

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 07-01-2018, and ending 06-30-2019

B Check if applicable
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
YOUNG WOMENS CHRISTIAN ASSOCIATION OF GETTYSBURG AND ADAMS COUNTY

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite
909 FAIRFIELD ROAD

City or town, state or province, country, and ZIP or foreign postal code
GETTYSBURG, PA 17325

D Employer identification number
23-1381462

E Telephone number
(717) 334-9171

G Gross receipts \$ 3,903,071

F Name and address of principal officer
DOTTY DALPHON
909 FAIRFIELD ROAD
GETTYSBURG, PA 17325

H(a) Is this a group return for subordinates? Yes No

H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status 501(c)(3) 501(c) () ◀ (insert no) 4947(a)(1) or 527

J Website: ▶ YWCAGETTYSBURG.ORG

K Form of organization Corporation Trust Association Other ▶

L Year of formation 1929

M State of legal domicile PA

Part I Summary

1 Briefly describe the organization's mission or most significant activities
THE YWCA OF GETTYSBURG AND ADAMS COUNTY IS A COMMUNITY ORGANIZATION FOUNDED BY WOMEN WE ARE DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN, AND PROMOTING PEACE, JUSTICE, FREEDOM, AND DIGNITY FOR ALL

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	18
4 Number of independent voting members of the governing body (Part VI, line 1b)	18
5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	234
6 Total number of volunteers (estimate if necessary)	799
7a Total unrelated business revenue from Part VIII, column (C), line 12	0
7b Net unrelated business taxable income from Form 990-T, line 34	

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	537,447	418,442
9 Program service revenue (Part VIII, line 2g)	3,221,629	3,218,757
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	-8,482	23,881
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	72,847	36,514
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,823,441	3,697,594
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	31,854	26,216
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,397,644	2,418,247
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 7,593		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,352,113	1,381,053
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	3,781,611	3,825,516
19 Revenue less expenses Subtract line 18 from line 12	41,830	-127,922
	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	5,484,239	7,359,230
21 Total liabilities (Part X, line 26)	2,191,375	4,096,293
22 Net assets or fund balances Subtract line 21 from line 20	3,292,864	3,262,937

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

Signature of officer: *****
Date: 2019-12-12

DOTTY DALPHON Executive Director
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: Boles Metzger Brosius & Walborn PC
Preparer's signature: _____
Date: _____

Check if self-employed PTIN P00970952
Firm's EIN ▶ 23-2175024
Firm's address ▶ 3601 N Front Street Harrisburg, PA 17110
Phone no (717) 238-0446

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission

THE YWCA OF GETTYSBURG & ADAMS COUNTY IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL THE YWCA IS ADAMS COUNTY'S CENTER FOR PERSONAL AND COMMUNITY GROWTH - A PLACE TO LEARN, TO PLAY, AND TO IMPROVE EMOTIONAL AND PHYSICAL WELL-BEING BY CONNECTING CULTURES, ENCOURAGING HEALTHY LIFESTYLES, AND EMPOWERING ALL WHO WALK THROUGH OUR DOORS, WE WILL GUIDE ADAMS COUNTY TO POSITIVE CHANGE WE OFFER THE ONLY PUBLIC INDOOR POOL IN THE COUNTY, A WHIRLPOOL, TWO RACQUETBALL COURTS, A GYMNASIUM, FITNESS CENTER, DANCE AEROBICS ROOM, CYCLE ROOM, CIRCUIT ROOM, MASSAGE AND YOGA ROOM WITH VARIOUS FITNESS CLASSES IN THE POOL AND ON LAND WE HAVE THREE CHILDCARE CENTERS, MAKING US THE LARGEST CHILDCARE PROVIDER IN THE COUNTY WE OFFER COMMUNITY OUTREACH PROGRAMS AND A NATIONALLY ACCLAIMED ROAD SCHOLAR EDUCATIONAL PROGRAM FOR OLDER ADULTS WE ARE A COMMUNITY LEADER IN PROVIDING RACIAL JUSTICE PROGRAMS AS WELL AS WOMEN'S EMPOWERMENT PROGRAMS THE A

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 2,105,541 including grants of \$) (Revenue \$ 2,327,967)
See Additional Data

4b (Code) (Expenses \$ 404,587 including grants of \$) (Revenue \$ 116,234)
See Additional Data

4c (Code) (Expenses \$ 342,367 including grants of \$) (Revenue \$ 179,964)
See Additional Data

4d Other program services (Describe in Schedule O)
(Expenses \$ 553,786 including grants of \$ 1,500) (Revenue \$ 1,161,041)

4e Total program service expenses ▶ 3,406,281

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 22 regarding organizational requirements, such as political campaign activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

		Yes	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	No
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26	No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	6
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return

2a 234

b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)

2b Yes

3a Did the organization have unrelated business gross income of \$1,000 or more during the year?

3a No

b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O

3b No

4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?

4a No

b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)

5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?

5a No

b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?

5b No

c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?

5c

6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?

6a No

b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?

6b

7 Organizations that may receive deductible contributions under section 170(c).

a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?

7a No

b If "Yes," did the organization notify the donor of the value of the goods or services provided?

7b

c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?

7c No

d If "Yes," indicate the number of Forms 8282 filed during the year

7d 0

e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

7e No

f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

7f No

g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?

7g No

h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?

7h No

8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?

8 No

9a Did the sponsoring organization make any taxable distributions under section 4966?

9a No

b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?

9b No

10 Section 501(c)(7) organizations. Enter

a Initiation fees and capital contributions included on Part VIII, line 12

10a

b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities

10b

11 Section 501(c)(12) organizations. Enter

a Gross income from members or shareholders

11a

b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)

11b

12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?

12a No

b If "Yes," enter the amount of tax-exempt interest received or accrued during the year

12b

13 Section 501(c)(29) qualified nonprofit health insurance issuers.

a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O

13a No

b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans

13b

c Enter the amount of reserves on hand

13c

14a Did the organization receive any payments for indoor tanning services during the tax year?

14a No

b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O

14b

15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N

15 No

16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O

16 No

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year (18); 1b Enter the number of voting members included in line 1a, above, who are independent (18); 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? (No); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (No); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (No); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (No); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? (Yes); 8b Each committee with authority to act on behalf of the governing body? (Yes); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O (No)

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? (No); 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (Yes); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 15a The organization's CEO, Executive Director, or top management official (Yes); 15b Other officers or key employees of the organization (Yes); If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions); 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (No); 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed PA
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply
[checked] Own website [checked] Another's website [checked] Upon request [] Other (explain in Schedule O)
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20 State the name, address, and telephone number of the person who possesses the organization's books and records
MIKE DORSETTE FIN DIRECTOR 909 FAIRFIELD ROAD GETTYSBURG, PA 17325 (717) 334-9171

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) LYNE AURAND BOARD MEMBER	1 00 0 00	X						0	0	0
(2) KATY GIEBENHAIN Co-President	1 00 0 00	X		X				0	0	0
(3) LINDA RAYMOND Treasurer	5 00 0 00	X		X				0	0	0
(4) EMILY GERLACH BOARD MEMBER	1 00 0 00	X						0	0	0
(5) CAMILLE HORTON BOARD MEMBER	1 00 0 00	X						0	0	0
(6) KELLY ALSEDEK Vice President	1 00 0 00	X		X				0	0	0
(7) TRACEY SMITH BOARD MEMBER	1 00 0 00	X						0	0	0
(8) JESSICA RITTER Vice President	1 00 0 00	X		X				0	0	0
(9) SHARON STEPHENSON BOARD MEMBER	1 00 0 00	X						0	0	0
(10) KRISTIN RICE BOARD MEMBER	1 00 0 00	X						0	0	0
(11) MEGAN WEIKEL BOARD MEMBER	1 00 0 00	X						0	0	0
(12) BETSY MEYER Co-President	3 00 0 00	X		X				0	0	0
(13) DENISE WOOD Secretary	1 00 0 00	X		X				0	0	0
(14) LEIGH AYERS BOARD MEMBER	1 00 0 00	X						0	0	0
(15) AUTUMN HANZLIK BOARD MEMBER	1 00 0 00	X						0	0	0
(16) MAGGIE GOLEC BOARD MEMBER	1 00 0 00	X						0	0	0
(17) JANE LORDEMAN BOARD MEMBER	1 00 0 00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) KRISTEN LARGEN BOARD MEMBER	1 00 0 00	X						0	0	0
(19) DEB GEESEY Executive Dir	40 00 0 00			X				75,993	0	8,874
(20) MIKE DORSETTE FINANCE DIR	40 00 0 00			X				55,918	0	0
(21) DOTTY DALPHON Executive Dir	40 00 0 00			X				0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							131,911			8,874

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)		131,911	8,874

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ► **0**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ► **0**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c	66,831		
	d Related organizations	1d			
	e Government grants (contributions)	1e			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	351,611		
	g Noncash contributions included in lines 1a - 1f \$ _____ 7,356				
	h Total. Add lines 1a-1f		418,442		

Program Service Revenue			Business Code			
	2a CHILD CARE		624410	2,158,391	2,158,391	
b MEMBERSHIP DUES		713940	80,170	80,170		
c PROGRAM INCOME		713940	347,306	347,306		
d REC PASSES		713940	632,890	632,890		
e _____						
f All other program service revenue						
g Total. Add lines 2a-2f			3,218,757			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			43,737			43,737
	4 Income from investment of tax-exempt bond proceeds			0			
	5 Royalties			0			
	6a Gross rents	(i) Real	(ii) Personal				
		40,416					
	b Less rental expenses						
	c Rental income or (loss)	40,416					
	d Net rental income or (loss)			40,416			40,416
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		99,291	150				
	b Less cost or other basis and sales expenses	108,225	11,072				
	c Gain or (loss)	-8,934	-10,922				
	d Net gain or (loss)			-19,856			-19,856
	8a Gross income from fundraising events (not including \$ 66,831 of contributions reported on line 1c) See Part IV, line 18	a	78,183				
	b Less direct expenses	b	86,180				
c Net income or (loss) from fundraising events			-7,997			-7,997	
9a Gross income from gaming activities See Part IV, line 19	a						
b Less direct expenses	b						
c Net income or (loss) from gaming activities			0				
10a Gross sales of inventory, less returns and allowances	a						
b Less cost of goods sold	b						
c Net income or (loss) from sales of inventory			0				
Miscellaneous Revenue	Business Code						
11a MISCELLANEOUS INCOME	900099		4,095	4,095			
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d			4,095				
12 Total revenue. See Instructions			3,697,594	3,222,852		56,300	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

Check if Schedule O contains a response or note to any line in this Part IX

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	26,216	26,216		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	143,991	125,235	18,582	174
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	1,877,698	1,629,501	245,776	2,421
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	53,661	48,240	5,421	
9 Other employee benefits	188,664	169,605	19,059	
10 Payroll taxes	154,233	127,767	26,300	166
11 Fees for services (non-employees)				
a Management	0			
b Legal	0			
c Accounting	7,980		7,980	
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	0			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	50,391	50,391		
12 Advertising and promotion	4,129	1,148	1,806	1,175
13 Office expenses	0			
14 Information technology	37,660	37,599	61	
15 Royalties	0			
16 Occupancy	378,799	365,963	10,836	2,000
17 Travel	457	253	204	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	690		690	
20 Interest	51,604	47,054	4,550	
21 Payments to affiliates	0			
22 Depreciation, depletion, and amortization	233,017	220,899	12,118	
23 Insurance	55,285	48,043	7,242	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a REPAIRS AND MAINTENANCE	175,311	149,339	25,972	
b PROGRAM EXPENSES	106,608	104,962	455	1,191
c FOOD AND CONSUMABLES	103,863	103,842	21	
d SUPPLIES	50,895	49,812	1,083	
e All other expenses	124,364	100,412	23,486	466
25 Total functional expenses. Add lines 1 through 24e	3,825,516	3,406,281	411,642	7,593
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	138,461	1	121,003
	2 Savings and temporary cash investments	104,323	2	90,387
	3 Pledges and grants receivable, net	241,802	3	100,073
	4 Accounts receivable, net	89,578	4	84,057
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	0
	7 Notes and loans receivable, net		7	0
	8 Inventories for sale or use		8	0
	9 Prepaid expenses and deferred charges	62,816	9	34,886
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 8,569,090		
	b Less accumulated depreciation	10b 4,574,316	2,135,866	10c 3,994,774
	11 Investments—publicly traded securities	897,734	11	1,023,994
	12 Investments—other securities See Part IV, line 11		12	0
	13 Investments—program-related See Part IV, line 11		13	0
	14 Intangible assets	32,103	14	34,742
	15 Other assets See Part IV, line 11	1,781,556	15	1,875,314
16 Total assets. Add lines 1 through 15 (must equal line 34)	5,484,239	16	7,359,230	
Liabilities	17 Accounts payable and accrued expenses	196,850	17	236,939
	18 Grants payable		18	
	19 Deferred revenue	188,373	19	151,767
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	1,785,927	23	3,703,075
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24) Complete Part X of Schedule D	20,225	25	4,512
	26 Total liabilities. Add lines 17 through 25	2,191,375	26	4,096,293
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	442,454	27	366,143
	28 Temporarily restricted net assets	88,973	28	86,504
	29 Permanently restricted net assets	2,761,437	29	2,810,290
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	3,292,864	33	3,262,937	
34 Total liabilities and net assets/fund balances	5,484,239	34	7,359,230	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,697,594
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,825,516
3	Revenue less expenses Subtract line 2 from line 1	3	-127,922
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	3,292,864
5	Net unrealized gains (losses) on investments	5	11,356
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	86,639
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	3,262,937

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1** Accounting method used to prepare the Form 990 Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
 If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		No
2b	Yes	
2c	Yes	
3a		No
3b		

Additional Data

Software ID: 18007218

Software Version: 2018v3.1

EIN: 23-1381462

Name: YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Form 990 (2018)

Form 990, Part III, Line 4a:

CHILD CARE PROGRAMS THE YWCA HAS THREE CONVENIENT CHILD ENRICHMENT (CEP) LOCATIONS- ADAMS COMMERCE CENTER, 909 FAIRFIELD ROAD AND FAIRFIELD ELEMENTARY SCHOOL CHILDCARE IS PROVIDED AT ITS DAYCARE FACILITY IN THE ADAMS COMMERCE CENTER (ACC) IN STRABAN TOWNSHIP THESE LOCATIONS PROVIDE FULL-DAY, HALF-DAY AND/OR BEFORE AND AFTER SCHOOL CHILD CARE OUR COMBINED FACILITIES OFFER CARE FOR UP TO 350 CHILDREN AGES SIX WEEKS THROUGH 12 YEARS THE FACILITIES INCLUDE INFANT, TODDLER, PRESCHOOL AND SCHOOL-AGE CLASSROOMS SCHOOL-AGE CHILDREN HAVE YEAR-ROUND CARE AT THE FAIRFIELD ROAD AND COMMERCE CENTER LOCATIONS HOURS OF OPERATION FOR THE YWCA MAIN FACILITY AND THE COMMERCE PARK LOCATIONS ARE MONDAY THROUGH FRIDAY 6 30 A M TO 6 P M , UNLESS OTHERWISE NOTED BREAKFAST, SNACKS, AND FAMILY-STYLE LUNCHESES ARE INCLUDED IN FULL-DAY CHILDCARE PROGRAMS

Form 990, Part III, Line 4b:

SPORTS AND FITNESS THE YWCA SPORTS AND FITNESS PROGRAM OFFERS CLASSES AND FACILITIES TO HELP ENSURE THE WELL BEING OF ALL PEOPLE, REGARDLESS OF RACE, GENDER, OR AGE OUR AWARD WINNING FACILITIES, VOTED "BEST FITNESS CENTER" 11 YEARS IN A ROW BY CELEBRATE GETTYSBURG MAGAZINE, INCLUDES A STATE OF THE ART FITNESS CENTER, A FULL GYMNASIUM, 2 RACQUETBALL COURTS AND SEVERAL AEROBIC/ GROUP EXERCISE ROOMS OUR PROGRAMS ARE DESIGNED TO PROMOTE HEALTH, WELLNESS, FITNESS, AND, MOST OF ALL, TO HAVE FUN WHILE IMPROVING KNOWLEDGE AND SKILLS IN AN INTEREST AREA APPROXIMATELY 5000 PEOPLE USE OUR PROGRAMS, CLASSES AND FACILITIES ANNUALLY

Form 990, Part III, Line 4c:

AQUATICS PROGRAM THE YWCA HAS ADAMS COUNTY'S ONLY COMMUNITY ACCESSIBLE INDOOR POOL OUR YEAR-ROUND AQUATIC PROGRAMS CATER TO ALL ABILITIES OUR PROGRAMS FOR PEOPLE WITH PHYSICAL LIMITATIONS DUE TO INJURY, ARTHRITIS OR OTHER FORMS OF ILLNESSES ARE INSTRUCTED BY PERSONNEL TRAINED AND CERTIFIED BY THE UNITED STATES WATER FITNESS ASSOCIATION WE ALSO OFFER FITNESS PROGRAMS FOR PEOPLE WHO ENJOY A STRENUOUS MUSCLE TONING WORKOUT IN THE WATER OUR SWIM LESSONS ARE OFFERED IN SMALL-GROUP AND PRIVATE SESSIONS, AND ARE APPROPRIATE FOR ALL AGES, STARTING AT 6 MONTHS, AND ALL SKILL LEVELS INCLUDING THOSE CHALLENGED PHYSICALLY AND/OR MENTALLY PARTICIPATION IN SHARKS, OUR YEAR-ROUND SWIM TEAM, IS AVAILABLE FOR ALL MEMBERS AGED 6 THROUGH 18, AND WE HOST A MASTERS SWIM PROGRAM FOR ADULTS WHO WANT TO COMPETE IN SWIM MEETS OR TRIATHLONS OUR PROGRAMS ARE ATTENDED BY INFANTS AND SENIORS ALIKE ANNUALLY, OVER 580 CHILDREN AND ADULTS PARTICIPATE IN PAID AQUATICS PROGRAMS THE POOL IS USED BY AREA YOUTH GROUPS AND NON-PROFIT CLUBS PROVIDING PROGRAMS FOR UNDER-SERVED YOUTH EXAMPLES INCLUDE SPECIAL OLYMPICS TO TRAIN THEIR ATHLETES, GETTYSBURG AREA HIGH SCHOOL FOR SWIM TEAM PRACTICES, AREA ELEMENTARY SCHOOL SCIENCE CLASSES, SCOUT TROOPS FROM UP AND DOWN THE EASTERN SEABOARD IN ADDITION, WE TRAIN TEENS AND ADULTS TO BECOME LIFE GUARDS, SWIMMING INSTRUCTORS AND WATER FITNESS INSTRUCTORS THAT STAFF MANY AREA POOLS EXPENSES \$ 342,367 INCLUDING GRANTS OF \$0 REVENUE \$ 179,964

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Employer identification number
23-1381462

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 12, check only one box)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ))
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8 A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 11 An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
 - f Enter the number of supported organizations _____
- g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170(b)(1)(A)(ix)

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

	Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant")						
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4						

Section B. Total Support

	Calendar year (or fiscal year beginning in) ►	(a)2014	(b)2015	(c)2016	(d)2017	(e)2018	(f)Total
7	Amounts from line 4						
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11	Total support. Add lines 7 through 10						
12	Gross receipts from related activities, etc (see instructions)					12	

13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	
15	Public support percentage for 2017 Schedule A, Part II, line 14	15	

- 16a 33 1/3% support test—2018.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ►
- b 33 1/3% support test—2017.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ►
- 17a 10%-facts-and-circumstances test—2018.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ►
- b 10%-facts-and-circumstances test—2017.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ►
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ►

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	409,699	471,720	894,194	537,447	418,442	2,731,502
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	2,785,411	2,857,332	3,053,329	3,221,629	3,218,757	15,136,458
3	Gross receipts from activities that are not an unrelated trade or business under section 513						0
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
5	The value of services or facilities furnished by a governmental unit to the organization without charge						0
6	Total. Add lines 1 through 5	3,195,110	3,329,052	3,947,523	3,759,076	3,637,199	17,867,960
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						0
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
c	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6)						17,867,960

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶		(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6	3,195,110	3,329,052	3,947,523	3,759,076	3,637,199	17,867,960
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	13,193	9,840	10,611	22,676	43,737	100,057
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c	Add lines 10a and 10b	13,193	9,840	10,611	22,676	43,737	100,057
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	8,196	7,923				16,119
12	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)	8,374	12,999	10,651	19,358	4,095	55,477
13	Total support. (Add lines 9, 10c, 11, and 12)	3,224,873	3,359,814	3,968,785	3,801,110	3,685,031	18,039,613
14	First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15	Public support percentage for 2018 (line 8, column (f) divided by line 13, column (f))	15	99 050 %
16	Public support percentage from 2017 Schedule A, Part III, line 15	16	99 110 %

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2018 (line 10c, column (f) divided by line 13, column (f))	17	0 550 %
18	Investment income percentage from 2017 Schedule A, Part III, line 17	18	0 370 %

- 19a 33 1/3% support tests—2018.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization
- b 33 1/3% support tests—2017.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
	10a		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI) **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI)			
2 Acquisition indebtedness applicable to non-exempt use assets	2		
3 Subtract line 2 from line 1d	3		
4 Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by .035	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2018			
a From 2013.			
b From 2014.			
c From 2015.			
d From 2016.			
e From 2017.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2018 from Section D, line 7			
\$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2019. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2014.			
b Excess from 2015.			
c Excess from 2016.			
d Excess from 2017.			
e Excess from 2018.			

Additional Data

Software ID: 18007218

Software Version: 2018v3.1

EIN: 23-1381462

Name: YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Part VI Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b, Part V, line 1, Part V, Section B, line 1e, Part V Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions)

Facts And Circumstances Test

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047
2018
Open to Public Inspection

Name of the organization
YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Employer identification number
23-1381462

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e g , recreation or education) Preservation of an historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

Held at the End of the Year	
2a Total number of conservation easements	
2b Total acreage restricted by conservation easements	
2c Number of conservation easements on a certified historic structure included in (a)	
2d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____

4 Number of states where property subject to conservation easement is located ► _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ► \$ _____

(ii) Assets included in Form 990, Part X ► \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenue included on Form 990, Part VIII, line 1 ► \$ _____

b Assets included in Form 990, Part X ► \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	897,734	607,889	346,586	336,183	284,139
b Contributions	87,549	233,482	200,321	15,774	38,622
c Net investment earnings, gains, and losses	46,159	62,653	65,049	2,274	16,244
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses	7,448	6,290	4,067	3,097	2,822
g End of year balance	1,023,994	897,734	607,889	346,586	336,183

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 8 000 %
 - b** Permanent endowment ▶ 91 000 %
 - c** Temporarily restricted endowment ▶ 1 000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | Yes | No |
|--|-----|----|
| (i) unrelated organizations | Yes | |
| (ii) related organizations | | No |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | | No |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		305,000		305,000
b Buildings		7,032,227	3,615,831	3,416,396
c Leasehold improvements		571,252	396,622	174,630
d Equipment		660,611	561,863	98,748
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				3,994,774

Part VII Investments—Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12)		

Part VIII Investments—Program Related. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13)		

Part IX Other Assets. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
(1) INTEREST IN COMMUNITY FOUNDATION	73,551
(2) INTEREST IN TRUST ASSETS	1,801,763
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15)	1,875,314

Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
OBLIGATION UNDER CAPITAL LEASE	4,512
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	4,512

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	3,871,386
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	11,356
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	86,639
e	Add lines 2a through 2d	2e	97,995
3	Subtract line 2e from line 1	3	3,773,391
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	-75,797
c	Add lines 4a and 4b	4c	-75,797
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	3,697,594

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	3,901,133
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	86,180
e	Add lines 2a through 2d	2e	86,180
3	Subtract line 2e from line 1	3	3,815,133
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	10,383
c	Add lines 4a and 4b	4c	10,383
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	3,825,516

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID: 18007218

Software Version: 2018v3.1

EIN: 23-1381462

Name: YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Supplemental Information

Return Reference	Explanation
Part V, Line 4 Intended uses of the endowment fund	THE ORGANIZATION'S INTENDED USE OF ITS ENDOWMENT FUNDS IS FOR SCHOLARSHIP AND PROGRAM SERVICE PURPOSES

Supplemental Information

Return Reference	Explanation
Part XI, Line 2d Other revenue amounts included in F/S but not included on form 990	CHANGE IN VALUE OF PERPETUAL TRUSTS \$81670 CHANGE IN VALUE OF COMMUNITY FOUNDATION \$4969

Supplemental Information

Return Reference	Explanation
Part XII, Line 2d Other expenses and losses per audited F/S	Special event expenses \$86180

Supplemental Information

Return Reference	Explanation
Part XII, Line 4b Other revenue amounts included on 990 but not included in F/S	aid to members for facilities use \$10383

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No 1545-0047

2018

Open to Public Inspection

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information

Department of the Treasury Internal Revenue Service

Name of the organization YOUNG WOMENS CHRISTIAN ASSOCIATION OF GETTYSBURG AND ADAMS COUNTY

Employer identification number 23-1381462

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1 Indicate whether the organization raised funds through any of the following activities... a Mail solicitations b Internet and email solicitations c Phone solicitations d In-person solicitations e Solicitation of non-government grants f Solicitation of government grants g Special fundraising events 2a Did the organization have a written or oral agreement... 2b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements...

Table with 6 columns: (i) Name and address of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions?, (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col (i), (vi) Amount paid to (or retained by) organization. Includes a Total row at the bottom.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

Revenue		(a)Event #1	(b) Event #2	(c)Other events	(d)
		NEARLY NEW (event type)	5K RACE (event type)	5 (total number)	Total events (add col (a) through col (c))
Revenue	1 Gross receipts	34,559	33,102	77,353	145,014
	2 Less Contributions	2,240	24,610	39,981	66,831
	3 Gross income (line 1 minus line 2)	32,319	8,492	37,372	78,183
Direct Expenses	4 Cash prizes		1,200	103	1,303
	5 Noncash prizes				
	6 Rent/facility costs	2,000			2,000
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	15,520	14,266	53,091	82,877
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				86,180
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				-7,997

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7 Direct expense summary Add lines 2 through 5 in column (d) ▶					
8 Net gaming income summary Subtract line 7 from line 1, column (d) ▶					

9 Enter the state(s) in which the organization conducts gaming activities _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? Yes No

b If "Yes," explain _____

- 11** Does the organization conduct gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13** Indicate the percentage of gaming activity conducted in

a	The organization's facility	13a	%
b	An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶
 Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____

c If "Yes," enter name and address of the third party

Name ▶
 Address ▶

16 Gaming manager information

Name ▶
 Gaming manager compensation ▶ \$

Description of services provided ▶

Director/officer Employee Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Return Reference	Explanation
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

**Schedule I
(Form 990)**

**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

OMB No 1545-0047

2018

**Open to Public
Inspection**

Department of the
Treasury
Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization
YOUNG WOMENS CHRISTIAN ASSOCIATION
OF GETTYSBURG AND ADAMS COUNTY

Employer identification number
23-1381462

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000 Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 0

3 Enter total number of other organizations listed in the line 1 table 0

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) PRE-KINDERGARTEN TUITION ASSISTANCE	24	15,831			
(2) AID TO MEMBERS FOR FACILITIES USE	26	10,385			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
Grantmaker's Description of How Grants are Used	THE ORGANIZATION MAINTAINS RECORDS OF RECEIPTS FOR PROCUREMENTS, OR THEY MAINTAIN WRITTEN RECORDS OF HOW THE GRANTS FUNDS WERE USED THE ORGANIZATION ALSO MAINTAINS ACCOUNTING DETAILS OF FUNDING USAGE

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

2018

Open to Public Inspection

Department of the Treasury

Name of the organization

YOUNG WOMENS CHRISTIAN ASSOCIATION OF GETTYSBURG AND ADAMS COUNTY

Employer identification number

23-1381462

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>Form 990, Part III, Line 4d Other Program Services Description</p>	<p>OTHER PROGRAM SERVICES 4 AQUATICS PROGRAM THE YWCA HAS ADAMS COUNTY'S ONLY COMMUNITY ACCESSIBLE INDOOR POOL OUR YEAR-ROUND AQUATIC PROGRAMS CATER TO ALL ABILITIES OUR PROGRAMS FOR PEOPLE WITH PHYSICAL LIMITATIONS DUE TO INJURY, ARTHRITIS OR OTHER FORMS OF ILLNESSES ARE INSTRUCTED BY PERSONNEL TRAINED AND CERTIFIED BY THE UNITED STATES WATER FITNESS ASSOCIATION WE ALSO OFFER FITNESS PROGRAMS FOR PEOPLE WHO ENJOY A STRENUOUS MUSCLE TONING WORK OUT IN THE WATER OUR SWIM LESSONS ARE OFFERED IN SMALL-GROUP AND PRIVATE SESSIONS, AND ARE APPROPRIATE FOR ALL AGES, STARTING AT 6 MONTHS, AND ALL SKILL LEVELS INCLUDING THOSE CHALLENGED PHYSICALLY AND/OR MENTALLY PARTICIPATION IN SHARKS, OUR YEAR-ROUND SWIM TEAM, IS AVAILABLE FOR ALL MEMBERS AGED 6 THROUGH 18, AND WE HOST A MASTERS SWIM PROGRAM FOR ADULTS WHO WANT TO COMPETE IN SWIM MEETS OR TRIATHLONS OUR PROGRAMS ARE ATTENDED BY INFANTS AND SENIORS ALIKE ANNUALLY, OVER 580 CHILDREN AND ADULTS PARTICIPATE IN PAID AQUATICS PROGRAMS THE POOL IS USED BY AREA YOUTH GROUPS AND NON-PROFIT CLUBS PROVIDING PROGRAMS FOR UNDER-SERVED YOUTH EXAMPLES INCLUDE SPECIAL OLYMPICS TO TRAIN THEIR ATHLETES, GETTYSBURG AREA HIGH SCHOOL FOR SWIM TEAM PRACTICES, AREA ELEMENTARY SCHOOL SCIENCE CLASSES, SCOUT TROOPS FROM UP AND DOWN THE EASTERN SEABOARD IN ADDITION, WE TRAIN TEENS AND ADULTS TO BECOME LIFE GUARDS, SWIMMING INSTRUCTORS AND WATER FITNESS INSTRUCTORS THAT STAFF MANY AREA POOLS EXPENSES \$ 342,367 INCLUDING GRANTS OF \$0 REVENUE \$ 179,964 OTHER PROGRAM SERVICES 5 MEMBERSHIPS YWCA MEMBERSHIPS ARE DESIGNED TO MEET THE NEEDS OF OUR LOCAL POPULATION A "BASIC" MEMBERSHIP ALLOWS A MEMBER TO PARTICIPATE IN SOME YWCA PROGRAMS (FOR EXAMPLE, CHILD CARE AND GYMNASTICS PROGRAMS) AND RECEIVE MEMBER PRICING ON OTHER PROGRAMS (INCLUDING GYMNASICS AND FITNESS CLASSES) A REC PASS MEMBERSHIP OFFERS UNLIMITED ACCESS TO THE ENTIRE FITNESS FACILITY, INCLUDING GROUP WATER, FITNESS AND INDOOR CYCLE CLASSES (SOME AGE RESTRICTIONS APPLY) REC PASS MEMBERS ARE ALSO GRANTED PREFERENTIAL PRICING ON MOST PROGRAMS UNIQUELY PRICED MEMBERSHIP CATEGORIES INCLUDE YOUTH (UNDER 13), JUNIOR (13-17), YOUNG ADULT (18-24), ADULT (25-59), SENIOR (60+), AS WELL AS FAMILY MEMBERSHIPS, SINGLE PARENT FAMILIES AND SENIOR FAMILIES WE OFFER REDUCED PRICES TO VETERANS AND ACTIVE MILITARY PERSONNEL OUR CURRENT MEMBERSHIP IS COMPRISED OF OVER 3,400 REC PASS HOLDERS AND APPROXIMATELY 550 BASIC MEMBERS ONE DAY EACH QUARTER, OUR FACILITY IS OPEN TO THE PUBLIC THE YWCA HAS ENTERED INTO AN AGREEMENT TO LEASE, ON AN ANNUAL BASIS, AN OUTDOOR POOL FACILITY WITHIN CUMBERLAND TOWNSHIP THE TWO POOLS THAT COMPRISE THIS FACILITY ARE AVAILABLE TO THE COMMUNITY FOR SUMMER MEMBERSHIPS YWCA MEMBERS RECEIVE PREFERENTIAL PRICING WHEN ADDING A SUMMER MEMBERSHIP TO THEIR REGULAR MEMBERSHIP THE POOL IS OPERATIONAL EVERY DAY FROM MEMORIAL DAY WEEKEND THROUGH LABOR DAY EXPENSES \$ 183,750 INCLUDING GRANTS OF \$0 REVENUE \$ 717,338 OTHER PROGRAM SERVICES 6 ADVOCACY A</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part III, Line 4d Other Program Services Description	ND MISSION RACIAL JUSTICE AND WOMEN'S ECONOMIC EMPOWERMENT ARE THE HALLMARK INITIATIVES OF THE YWCA TO PROMOTE THESE GOALS IN OUR COMMUNITY, THE YWCA OF GETTYSBURG & ADAMS COUNTY OFFERS PROGRAMS THAT ENCOURAGE DISCUSSION ABOUT RACE AND APPRECIATION FOR THE DIVERSITY IN OUR COMMUNITY, AND PROVIDES WOMEN AND GIRLS OPPORTUNITIES FOR GREATER HEALTH AND ECONOMIC ADVANCEMENT OUR PROGRAMS INCLUDE 1 LEGOS AND STEM SAVVY THESE PROGRAMS PROVIDE OPPORTUNITIES FOR SCHOOL-AGE GIRLS TO EXPLORE ROBOTICS, ROCKETRY, AND OTHER SCIENTIFIC FIELDS THROUGH HANDS-ON ACTIVITIES AND FIELD TRIPS TO SCIENCE CENTERS THESE PROGRAMS ARE OFFERED TO GIRLS AGE 9 THROUGH 18 THROUGH THE GETTYSBURG AREA SCHOOL DISTRICT AND GETTYSBURG COLLEGE 2 OUR RACIAL JUSTICE PROGRAMS INCLUDE DISCUSSION GROUPS AND FORUMS, CULTURAL CELEBRATION EVENTS, COMMUNITY PARTNERSHIPS, AND OTHER SPECIAL EVENTS ALL OF THESE PROGRAMS ARE OFFERED FOR FREE TO THE COMMUNITY EXPENSES \$ 31,845 INCLUDING GRANTS OF \$1,500 REVENUE \$ 40,332 OTHER PROGRAM SERVICES 7 ALL OTHER MISCELLANEOUS PROGRAMS EXPENSES \$ 193,111 INCLUDING GRANTS OF \$ 0 REVENUE \$ 237,013

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 11b Form 990 Review Process	THE DRAFT 990 WILL BE EMAILED TO ALL BOARD MEMBERS EACH BOARD MEMBER WILL CERTIFY VIA EMAIL THAT THEY HAVE HAD AN OPPORTUNITY TO REVIEW THE 990 AND ASK QUESTIONS RESPONSES WILL BE REQUIRED FROM 100% OF BOARD MEMBERS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	<p>THE CONFLICT OF INTEREST POLICY APPLIES TO BOARD MEMBERS AND CERTAIN VOLUNTEERS A SEPARATE POLICY APPLIES TO EMPLOYEES OF THE ORGANIZATION AN INTERESTED PARTY IS UNDER A CONTINUING OBLIGATION TO DISCLOSE ANY ACTUAL OR POTENTIAL CONFLICT OF INTEREST AS SOON AS IT IS KNOWN OR REASONABLY SHOULD BE KNOWN A DISCLOSURE STATEMENT AND QUESTIONNAIRE IS COMPLETED UPON HIS OR HER ASSOCIATION WITH THE YWCA OF GETTYSBURG AND ADAMS COUNTY AND SHALL BE UPDATED ANUALLY AN ADDITIONAL DISCLOSURE STATEMENT AND QUESTIONNAIRE SHALL BE FILED AT SUCH TIME AS AN ACTUAL OR POTENTIAL CONFLICT ARISES BOARD MEMBERS SHALL SUBMIT THEIR COMPLETED DISCLOSURE STATEMENTS AND QUESTIONNAIRES TO THE PRESIDENT OF THE BOARD, OR IN CASE OF THE PRESIDENT'S DISCLOSURE, TO THE SECRETARY OF THE BOARD THE SECRETARY SHALL PROVIDE COPIES TO THE EXECUTIVE DIRECTOR IN THE CASE OF VOLUNTEERS, THE DISCLOSURE STATEMENTS SHALL BE PROVIDED TO THE EXECUTIVE DIRECTOR THE EXECUTIVE DIRECTOR SHALL PROVIDE COPIES TO THE SECRETARY OF THE BOARD OF DIRECTORS WHEN THERE IS REASON TO BELIEVE THAT AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST EXISTS, THE BOARD OF DIRECTORS SHALL DETERMINE THE APPROPRIATE ORGANIZATIONAL RESPONSE WHERE AN ACTUAL OR POTENTIAL CONFLICT EXISTS WITH RESPECT TO A SPECIFIC PROPOSED ACTION OR TRANSACTION, THE YWCA OF GETTYSBURG AND ADAMS COUNTY SHALL REFRAIN FROM THE PROPOSED ACTION OR TRANSACTION UNTIL SUCH TIME AS THE PROPOSED ACTION OR TRANSACTION HAS BEEN APPROVED BY THE DISINTERESTED MEMBERS OF THE BOARD OF DIRECTORS AN INTERESTED PARTY WHO HAS AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST WITH RESPECT TO A PROPOSED ACTION OR TRANSACTION SHALL NOT PARTICIPATE IN ANY WAY IN, OR BE PRESENT DURING, THE DELIBERATIONS AND DECISION MAKING WITH RESPECT TO SUCH ACTION OR TRANSACTION THE INTERESTED PARTY MAY, UPON REQUEST, BE AVAILABLE TO ANSWER QUESTIONS OR PROVIDE MATERIAL FACTUAL INFORMATION ABOUT THE PROPOSED ACTION OR TRANSACTION AN INTERESTED PARTY SHALL NEITHER BE COUNTED FOR PURPOSES OF DETERMINING WHETHER A QUORUM IS PRESENT NOR FOR PURPOSES OF DETERMINING WHAT CONSTITUTES A MAJORITY VOTE OF DIRECTORS IN ATTENDANCE THE MINUTES OF MEETING SHALL REFLECT THAT THE CONFLICT DISCLOSURE WAS MADE, THE VOTE TAKEN, AND WHERE APPLICABLE, THE ABSTENTION FROM VOTING AND PARTICIPATION BY THE INTERESTED PARTY IN THE EVENT AN EMPLOYEE FEELS THAT THERE MAY BE AN APPEARANCE OF A CONFLICT OF INTEREST, THE POTENTIAL FOR A CONFLICT OF INTEREST, OR AN ACTUAL CONFLICT OF INTEREST CANNOT BE AVOIDED, THE EMPLOYEE MUST REPORT THE SITUATION TO THE EXECUTIVE DIRECTOR THE REPORT SHOULD BE IN WRITING, AND SHOULD DESCRIBE THE NATURE OF THE POTENTIAL CONFLICT OF INTEREST THE EXECUTIVE DIRECTOR WILL DETERMINE IF ANOTHER COURSE OF ACTION SHOULD BE FOLLOWED THE EXECUTIVE DIRECTOR MUST MAKE ANY CONCERNS REGARDING CONFLICT OF INTERESTS KNOWN TO THE PRESIDENT OF THE BOARD OF DIRECTORS</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15a Compensation Review & Approval Process - CEO, Top Management	AFTER COMPLETING A PERFORMANCE EVALUATION OF THE EXECUTIVE DIRECTOR, THE PERSONNEL COMMITTEE MAKES A SALARY RECOMMENDATION TO THE BOARD OF DIRECTORS THE GUIDELINES FOR THIS RECOMMENDATION IS BASED UPON THE OUTCOME OF THE PERFORMANCE EVALUATION AND THE PRE-DETERMINED RANGE OF LABOR RATE INCREASES THE BOARD OF DIRECTORS VOTES ON THE SALARY RECOMMENDATION FOR THE EXECUTIVE DIRECTOR

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15b Compensation Review and Approval Process for Officers and Key Employees	AS PART OF THE ANNUAL BUDGET PROCESS, THE EXECUTIVE DIRECTOR APPROVES AN OVERALL ORGANIZATIONAL SALARY AND LABOR RATE PERCENTAGE INCREASE EVERY EMPLOYEE RECEIVES AN EMPLOYEE EVALUATION PRIOR TO THE START OF THE FISCAL YEAR (WHEN INCREASES ARE GIVEN) IN CONJUNCTION WITH EACH DEPARTMENT DIRECTOR, AND AFTER CONSULTING THE EVALUATIONS, THE EXECUTIVE DIRECTOR APPROVES LABOR RATE INCREASE AMOUNTS FOR EACH EMPLOYEE IN ADDITION, THE EXECUTIVE DIRECTOR DETERMINES THE SALARY INCREASES FOR EACH DEPARTMENT DIRECTOR AS WELL AS THE DIRECTOR OF FINANCE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Changes In Net Assets Or Fund Balances - Other Increases	CHANGE IN VALUE OF COMMUNITY FOUNDATION = \$4969

990 Schedule O, Supplemental Information

Return Reference	Explanation
Other Changes In Net Assets Or Fund Balances - Other Increases	CHANGE IN VALUE OF TRUSTS (EARNINGS) = \$81670