this past summer for "change overs" made me very proud of this team.

As often is the case with the major decisions of life, the reasons for my retirement are multifaceted, and much of it personal, such as being able to spend more time with family enjoying summer in the Adirondacks.

Together we have accomplished much these last 6 years. I am proud of the work that the Silver Bay community has successfully completed. The deepening, broadening and growth of our missional work is remarkable. The list of the projects and tasks tackled is a long and impressive one, which is only surpassed by the list of those who made it all possible. There are many who I am personally indebted to, so please accept my most sincere thanks for your guidance, thoughts, encouragement, prayers and support.

Lastly, the work at Silver Bay goes on regardless of who is at the helm. While much has been accomplished, there is much to be done. For all of you who love Silver Bay, please commit to continuing your positive advocacy and financial support of strategic investments in our campus modernization. We are well positioned for the future, but more work needs to be done. That will require the time, talent and treasure of all of us who love Silver Bay.

Thank you for allowing me a few moments to speak to you today. Wishing you and your families the very best now and into the future.

Blessings,

Steve Tamm  
Chief Executive Officer  
SILVER BAY YMCA  
CONFERENCE & FAMILY RETREAT CENTER

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Silver Bay YMCA was founded in 1902 and is located in Silver Bay, NY, just minutes south of Hague, NY. Its 700-acre campus along one mile of Lake George shoreline offers a wide breadth of programs for all ages. Silver Bay YMCA presently employs 50 full-time staff members with a seasonal staff of 200. Silver Bay YMCA is consistently ranked one of the top ten family reunion sites in the country and is on the National Register of Historic Places with the U.S. Department of the Interior.

As a mission-based charity, Silver Bay YMCA offers outreach programs in addition to its core activities as a premier conference and family retreat center. Those activities include:

- Open Pathways (Access to Silver Bay YMCA for the underprivileged)
- Youth and Government Program (covering Queensbury to Ticonderoga)
- Cancer Respite Program (Free respite for local cancer patients)
- Military R and R Program (Free getaway for recently deployed veterans and their families)
- Brookside Trinity Ministry (Free respite and sabbatical getaways for clergy)
- Vacations Made Possible (Free getaways for local underprivileged families)

Silver Bay has provided emergency housing to local North Country residents in times of personal crisis; e.g., homes damaged by fire, flood and/or other unsafe conditions.

MISSION: The mission of Silver Bay YMCA is to foster a lifelong sense of belonging, strengthen relationships, and nurture spirit, mind, and body for all.

DESIRED IMPACT: Because of Silver Bay YMCA, personal and family bonds are stronger. People are more connected, respectful, and caring and have the confidence to develop to their fullest potential and impact the communities in which they live. They are inspired by the beauty of the landscape at Silver Bay and are better stewards of the environment.

www.silverbay.org