

25 Celebrating years

INSPIRATION, PERSPIRATION, AND MOTIVATION



The World Bank Group



Fitness Program



One of the first Group photographs of the volunteers taken in 1986. Four volunteers are still teaching today... See if you can name them!



This 25 year memorial scrap book is dedicated to the many World Bank staff who have volunteered their time and expertise as group exercise instructors in the health services department fitness centers.

From very humble beginnings today's fitness program boasts 5000 members, with 2 state of the art facilities offering 20,000 sq feet of exercise space and 5 group exercise studios with a weekly schedule of over 60 classes.

The success of the program has been due in no small part to the dedication of the volunteer group, many of whom have been an integral part of the program for over 15 years.

Their example and commitment to the program has motivated colleagues and fellow staff to join the program and adopt exercise as part of their daily routine. In turn the volunteer's efforts have helped health services department achieve its mission to "promote the health of staff members of the World Bank Group."

To all staff who have volunteered their time, expertise and motivation, a big thank you from those who have labored under your guidance.

We thank you for the very valuable contribution you have made to the health, fitness, and *esprit de corps* of World Bank staff over the past 25 years.

The Early Days

The World Bank Group's well-equipped Fitness Centers and extensive Group Exercise Program have been an integral part of Bank life for so many years that few people today recall their humble origins.

The first official reference to an "Exercise Program" in World Bank Archives occurs in August 1974. "The exercise group consisted of 3 staff—all Bank teachers of English. But friends came, and they invited friends, and so in early 1975, the number of twice-weekly exercisers sometimes exceeded a dozen, men included!"

But alas "Great oaks from small acorns grow." The March 1975 issue of Bank Notes reported that "a class of as many as a dozen people or more has been meeting twice a week to do physical exercise during their lunch hour."

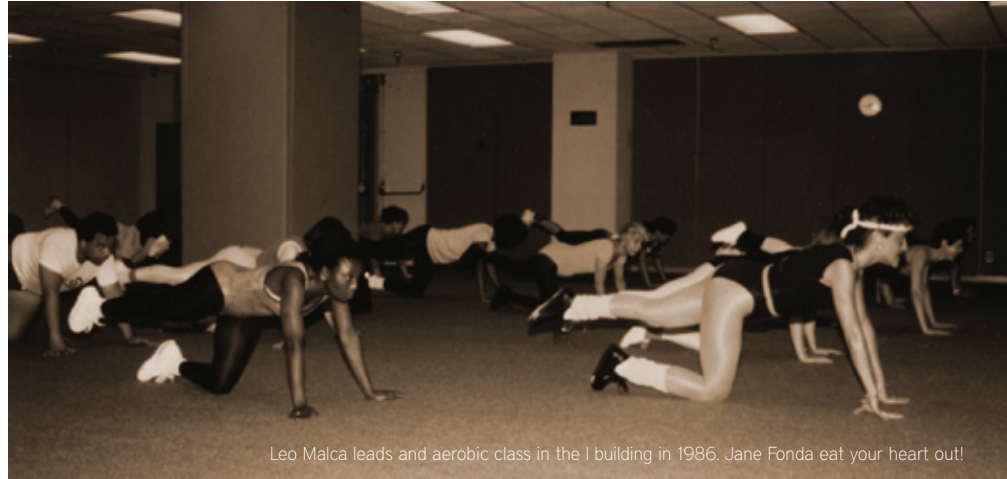
They were led by English instructor Mary Evans, a "modern dancer and slimnastics instructor at the Y." The class met wherever it could in vacant rooms in the old N building at 801 19th Street NW. "We've got a good group and they are really loyal. They want to continue" Miss Evans said.

On July 1, 1980 the Bank's first space designated solely for exercise opened in the basement of the I building. This facility was managed by the Staff Association.

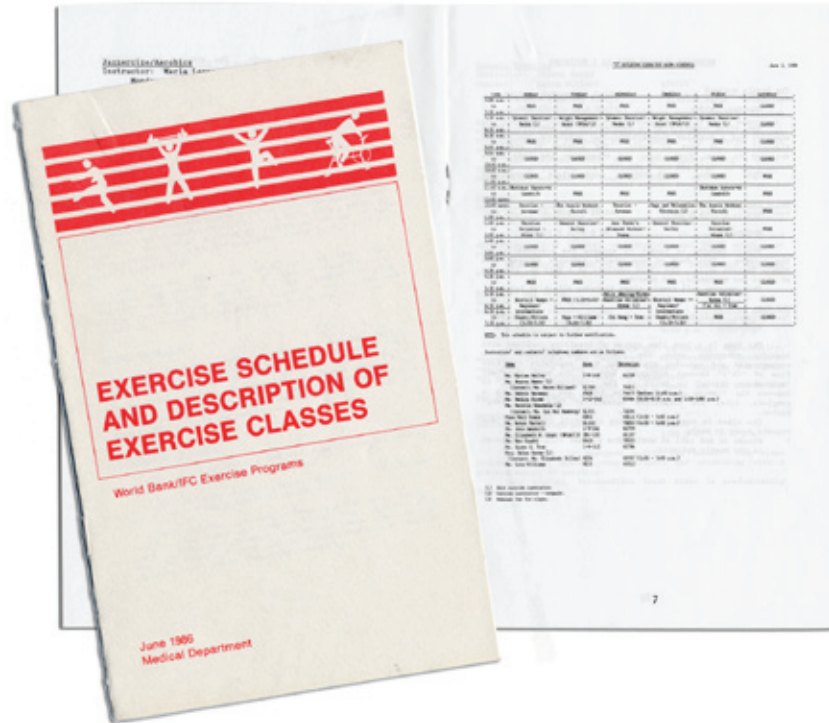
At this point the only equipment was a punching bag donated by a staff member. Classes included instruction in yoga, the martial arts, and general calisthenics. There were approximately 25 people in each class.

Over the years the Bank's fitness program continued to evolve. When the H building was completed in 1983 it included an exercise facility on the B1 level. However this facility was a far cry from today's elaborate H building facility.

The H facility in 1983 consisted of one large open area for aerobics. This was blocked off from some rudimentary weight training machines, bikes and rowers, by a large fish net curtain. The carpeted floor was lumpy and there were only a few showers and lockers.



Leo Malca leads an aerobic class in the I building in 1986. Jane Fonda eat your heart out!



A weekly schedule of Aerobic classes from 1986. Note the Aussie Work out (sign of things to come) and Jane Fonda advanced work out!!!



Karen Cross leads a combo class in 1992. Future volunteers Craig Andrews and Gemma Loli are also pictured.



3 mainstays of the volunteer program Judith Morroy, Leo Malca and Tracy Farrell pictured in the H building 1991.

The first official reference to an “Exercise Program” in the World Bank Archives occurs in August 1974.

By 1990 Management of the Banks fitness program had moved from the Staff association to Health Services Department. A formal volunteer program was then introduced by Health Services Department Director Bernhard Liese.

In August of 1992 a new 3 floor fitness center opened in the B1 level of the H building. In 1997 a satellite facility was included in the new IFC building located on 2121 Pennsylvania Avenue.

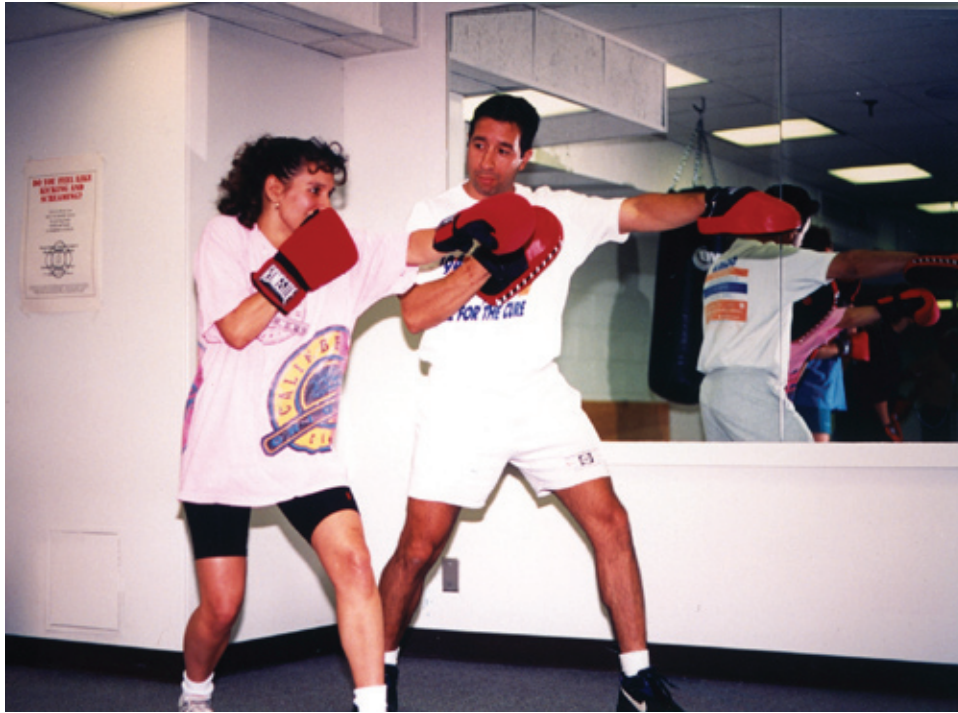
Further expansion of the existing H building facility took place in August of 2004 to include a group cycling studio, stretching and cardio vascular training room.

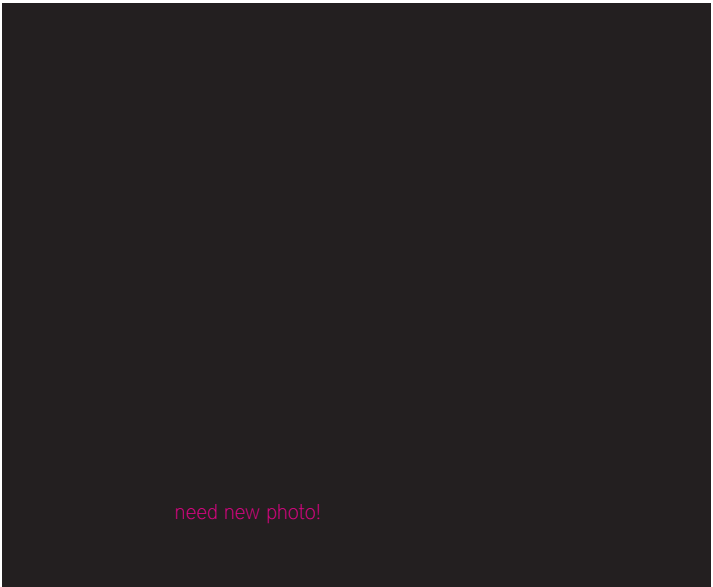
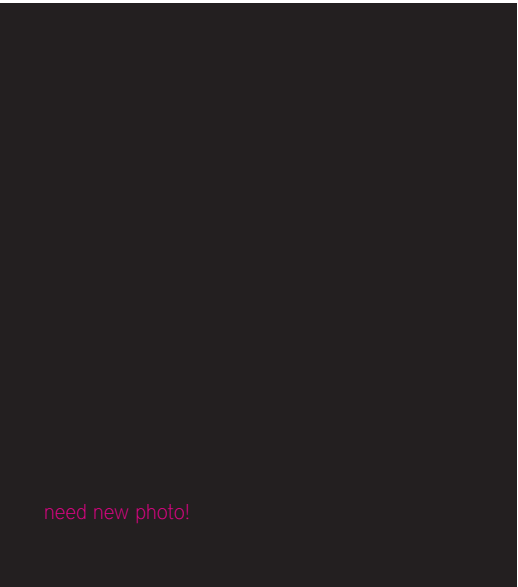
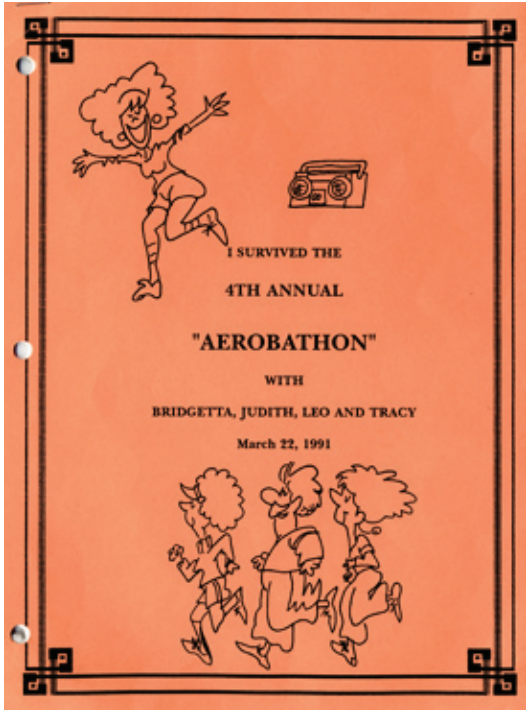
Today the Fitness Centers has over 4,000 members. The volunteer instructor program has been an integral reason for the success and continued growth of the Health Services Department Fitness program.

Without the enthusiastic dedication of the volunteer instructors, the Bank’s program would not be able to offer such a diverse program of Group Exercise activities. Attracting so many Bank staff to participate in Group Exercise has also raised Bank staff’s awareness of the health benefits of other types of exercise like strength and flexibility training.

The following photographs from the early days illustrate the dedication and enthusiasm of the volunteers some of whom are still involved in the program today.

See how many faces you can recognize amid the changing hairstyles and prevailing exercise fashions of the day!





Maybe text about Aerobathon?

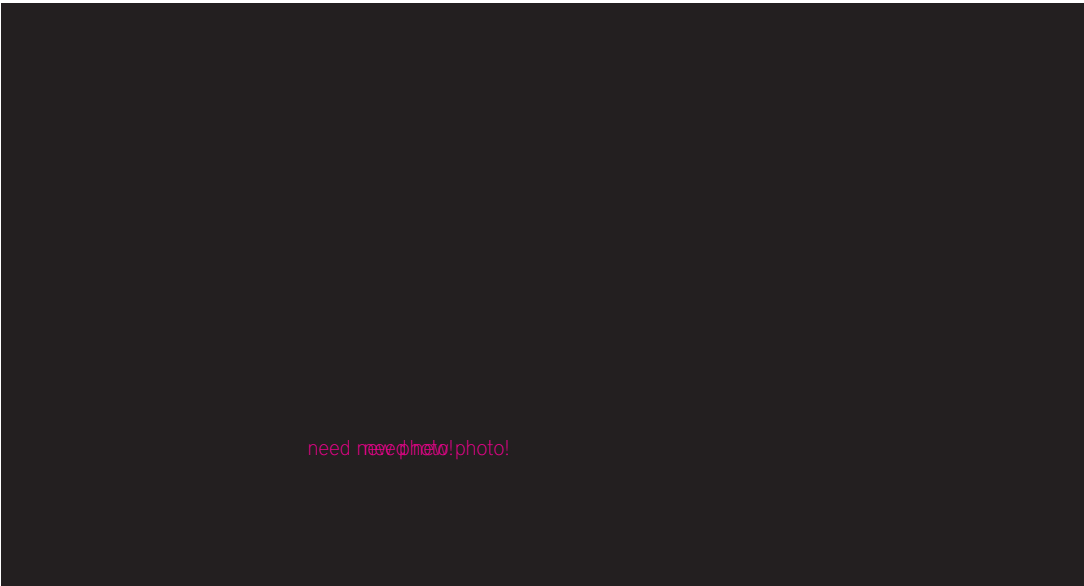
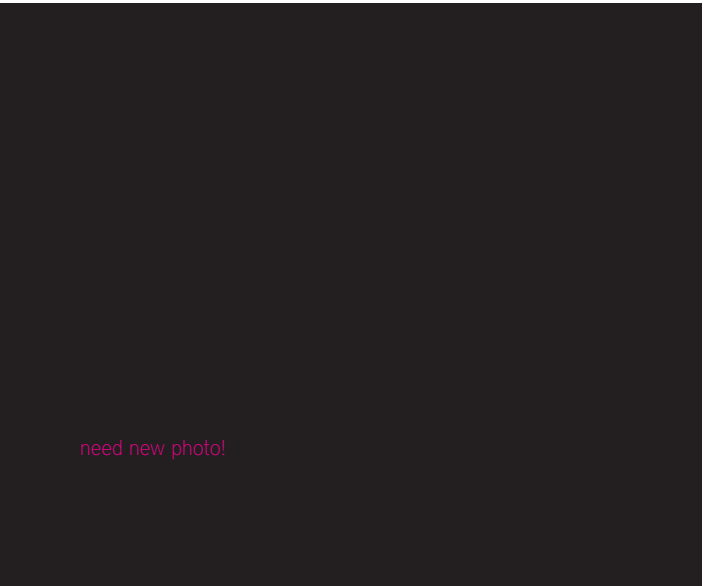
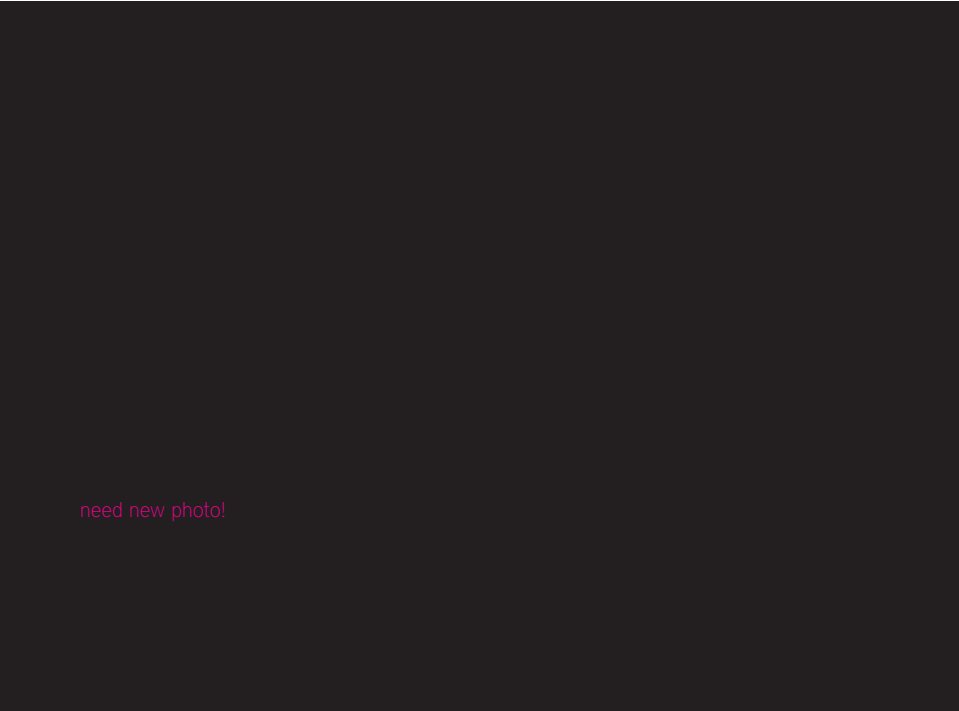
Volunteers at work & at Play

For the past 25 years, Volunteers have gathered together to swap ideas, learn new techniques and most importantly, have fun.

The following pictures show our volunteers in a variety of settings.



A pyramid of Volunteers in 1994



Promoting our Brand as the BCFC in the WWW

The Fitness Center's vision and goal is to be The Best Corporate Fitness Center in the Whole Wide World (BCFC in the WWW).

The opening of the new refurbished H building fitness facility in 1992 set the stage for rapid growth. The facility now had state-of-the-art equipment for individual programs and 3 new exercise studios for a wider variety of Group Exercise classes

The 1990's saw the Volunteers assist and at often times take "center stage" in many worthwhile charity events and demonstrations.

These events helped promote the Health Services Department Fitness Program and gave the Fitness Center a higher profile in the World Bank Community.

Pictured to the right are Volunteer instructors participating in various charity events and demonstrations.



Theresa Fortunato leads the volunteers through an exercise routine for the Fit'n Fund raiser event held in 1995 to aid the Special Olympics



The annual Cherry Blossom Walk was a very popular event held to help celebrate one of Washington DC's most popular tourist attractions. Each April from 1991-2003 many Bank staff gathered together outside the H building for a group walk down to the scenic cherry blossom trees.



caption



Volunteers gather together to aid The Special Olympics.



National Aerobics Champion Harold Sanco leads the Volunteer Demo team through their paces at The News Channel 4 Fitness Expo in 1998

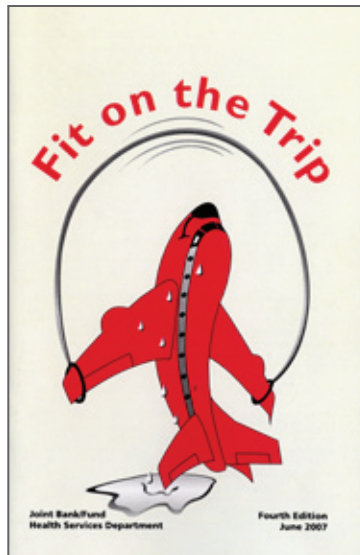


National Recognition

The success of the World Bank Fitness Center and particularly the Volunteer program has inspired many feature articles in National Fitness magazines and various Banks' Intranet sites.

The World Bank Fitness Program is now seen as one of the premiere Corporate Fitness programs in North America. In 2007 the World Bank Fitness Center received a prestigious Nova Award from Fitness Management Magazine for the Fit on The Trip Program.

Captured below in magazine stories and Bank intranet articles are the various events that have paved the way for the remarkable success story that make today's World Bank Fitness Center, the BCFC in the WWW.



caption



caption



caption



caption

facility SPOT LIGHT

The World Bank Fitness Center
Washington, D.C. (202) 473-2989

Banking on Fitness
By Mike James

With recent heightened security and economic uncertainty, the world waits for crucial decisions from powerful people in Washington, D.C. Chances are, these decision-makers are stressed, and amidst corporate fitness programs throughout the city offer workers the opportunity to destress through exercise and healthy programs. Many D.C. workers realize that their health and well-being is vitally important for handling today's increased workloads and life pressures.

The largest corporate fitness program in Washington, D.C., is operated by the World Bank Group. In its mission to promote the health and well-being of staff members, the World Bank's Health Services Department (HSD) added to its medical clinic and health promotion program by opening a fitness facility in 1991.

The program has grown considerably since then, and there are now approximately 4,000 registered members. The main center occupies 20,000 square feet, and incorporates two locker rooms, four group exercise studios, and two equipment rooms with state-of-the-art cardiovascular and strength-training equipment. In March 1997, a similarly-equipped, 12,000-square-foot satellite center was included in the new offices of the International Finance Corp., located on Pennsylvania Ave., N.W.

The fitness centers play an important role in HSD's mission to promote and preserve staff health, morale and productivity. For a modest monthly membership fee of \$10, World Bank Fitness Center members have access to two facilities. Daily attendance averages between 400 and 600 people.

The most interesting feature of the World Bank facility is its group exercise program. The group exercise studios maintain a weekly schedule of 60 classes per week. Class formats include traditional aerobics, step, group cycling, muscle fitness, yoga, Pilates, flexibility, boacise and martial arts. Trained World Bank employees teach more than half of these classes on a voluntary basis; volunteers include managers, secretaries, economists, lawyers and accountants. The result is an extensive and diverse range of activities, and huge savings on operating expenses. Assistant manager David Vincent has been with the program since 1997. "In a corporate center, these volunteers set a great example for co-workers to become involved in the fitness program," he says. "Their commitment to volunteering their time and following their own personal fitness regimen is a great example to others who may lack the motivation to exercise."

The World Bank Fitness Center is also a vital part of HSD's outreach program. The fitness center assists the bank's Medical Services and Health Promotion units by spreading the message of a healthy balanced lifestyle, and with special programs such as breast care awareness. The fitness center staff is also currently working closely with Health Promotion and Counseling Services on a video production of the Fit On The Trip program, which aims to provide employee frequent travelers with exercise and healthy lifestyle tips.

"While our unit's motto may be 'Fitness First,' we try to extend ourselves beyond the four walls of a fitness center," Vincent says. "We see ourselves as a vital link in Health Services Department's mission to promote healthy lifestyle benefits for all World Bank employees and the Washington, D.C., community." **NBC**

Mike James is a freelance writer based in Washington, D.C.

Be featured in our facility spotlight, contact the Fit Editor (Office of 780) 944-0201 or email us at news@fitnessmag.com.

46 **HRC FITNESS MANAGEMENT** SUMMER 2002 www.fitnessmanagement.com

caption

Volunteer

Is there a Volunteer in the House?

Volunteers can help you cut your payroll costs and hold the service line during staffing emergencies.

By Mike James

IT'S MONDAY AFTERNOON, 4:45 p.m. Your power-step instructor calls to tell you that her car broke down and she won't be able to teach her 6 p.m. class. This gives you a little more than an hour to find a replacement instructor. If you can't find anyone, you or one of your fitness specialists will have to substitute. But you are short-staffed, the fitness specialists are fully booked with appointments, and you have no idea how to teach power step.

Should you try to bluff your way through teaching a class or take a fitness specialist off the floor during peak hours? Maybe you should post flyers on doors and notice boards saying the class is cancelled. Then it will be your pleasure to face the wrath of 40 members who have made a special trip to take this class. Welcome to one of a club owner, manager or aerobics director's worst nightmares.

If this scenario is an all-too-familiar one for your club, perhaps you should consider using volunteer instructors to teach some classes or to act as emergency substitutes. The World Bank Fitness Center in Washington, D.C., a 33,000-square-foot facility, provides extensive fitness facilities to World Bank staff. The center includes four aerobics studios with a group exercise program that includes more than 60 classes per week. Trained World Bank employees teach more than half of these classes. Managers, secretaries, economists, lawyers and accountants who work for the World Bank form a vital part of the group exercise instructor team. The result is a very extensive and diverse range of activities and huge savings on the center's operating expenses.

"That's all very well," you may say, "but how do I find these people, and how can I ensure that they are qualified and service-oriented?" A good instructor is more than someone who looks good or is athletically gifted. He or she must be able to teach, motivate and provide a class other members will enjoy. It is not just a case of asking a regular participant to take over in an emergency. A good volunteer program must be in place, and that involves careful planning in the recruitment, training and regular evaluation of your instructors.

Recruiting volunteers

Volunteers at the World Bank Fitness Center undergo a formal recruitment process that includes in-house training from the aerobics director and an explanation of what the center expects from a volunteer. A formal advertisement is posted in various internal staff bulletins every 12 months. People interested in becoming part of the volunteer program attend an interview with the Fitness Center's management team.

If you are going to use volunteers, discuss with them the time commitment required for training and teaching, substitution procedures, and what is expected of them in terms of evaluating and updating their skills. This will help avoid unnecessary training of people who may not be able to commit the time or who do not understand what is required. Potential volunteers should be given honest feedback on their skills and deficiencies, and be made aware of both the benefits and drawbacks of becoming a volunteer instructor. Being upfront from the beginning will help avoid misunderstandings.

Volunteer motivations

Volunteers have different motivations than paid employees. The management team must understand some of the major reasons and motivations people have for volunteering.

Extrinsic. The first question posed to a potential volunteer instructor should be, "Why do you want to become a volunteer?" Even though the term volunteer in its strictest sense excludes the notion of monetary or material gain, many people are motivated by benefits. The World Bank Health Services Department administers the Bank's fitness program. It offers each volunteer instructor a free membership and locker, a yearly stipend of \$200 for shoes and tapes, free CPR certification and financial assistance with advanced

A good volunteer program involves careful planning in the recruitment, training and regular evaluation of your emergency instructors.

42 **Fitness Management** • MARCH 1999

caption

Some memorable characters

For the past 25 years, over 100 Bank staff members have volunteered their time to be Group Exercise Leaders.

Some very colorful characters have graced our exercise studios and inspired us with their spirit, intensity and joie-de-vivre.

We can't show them all...here are just a few.

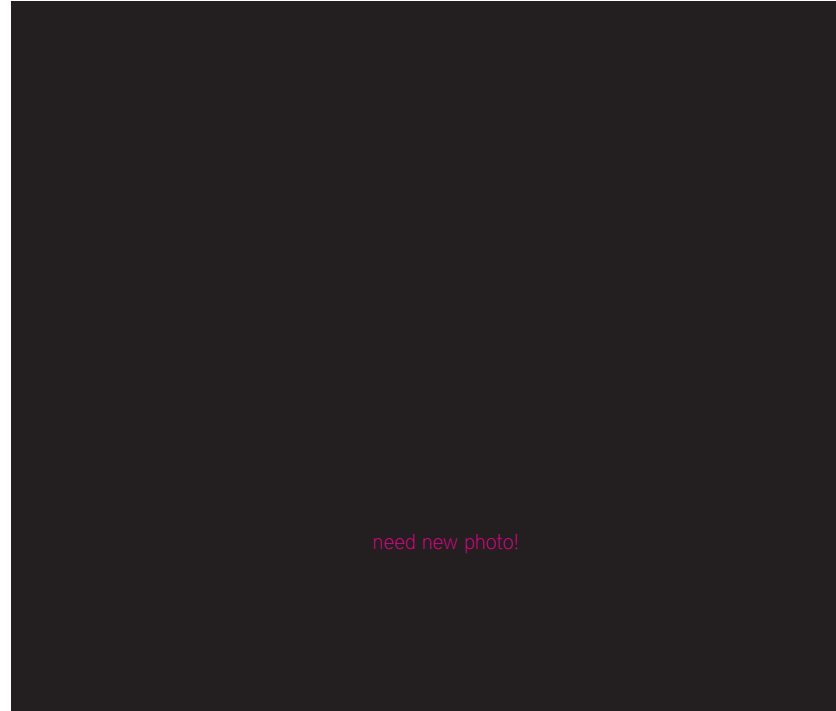
See how many you can remember.

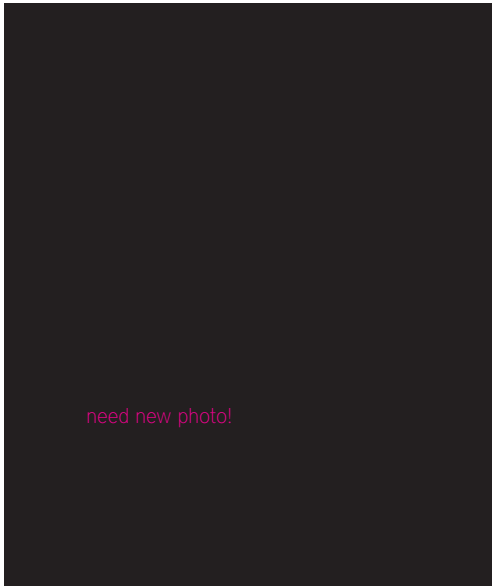












Variety is the Spice of life

The Fitness industry is constantly changing and adapting to new research and consumer trends. With Group exercise it appears everyone is looking for the latest “new” dynamic class that leads to greater health and fitness. Our center has been at the forefront of these changes and now provides nearly all class formats you will find in a commercial Fitness Club.

From Mind-body activities like Yoga and Pilates to the traditional group exercise formats like step, Spinning and Muscle fitness, the World Bank Fitness Center takes pride in being the Best Corporate Fitness Center in the Whole Wide World.

Our eclectic mix of volunteer instructors from all over the world has also allowed us to provide a greater variety of classes and activities. This mix of skills and cultural backgrounds now provides World Bank staff with a schedule of over 60 classes per week with unique formats like Latin Aerobics, Afro-Cardio, Aussie Boxcars, Belly-dancing and Ballet to name just a few

Pictured below are just some of the classes offered by volunteers at both H and F building Exercise facilities!













Then and Now!

From a boom box in the basement to 5 Group exercise studios with state-of-the-art exercise, stereo and audio visual equipment offering over 60 classes per week. Yes the program certainly has grown!

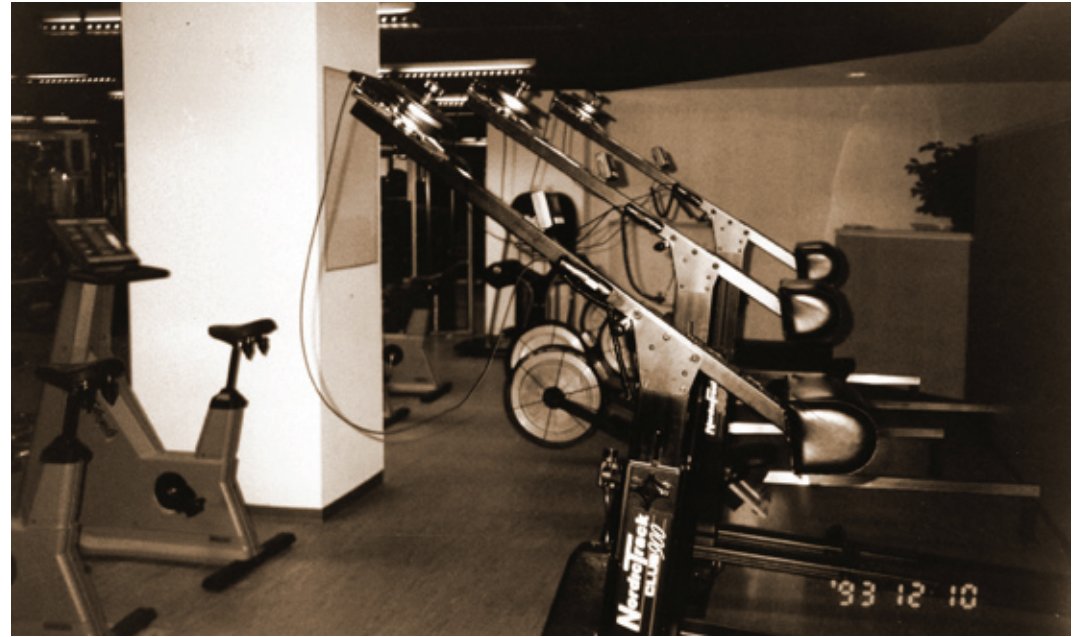
The World Bank Fitness Center now has over 4000 members. The main H building center is 23,000 sq feet with 3 Group exercise studio a Spinning studio and extensive cardio vascular and strength training equipment.

In March 1997, a similarly equipped 12,000sq foot facility was included in the new offices of the International Finance Corporation in F building.

Daily attendances range between 400-600 people. Group exercise attendance ranges on average from 120-200 people per day.

The success of the program is largely due to the dedication and commitment of our volunteer staff.







Caption: please

THE WORLD BANK FITNESS CENTER, VOLUNTEER INSTRUCTOR PROGRAM



CELEBRATING 25 YEARS OF INSPIRATION, PERSPIRATION, AND MOTIVATION

Volunteer Instructor List

Abner Figueroa	David Freese	Jennifer Abner	Radka Dopitova
Agron Idrizi	David Vincent	Jessica Elizabeth Morey	Robert B. Brown
Alicia A. Owen	Debra H. Malovany	Joviani Garduno	Robyn Farrell
Alison Panton	Deborah Pokorney	Judith C. Morroy	Ruth A Mulahi
Anne Harrison	Dosseh Tossou	Karen Cross	Sabrina Huffman
Angela Marie Walker Gary	Dianne Reedy	Katja Shultz	Saman Karunaratne
Annette I. De Kleine	Ellen Sinon	Ken Ohashi	Sandra C. Craig
Benedicta T. Oliveros-Miranda	Ellen J. Tynan	Ken Olson	Shirley Skorbiansky
Betty Dulaney	Emily Wise	Kurt Nemes	Susan Brown
Bridgetta J. Ross-Sedlak	Ereney Hadjigeorgalis	Kyle Anderson	Susan Pick Dubas
Camille Ramos	Evi Vestergaard	Laura A. Ivers	Susana Antonieta Miller
Candy Perque	Felicia Swanson	Lesley-Ann Shneier	Theresa Fortunato
Carlos Carpio	Fred Temple	Leticia Juarez-Aguirre	Timothy Ryan
Carolina Hurant	Garner Woodall	Lyn Broadbent	Tracy L. Farrall
Cherilynn Glascoe	Gary Stuggins	Mahdia Sbih	Veronique Allain
Christina W. Djemmal	George Kassouf	Maria Leonor Malca	Xiaolin Wang
Clare Fleming	Gemma Loli	Martine Owen	Zeba Mohammed
Corinne Moore	Hiep Quan Phan	Mercedes Hernandez	
Corrine De Jesus	James R. Keister	Michael T. Betteridge	
Craig B. Andrews	Jenny Charkoudian'	Pam Oglesby	
Cynthia Reichhardt	Jean Gallagher	Quyen Tran	

With thanks to one and all!

Over the course of 25 years many World Bank employees have been involved in the volunteer group exercise program.

We have tried to list every single person who has been a volunteer over the past 25 years.
Our apologies to anyone who we may have missed.

To each and every person on this list, a big thank you from all who have labored under your guidance.
Your Inspiration and Perspiration and Motivation have been an essential part of our work
at this great multi-cultural institution the World Bank.

A big thank you to Health Services Department Medical Directors Bernard Liese and Bernard Demure.
Your support encouragement and advice has been invaluable.

A special thanks to Group Exercise Coordinators Theresa Fortunato, Pam Wiggins and George Kassouf.
Your patience, expertise and advice have brought our program to a level of professionalism
admired throughout the Fitness industry.

Another big thanks to the fitness staff who continues to work closely with
the volunteers to make this program what it is today:
All of your efforts have truly made us the Best Corporate Fitness Center in the Whole Wide World.

Congratulations to all who have been involved in this truly unique program

Here's to another 25 years of Inspiration, Perspiration and Motivation at
the Best Corporate Fitness Center in the Whole Wide World.

