

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
2019
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 01-01-2019, and ending 12-31-2019

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

C Name of organization
YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC WI INC
Doing business as
FOND DU LAC FAMILY YMCA
Number and street (or P O box if mail is not delivered to street address) Room/suite
90 WEST 2ND STREET
City or town, state or province, country, and ZIP or foreign postal code
Fond Du Lac, WI 54935

D Employer identification number
39-0806436

E Telephone number
(920) 921-3330

G Gross receipts \$ 3,311,276

F Name and address of principal officer
JJ Raflik
90 WEST 2ND STREET
Fond Du Lac, WI 54935

H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
H(c) Group exemption number

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

J Website: WWW.FDLYMCA.ORG

K Form of organization
Corporation
Trust
Association
Other

L Year of formation 1904

M State of legal domicile WI

Part I Summary

1 Briefly describe the organization's mission or most significant activities
Mission The mission of the YMCA is to put Christian principles into practice trough programs that build a healthy spirit, mind, and body for all Cause At the Y strengthening community is our cause We believe that lasting personal and social change can only come about when we all work together to invest in our kids, our health, and our neighbors That's why we focus our work in three areas youth development, healthy living, and social responsibility

Table with 2 columns: Description, Amount. Rows include: 3 Number of voting members of the governing body (22), 4 Number of independent voting members of the governing body (22), 5 Total number of individuals employed in calendar year 2019 (360), 6 Total number of volunteers (estimate if necessary) (772), 7a Total unrelated business revenue from Part VIII, column (C), line 12 (0), 7b Net unrelated business taxable income from Form 990-T, line 39 (0).

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 8 Contributions and grants (415,993 / 421,427), 9 Program service revenue (2,854,619 / 2,840,027), 10 Investment income (3,353 / 130), 11 Other revenue (34,320 / 39,406), 12 Total revenue-add lines 8 through 11 (must equal Part VIII, column (A), line 12) (3,308,285 / 3,300,990), 13 Grants and similar amounts paid (0 / 0), 14 Benefits paid to or for members (0 / 0), 15 Salaries, other compensation, employee benefits (2,099,543 / 2,053,278), 16a Professional fundraising fees (0 / 0), b Total fundraising expenses (Part IX, column (D), line 25) (45,329 / 0), 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) (1,533,728 / 1,576,968), 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) (3,633,271 / 3,630,246), 19 Revenue less expenses Subtract line 18 from line 12 (-324,986 / -329,256).

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include: 20 Total assets (Part X, line 16) (13,085,641 / 12,578,894), 21 Total liabilities (Part X, line 26) (2,536,886 / 2,359,395), 22 Net assets or fund balances Subtract line 21 from line 20 (10,548,755 / 10,219,499).

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 2020-06-16
JJ Raflik EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name
Preparer's signature
Date
Check if self-employed
PTIN P00576742
Firm's name HUBERTY & ASSOCIATES SC
Firm's EIN 39-1392227
Firm's address 145 S MARR ST
FOND DU LAC, WI 549354434
Phone no (920) 923-8400

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

SEE SCHEDULE O

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 \$ 1,777,051 including grants of \$) (Revenue \$ 810,535)
See Additional Data

4b (Code) (Expenses \$ 1,049,616 including grants of \$) (Revenue \$ 1,044,168)
See Additional Data

4c (Code) (Expenses \$ 423,994 including grants of \$) (Revenue \$ 519,823)
See Additional Data







(Code) (Expenses \$ 131,791 including grants of \$) (Revenue \$ 465,501)

FOURTH ACCOMPLISHMENT THE GENEROSITY OF OTHERS IS AT THE CORE OF THE Y'S EXISTENCE AS A NONPROFIT ORGANIZATION IT IS ONLY THROUGH THE SUPPORT OF HUNDREDS OF VOLUNTEERS AND DONORS THAT THE Y IS ABLE TO SUPPORT AND GIVE BACK TO OUR COMMUNITY THE 2019 ANNUAL SUPPORT DRIVE CONTINUED TO BE STRONG AS OVER \$264,312 WAS RAISED THE YMCA'S FINANCIAL ASSISTANCE PROGRAM IS SUPPORTED BY INDIVIDUALS, FAMILIES, BUSINESSES, AND FOUNDATIONS WHO CONTRIBUTE TO THE ASSOCIATION'S ANNUAL SUPPORT CAMPAIGN THE YMCA OF FOND DU LAC BELIEVES IN PROVIDING MEMBERSHIP AND PROGRAM SERVICES TO ALL WHO DESIRE TO PARTICIPATE IN THE YMCA THERE ARE APPROXIMATELY 5,800 MEMBERSHIP UNITS AND NEARLY 11,500 MEMBERS AT THE Y A TOTAL OF APPROXIMATELY \$183,000 WAS PROUDLY GIVEN IN SCHOLARSHIP ASSISTANCE FOR MEMBERSHIPS AND PROGRAM ENROLLMENTS IN TOTAL, OVER 490 MEMBERSHIP SCHOLARSHIPS WERE AWARDED IN 2019 THE Y IS STRIVING TO DEVELOP A CULTURE OF PHILANTHROPY AMONGST ITS MEMBERS AND THE COMMUNITY NOW THAT THE Y HAS BEEN IN ITS RENOVATED FACILITY FOR 10 YEARS, ITS SPHERE OF INFLUENCE HAS DRAMATICALLY INCREASED THE Y HAS A SPIRITUAL NOURISHMENT COMMITTEE THAT HAS WORKED TO SPONSOR THE NATIONAL DAY OF PRAYER, AS WELL AS MONTHLY PROGRAMS, BIBLE STUDIES, ETC IN COLLABORATION WITH THE SCHOOL DISTRICTS, LOCAL UNIVERSITY, BOYS/GIRLS CLUB, HEALTH CARE PROVIDERS, ADVOCAP, UNITED WAY, AND LOCAL GOVERNMENT, THE Y WORKS TO BE A GREAT COMMUNITY PARTNER IN MAKING FOND DU LAC A HAPPY AND HEALTHIER PLACE TO LIVE AND WORK IN COLLABORATION WITH THE ARC OF FOND DU LAC, THE FOND DU LAC YMCA EXTENDED THE OFFERINGS TO INCLUDE SWIMMING PROGRAMS, YOUNG ATHLETES AND BASKETBALL SPACE TO PHYSICALLY AND MENTALLY CHALLENGED YOUTH OF THE AREA THE YMCA HAS ACTIVELY ENGAGED AND EXPANDED VOLUNTEER OPPORTUNITIES THE YMCA ACTIVELY SUPPORTS OTHER NONPROFIT ORGANIZATIONS THROUGH PROGRAM ASSISTANCE AND MEMBERSHIP SUPPORT SOME OF THE GROUPS ASSISTED INCLUDE BIG BROTHERS/BIG SISTERS, ARC OF FOND DU LAC, SPECIAL OLYMPICS, ABUSE SHELTERS, HABITAT FOR HUMANITY, AND LOCAL SCHOOL DISTRICTS THE YMCA IS A KEY CONTRIBUTOR TO COMMUNITYWIDE PROGRAM "HEALTHY FOND DU LAC COUNTY 2020 "

4d Other program services (Describe in Schedule O)
(Expenses \$ 131,791 including grants of \$) (Revenue \$ 465,501)

4e Total program service expenses ▶ 3,382,452

Part IV Checklist of Required Schedules

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		No
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 	Yes	
b	Did the organization report an amount for investments—other securities—in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		No
c	Did the organization report an amount for investments—program related—in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 	Yes	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		No

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		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>		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>		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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>		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>		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		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, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		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>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		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>		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>		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>		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		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>		
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>		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>		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	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		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

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	<table border="1"> <tr> <td style="width: 100px;">2a</td> <td style="width: 150px; text-align: right;">360</td> </tr> </table>	2a	360			
2a	360					
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? <i>If "No" to line 3b, provide an explanation in Schedule O</i>			3b			
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	Yes		
d If "Yes," indicate the number of Forms 8282 filed during the year	<table border="1"> <tr> <td style="width: 100px;">7d</td> <td style="width: 150px;"></td> </tr> </table>	7d				
7d						
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			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h			
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			
9 Sponsoring organizations maintaining donor advised funds.						
a Did the sponsoring organization make any taxable distributions under section 4966?			9a			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b			
10 Section 501(c)(7) organizations. Enter						
a Initiation fees and capital contributions included on Part VIII, line 12	<table border="1"> <tr> <td style="width: 100px;">10a</td> <td style="width: 150px;"></td> </tr> </table>	10a				
10a						
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<table border="1"> <tr> <td style="width: 100px;">10b</td> <td style="width: 150px;"></td> </tr> </table>	10b				
10b						
11 Section 501(c)(12) organizations. Enter						
a Gross income from members or shareholders	<table border="1"> <tr> <td style="width: 100px;">11a</td> <td style="width: 150px;"></td> </tr> </table>	11a				
11a						
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	<table border="1"> <tr> <td style="width: 100px;">11b</td> <td style="width: 150px;"></td> </tr> </table>	11b				
11b						
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?						
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<table border="1"> <tr> <td style="width: 100px;">12b</td> <td style="width: 150px;"></td> </tr> </table>	12b				
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			
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	<table border="1"> <tr> <td style="width: 100px;">13b</td> <td style="width: 150px;"></td> </tr> </table>	13b				
13b						
c Enter the amount of reserves on hand	<table border="1"> <tr> <td style="width: 100px;">13c</td> <td style="width: 150px;"></td> </tr> </table>	13c				
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? <i>If "No," provide an explanation in Schedule O</i>			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 [X]

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; 1b Enter the number of voting members included in line 1a, above, who are independent; 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?; 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?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 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?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following; 8a The governing body?; 8b Each committee with authority to act on behalf of the governing body?; 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.

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?; 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?; 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; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 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; 15b Other officers or key employees of the organization; 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?; 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 WI
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
[] Own website [] Another's website [X] 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
JJ Raflik 90 WEST 2ND STREET FOND DU LAC, WI 54935 (920) 921-3330

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

See instructions for the order in which to list the persons above

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) Bonnie Schmitz TREASURER	1 0	X		X				0	0	0
(2) Dr Shayne Bauer PAST PRESIDENT	1 0	X		X				0	0	0
(3) Holly Luehring PRESIDENT ELECT	1 0	X		X				0	0	0
(4) Mike Hierl PRESIDENT	1 0	X		X				0	0	0
(5) William Everson SECRETARY	1 0	X		X				0	0	0
(6) Becki Schultz DIRECTOR	1 0	X						0	0	0
(7) Christopher Badtke DIRECTOR	1 0	X						0	0	0
(8) David Michalkiewicz DIRECTOR	1 0	X						0	0	0
(9) Dean Jaber DIRECTOR	1 0	X						0	0	0
(10) Dominic Weber DIRECTOR	1 0	X						0	0	0
(11) Dr Brenda Grass DIRECTOR	1 0	X						0	0	0
(12) Dr Mike De Gere DIRECTOR	1 0	X						0	0	0
(13) Dr Thurmond Lanier DIRECTOR	1 0	X						0	0	0
(14) Gus Garcia DIRECTOR	1 0	X						0	0	0
(15) Jenny Drake DIRECTOR	1 0	X						0	0	0
(16) Jon Mark Bolthouse DIRECTOR	1 0	X						0	0	0
(17) Kevin Ruby DIRECTOR	1 0	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) Rose Ahern DIRECTOR	1 0 X	X						0	0	0
(19) Ross Stewart DIRECTOR	1 0 X	X						0	0	0
(20) Sara Hathaway DIRECTOR	1 0 X	X						0	0	0
(21) Shavana Talbert DIRECTOR	1 0 X	X						0	0	0
(22) Steve Klein DIRECTOR	1 0 X	X						0	0	0
(23) GREG GILES EXECUTIVE DIRECTOR UNTIL 4/2019	40 0			X				44,295	0	13,436
(24) JEFFERY RAFLIK EXECUTIVE DIRECTOR	40 0			X				78,496	0	27,184
1b Sub-Total										
1c Total from continuation sheets to Part VII, Section A										
1d Total (add lines 1b and 1c)								122,791	0	40,620

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
CD Smith Construction 889 E Johnson St Fond du Lac, WI 54935	Building Construction	

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 30,000			
	b Membership dues	1b 0			
	c Fundraising events	1c 42,070			
	d Related organizations	1d 0			
	e Government grants (contributions)	1e 0			
	f All other contributions, gifts, grants, and similar amounts not included above	1f 349,357			
	g Noncash contributions included in lines 1a - 1f \$	1g 0			
	h Total. Add lines 1a-1f		421,427		

Program Service Revenue			(A)	(B)	(C)	(D)
	Business Code					
2a Healthy Living	624110		1,869,324	1,869,324		
b Youth Development	624110		854,231	854,231		
c Social Responsibility	624110		116,472	116,472		
d						
e						
f All other program service revenue			0	0	0	0
g Total. Add lines 2a-2f.		2,840,027				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			130			130
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real					
		(ii) Personal					
		6a	15,757				
		b Less rental expenses	6b 332				
	c Rental income or (loss)	6c 15,425	0				
	d Net rental income or (loss)			15,425			15,425
	7a Gross amount from sales of assets other than inventory	(i) Securities					
		(ii) Other					
		7a					
		b Less cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c 0	0				
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including \$ 42,070 of contributions reported on line 1c) See Part IV, line 18						
		8a		16,612			
		b Less direct expenses	8b	8,929			
	c Net income or (loss) from fundraising events			7,683			7,683
	9a Gross income from gaming activities See Part IV, line 19						
9a							
b Less direct expenses		9b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances							
	10a		2,032				
	b Less cost of goods sold	10b	1,025				
c Net income or (loss) from sales of inventory			1,007			1,007	
Miscellaneous Revenue	Business Code						
11a MISCELLANEOUS INCOME			8,779			8,779	
b VENDING MACHINE COMMISSIONS			6,512			6,512	
c							
d All other revenue			0	0	0	0	
e Total. Add lines 11a-11d			15,291				
12 Total revenue. See instructions			3,300,990	2,840,027	0	39,536	

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21				
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	0	0		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	163,411	84,151	52,840	26,420
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,578,788	1,524,019	53,640	1,129
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	84,651	79,425	5,196	30
9 Other employee benefits	96,289	87,481	9,347	-539
10 Payroll taxes	130,139	121,446	7,106	1,587
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	11,032	10,349	558	125
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	44,099	41,367	2,233	499
12 Advertising and promotion	16,623	9,974	3,324	3,325
13 Office expenses	29,004	19,206	984	8,814
14 Information technology				
15 Royalties				
16 Occupancy	198,935	172,760	26,175	
17 Travel	12,823	12,229	486	108
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	8,169	7,824	282	63
20 Interest	117,928	114,390	3,538	
21 Payments to affiliates	54,106	54,106	0	0
22 Depreciation, depletion, and amortization	552,727	530,785	21,942	
23 Insurance	47,189	45,773	1,416	
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 OPERATING SUPPLIES	213,428	207,105	4,192	2,131
b COMPUTER SERVICES	59,091	55,233	3,153	705
c EQUIPMENT	18,726	18,726		
d PAYROLL SERVICES	26,062	21,215	3,962	885
e All other expenses	167,026	164,888	2,091	47
25 Total functional expenses. Add lines 1 through 24e	3,630,246	3,382,452	202,465	45,329
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	1,000	1	1,000
	2 Savings and temporary cash investments	219,404	2	313,282
	3 Pledges and grants receivable, net	238,305	3	127,538
	4 Accounts receivable, net	0	4	
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	0	7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,663	9	2,663
	10a Land, buildings, and equipment—cost or other basis—Complete Part VI of Schedule D	10a 17,563,047		
	b Less accumulated depreciation	10b 5,428,636	12,624,269	10c 12,134,411
	11 Investments—publicly traded securities	0	11	
	12 Investments—other securities—See Part IV, line 11	0	12	
	13 Investments—program-related—See Part IV, line 11	0	13	
	14 Intangible assets	0	14	
	15 Other assets—See Part IV, line 11	0	15	0
16 Total assets. Add lines 1 through 15 (must equal line 34)		13,085,641	16	12,578,894
Liabilities	17 Accounts payable and accrued expenses	96,320	17	86,210
	18 Grants payable	0	18	0
	19 Deferred revenue	74,666	19	59,685
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability—Complete Part IV of Schedule D	0	21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	2,315,900	23	2,213,500
	24 Unsecured notes and loans payable to unrelated third parties	50,000	24	0
	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	0	25	0
	26 Total liabilities. Add lines 17 through 25		2,536,886	26
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	10,126,113	27	9,841,752
	28 Net assets with donor restrictions	422,642	28	377,747
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds	0	29	
	30 Paid-in or capital surplus, or land, building or equipment fund	0	30	
	31 Retained earnings, endowment, accumulated income, or other funds	0	31	
32 Total net assets or fund balances		10,548,755	32	10,219,499
33 Total liabilities and net assets/fund balances		13,085,641	33	12,578,894

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	3,300,990
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,630,246
3	Revenue less expenses Subtract line 2 from line 1	3	-329,256
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	10,548,755
5	Net unrealized gains (losses) on investments	5	0
6	Donated services and use of facilities	6	0
7	Investment expenses	7	0
8	Prior period adjustments	8	0
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	10,219,499

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: 19010655

Software Version: 2019v5.0

EIN: 39-0806436

Name: YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC
WI INC

Form 990 (2019)

Form 990, Part III, Line 4a:

HEALTHY LIVING-THE YMCA OF FOND DU LAC SERVED NEARLY 332,316 VISITS BY MEMBERS, GUESTS, AND COMMUNITY PARTICIPANTS DURING 2019 THE ACTIVITIES ARE DESIGNED TO ENHANCE THE WELLNESS OF THE COMMUNITY AND INCLUDE SEMINARS, FITNESS EVALUATIONS, STRENGTH TRAINING, NUMEROUS CLASSES, PERSONAL TRAINING, ETC EQUIPMENT OPTIONS INCLUDE CARDIO EQUIPMENT (TREADMILLS, CROSS TRAINERS, BIKES, ROWING MACHINES) AND STRENGTH EQUIPMENT (WEIGHT MACHINES AND FREE WEIGHTS), AS WELL AS AQUATICS PROGRAMS WHICH PROVIDE GOOD HEALTH THROUGH REGULAR EXERCISE OVER 600 PEOPLE PARTICIPATED IN PAID FITNESS PROGRAMS, WHILE THOUSANDS PARTICIPATED IN FREE CLASSES THE FOND DU LAC YMCA OFFERS FREE HEALTH AND WELLNESS ORIENTATIONS TO MEMBERS TO HELP ENSURE THAT BEGINNERS IN PARTICULAR ESTABLISH GOOD EXERCISE HABITS WHICH CAN LAST A LIFETIME NUMEROUS WELLNESS SEMINARS WERE CONDUCTED AT THE YMCA THE Y CONTINUED ITS Y5210 PROGRAM IN 26 CLASSROOMS IN FOND DU LAC COUNTY (1/2 OF ALL 3RD GRADE CLASSES) THIS PROGRAM STRESSES THE NEEDS TO EAT A MINIMUM OF 5 FRUITS/VEGETABLES DAILY, LIMIT SCREEN TIME TO 2 HOURS MAXIMUM DAILY, GET AT LEAST 1 HOUR OF PHYSICAL ACTIVITY DAILY, AND CONSUME 0 SUGARY DRINKS A SEASONAL FARMERS MARKET WAS ALSO CONTINUED AT THE Y WELLNESS INITIATIVES WITH SCHOOL DISTRICTS, LOCAL GOVERNMENT, AND HEALTH ORGANIZATIONS WERE ALSO EXPANDED THE Y HAS A TOTAL OF ABOUT 140 CARDIO AND STRENGTH STATIONS AT WHICH MEMBERS MAY EXERCISE FOR FITNESS THE Y CONTINUED ITS COLLABORATION WITH THE AGNESIAN PHYSICAL THERAPY DEPARTMENT, ALLOWING INDIVIDUALS TO BE TREATED AT THE Y WITH ONSITE STAFF THE Y CONTINUED ITS OFFERING OF A PARKINSON'S EXERCISE PROGRAM IN 2019 WITH APPROXIMATELY 25 REGULAR PARTICIPANTS THE HEALTHY LIVING PROGRAM ALLOWS PHYSICIANS TO REFER INDIVIDUALS TO THE YMCA TO LEARN ABOUT EXERCISE AND A HEALTHIER LIFESTYLE LIVESTRONG WAS INTRODUCED AT THE FOND DU LAC YMCA IN 2016 WHICH IS A 12WEEK PROGRAM FOR CANCER SURVIVORS TO MEET, EXERCISE, AND SOCIALIZE 45 INDIVIDUALS PARTICIPATED IN THIS PROGRAM DURING THE YEAR CARDIAC REHAB (III) WAS ALSO LAUNCHED IN 2018 FOR INDIVIDUALS WHO HAVE SURVIVED A MAJOR HEART EVENT, TO CONTINUE NECESSARY THERAPY IN A SUPERVISED SETTING 10 INDIVIDUALS CONTINUE TO GO THROUGH THIS TREATMENT THE ACTIVE OLDER ADULTS PROGRAM CONTINUED ITS GROWTH IN 2019 THE ACTIVE OLDER ADULTS PROGRAM STRESSES A THREEWAY APPROACH TO WORK WITH SENIORS, INVOLVING HEALTH AND FITNESS, SOCIAL ACTIVITIES, AND OPPORTUNITIES FOR VOLUNTEERING SENIORS PARTICIPATED IN LAND AND WATER FITNESS CLASSES, AS WELL AS POT LUCK LUNCHEES, MOVIES, MONTHLY LUNCHEONS, GARDENING PROJECTS, FOOD PREPARATION, BOOK CLUBS, AND MAKING CRAFTS THERE ARE OVER 1,000 "SILVER SNEAKERS" MEMBERS AT THE YMCA A NEW OFFERING OF "VIRTUAL FITNESS" MADE ITS DEBUT AT THE END OF 2015 AS OF 2018 THE VIRTUAL CLASSES ARE NOW IN 4 STUDIOS GIVING MEMBERS AN OPPORTUNITY TO TAKE PHYSICAL FITNESS CLASSES CLASSES MAY BE GEARED TOWARD ADULT, YOUTH, OR FAMILY FITNESS THE Y HAS EXPANDED ITS PERSONAL TRAINING SPACE AND MANY PEOPLE TOOK ADVANTAGE OF THE OPPORTUNITY TO GET ADDITIONAL TRAINING IN AN INDIVIDUAL OR GROUP SETTING THE Y PURCHASED PICKLEBALL EQUIPMENT IN 2013 AND CREATED COURTS IN ONE GYM MORE PEOPLE ARE LEARNING/PLAYING THIS UNIQUE SPORT AS EXTENSIVE GROWTH CONTINUED TO OCCUR USING A GRANT RECEIVED IN 2014, THE YMCA CHILDCARE FULLY IMPLEMENTED THE HEPA (HEALTHY EATING AND PHYSICAL ACTIVITY) STANDARDS INTO EACH CLASSROOM WHICH HELPS CHILDREN WITH HEALTHY EATING AND PHYSICAL ACTIVITY OPTIONS EVERYDAY

Form 990, Part III, Line 4b:

DESCRIPTION OF OTHER PROGRAM SERVICES PRESCHOOL CHILD CARE A TOTAL OF 183 CHILDREN WERE SERVED THE FOCUS OF THE FOND DU LAC YMCA CHILD CARE PROGRAMS IS TO FOSTER GROWTH AND DEVELOPMENT, NOT ONLY IN CHILDREN, BUT ALSO WITHIN THE FAMILY THESE EDUCATIONAL PROGRAMS HELP CHILDREN DEVELOP MORAL AND ETHICAL BEHAVIOR, SELFESTEEM, AND LEADERSHIP PHYSICAL DEVELOPMENT IS ACHIEVED VIA GYM AND SWIM CLASSES IN WHICH THE CHILDREN PARTICIPATE ADDITIONALLY, NUTRITIOUS MEALS ARE SERVED ON A DAILY BASIS IN MANY INSTANCES, THE YMCA CHILD CARE ALLOWS THE PARENT(S) OF THE CHILD TO REMAIN GAINFULLY EMPLOYED OR PURSUE AN EDUCATION, KNOWING THAT THEIR CHILD IS THRIVING IN A SAFE, SUPPORTIVE ENVIRONMENT VIA SUPPORT FROM THE UNITED WAY, CARE IS PROVIDED AT A REDUCED FEE FOR THOSE PARENTS UNABLE TO AFFORD THE FULL COST OF CHILD CARE THROUGH COLLABORATION WITH THE FOND DU LAC SCHOOL DISTRICT, THE FOND DU LAC YMCA IS ABLE TO OFFER A HALFDAY 4YEAR OLD KINDERGARTEN PROGRAM, AS WELL AS, CHILD CARE FOR THOSE CHILDREN NEEDING TO STAY FOR ADDITIONAL TIME DURING THE DAY IN 2018 AND 2019 THE CHILD CARE OFFERED A 3K HALF DAY PROGRAM MONDAY, WEDNESDAY AND FRIDAY THAT SERVED 20 CHILDREN

Form 990, Part III, Line 4c:

YOUTH-THE YMCA HAS A STRONG EMPHASIS IN THE AREA OF YOUTH DEVELOPMENT OVER 2,410 YOUTH PROGRAM REGISTRATIONS TOOK PLACE IN THE AREAS OF YOUTH SPORTS, PRESCHOOL ENRICHMENT, GYMNASTICS, MIDDLE SCHOOL NIGHTS, FIELD TRIPS, AND FAMILY NIGHTS YMCA YOUTH SPORTS PROGRAMS EMPHASIZE DEVELOPMENT OF SKILLS, HEALTH AND FITNESS, SAFETY, COOPERATION, AND SELFESTEEM FURTHERMORE, THEY FOCUS ON THE YMCA'S 4 CORE VALUES OF HONESTY, CARING, RESPONSIBILITY, AND RESPECT THE Y, IN CONJUNCTION WITH THE BOYS/GIRLS CLUB OFFERS A DAILY "JUST PLAY" PROGRAM AFTERSCHOOL TO ENSURE THAT KIDS HAVE AN OPPORTUNITY TO PLAY FUN GAMES (SUCH AS KICK BALL, DODGEBALL, VOLLEYBALL, SOCCER, ULTIMATE FOOTBALL) WITH THE PURPOSE OF GETTING KIDS ACTIVE FOR AT LEAST 1 HOUR PER DAY THE Y ALSO EXPANDED SPORTS CAMP OFFERINGS TO INCLUDE GOLF, FLAG FOOTBALL, BASKETBALL, VOLLEYBALL, SOCCER, RUGBY, FITNESS, AND PICKLEBALL THE YOUTH IN GOVERNMENT PROGRAM, WHICH OFFERED APPROXIMATELY 75 YOUTH IN THE COMMUNITY THE OPPORTUNITY TO LEARN MORE ABOUT THE WAYS GOVERNMENT WORKS AT THE CITY, COUNTY, AND STATE LEVELS IT CULMINATED WITH A MOCK GOVERNMENTAL SESSION AT THE STATE'S CAPITOL IN COLLABORATION WITH THE LOCAL KIWANIS CLUB, THE Y OFFERS AN ANNUAL FREE "LEARN TO SWIM" PROGRAM ONE WEEK EACH SUMMER IN 2019, 400 CHILDREN PARTICIPATED IN THIS PROGRAM THIS AFFORDS ALL CHILDREN AN OPPORTUNITY TO LEARN A LIFE SKILL AT NO COST TO THEIR FAMILY THIS PROGRAM HAS OCCURRED ANNUALLY AT THE Y SINCE 1926 ADDITIONALLY, NEARLY 1930 YOUTH SWIM LESSONS WERE OFFERED

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 instructions and the latest information.

OMB No 1545-0047
2019
Open to Public Inspection

Department of the Treasury
 Internal Revenue Service

Name of the organization
 YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC WI INC

Employer identification number
 39-0806436

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) and 170(b)(1)(A)(vi)

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(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 2019 (line 6, column (f) divided by line 11, column (f)) 14

15 Public support percentage for 2018 Schedule A, Part II, line 14 15

16a 33 1/3% support test—2019. 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—2018. 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—2019. 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—2018. 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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	333,886	992,828	902,071	424,094	421,427	3,074,306
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	2,663,063	2,665,560	2,664,279	2,854,619	2,840,027	13,687,548
3 Gross receipts from activities that are not an unrelated trade or business under section 513	37,186	9,228	11,883	10,657	8,544	77,498
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	3,034,135	3,667,616	3,578,233	3,289,370	3,269,998	16,839,352
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	22,270	16,462	24,581	27,202	21,250	111,765
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	0	0	0	0	0
c Add lines 7a and 7b	22,270	16,462	24,581	27,202	21,250	111,765
8 Public support. (Subtract line 7c from line 6.)						16,727,587

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9 Amounts from line 6	3,034,135	3,667,616	3,578,233	3,289,370	3,269,998	16,839,352
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	17,116	23,083	16,269	14,562	15,887	86,917
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c Add lines 10a and 10b	17,116	23,083	16,269	14,562	15,887	86,917
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on		4,042				4,042
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	29,157	15,100	14,429	0	8,780	67,466
13 Total support. (Add lines 9, 10c, 11, and 12.)	3,080,408	3,709,841	3,608,931	3,303,932	3,294,665	16,997,777
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 2019 (line 8, column (f) divided by line 13, column (f))	15	98 41 %
16 Public support percentage from 2018 Schedule A, Part III, line 15	16	98 33 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2019 (line 10c, column (f) divided by line 13, column (f))	17	0 51 %
18 Investment income percentage from 2018 Schedule A, Part III, line 17	18	0 53 %

19a 33 1/3% support tests—2019. 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—2018. 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>		
		11a	
		11b	
		11c	

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>		
		1	
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>		
		2	

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>		
		1	

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?		
		1	
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>		
		2	
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>		
		3	

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
		2a	
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>		
		2b	
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>		
		3a	
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>		
		3b	

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 2019 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-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2019			
a From 2014.			
b From 2015.			
c From 2016.			
d From 2017.			
e From 2018.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2019 from Section D, line 7			
\$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2019, 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 2019 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 2020. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2015.			
b Excess from 2016.			
c Excess from 2017.			
d Excess from 2018.			
e Excess from 2019.			

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

990 Schedule A, Supplemental Information

Return Reference	Explanation
Schedule A, Part III, Line 12 Other Income	DESCRIPTION - OTHER INCOME, COLUMN A - 29157 0, COLUMN B - 15100 0, COLUMN C - 14429 0, COLUMN D - , COLUMN E - 8780 0, COLUMN F - 67466 0,

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2019

Open to Public Inspection

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 instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC WI INC

Employer identification number 39-0806436

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.

Table with 3 columns: Line number, (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for total number, aggregate value, and 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...
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes...

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)
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

Table with 2 columns: Line number (2a-2d), Held at the End of the Year.

- 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?
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)?
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
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

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
- c** Beginning balance
 - d** Additions during the year
 - e** Distributions during the year
 - f** Ending balance

	Amount
1c	
1d	
1e	
1f	

- 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Temporarily restricted endowment ▶

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

- (i)** unrelated organizations
- (ii)** related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
- 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		571,274		571,274
b Buildings		15,613,440	4,352,974	11,260,466
c Leasehold improvements		18,820	9,522	9,298
d Equipment		1,302,758	1,046,302	256,456
e Other		56,755	19,838	36,917
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				12,134,411

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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15)	▶

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.

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

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	3,311,277
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d	10,287	
e	Add lines 2a through 2d		2e	10,287
3	Subtract line 2e from line 1		3	3,300,990
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	0	
c	Add lines 4a and 4b		4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	3,300,990

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	3,640,532
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	10,286	
e	Add lines 2a through 2d		2e	10,286
3	Subtract line 2e from line 1		3	3,630,246
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	0	
c	Add lines 4a and 4b		4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	3,630,246

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: 19010655
Software Version: 2019v5.0
EIN: 39-0806436
Name: YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC
WI INC

Supplemental Information

Return Reference	Explanation
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	The organization has received a favorable determination letter from the Internal Revenue Service stating that it is exempt from federal income taxes under Section 501 (A) of the internal revenue code of 1986 (IRC), as an organization described in section 501 (c) (3), except for income taxes pertaining to unrelated business income. The Financial Accounting Standards Board (FASB) guidance requires tax effects from uncertain tax positions to be recognized in the financial statements only if the position is more likely than not to be sustained if the position were to be challenged by a taxing authority. Management has determined that there are no material uncertain positions that require recognition in the financial statements. Additionally, no provision for income taxes is reflected in these financial statements. Interest and penalties would be recognized as tax expense, however, there is no interest or penalties recognized in the statements of activities. All years not closed by statute of limitations in jurisdictions remain open for examinations.

Supplemental Information

Return Reference	Explanation
Schedule D, Part XI, Line 2(d) Other revenues in audited financial statements not in form 990	FUNDRAISING EXPENSES - 8929 RENTAL EXPENSES - 332 COST OF GOOD SOLD - 1026

Supplemental Information

Return Reference	Explanation
Schedule D, Part XI, Line 4(b) Other revenues in form 990 not in audited financial statements	-

Supplemental Information

Return Reference	Explanation
Schedule D, Part XII, Line 2(d) Other expenses in audited financial statements not in form 990	FUNDRAISING EXPENSES - 8929 RENTAL EXPENSE - 332 COST OF GOOD SOLD - 1025

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) Total events
		<u>Eat. Play.Live Strong</u> (event type)	(event type)	(total number)	(add col (a) through col (c))
Revenue	1 Gross receipts	58,682			58,682
	2 Less Contributions	42,070			42,070
	3 Gross income (line 1 minus line 2)	16,612	0	0	16,612
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	8,929			8,929
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				8,929
	11 Net income summary Subtract line 10 from line 3, column (d) ▶				7,683

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 | % |
| b | An outside facility | % |

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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Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) ADAM STONE - NATIONAL EXCHANGE BANK	PAST BOARD MEMBER & FINANCE COMMITTEE MEMBER	102,400	PRINCIPAL MORTGAGE		No
(2) ADAM STONE NATIONAL EXCHANGE BANK	PAST BOARD MEMBER & FINANCE COMMITTEE MEMBER	119,344	INTEREST ON MORTGAGE		No
(3) MIKE HIERLHIERL INSURANCE	BOARD PRESIDENT	47,189	INSURANCE		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions)

Return Reference	Explanation
Schedule L, Part IV SCHEDULE L PART IV	ADAM STONE, A PAST MEMBER OF THE BOARD OF DIRECTORS OF THE ORGANIZATION AND A CURRENT MEMBER OF THE FINANCE COMMITTEE, IS A SENIOR VICE PRESIDENT OF NATIONAL EXCHANGE BANK & TRUST FOR 2019, THE ORGANIZATION HAD PREVIOUSLY EXISTING MORTGAGES PAYABLE TO NATIONAL EXCHANGE BANK & TRUST MIKE HIERL, A CURRENT BOARD MEMBER AND CURRENT PRESIDENT, IS THE PRESIDENT OF HIERL INSURANCE HE IS THE CURRENT INSURANCE BROKER FOR THE YMCA THERE WAS \$47,189 PAID IN 2019 FOR INSURANCE

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.

OMB No 1545-0047

2019

Open to Public Inspection

Department of the Treasury

Name of the organization

YOUNG MENS CHRISTIAN ASSOCIATION OF FOND DU LAC WI INC

Employer identification number

39-0806436

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part III, Line 4d Description of other program services	<p>(Expenses \$ 131,791 including grants of \$)(Revenue \$ 465,501) FOURTH ACCOMPLISHMENT THE GENEROSITY OF OTHERS IS AT THE CORE OF THE Y'S EXISTENCE AS A NONPROFIT ORGANIZATION IT IS ONLY THROUGH THE SUPPORT OF HUNDREDS OF VOLUNTEERS AND DONORS THAT THE Y IS ABLE TO SUPPORT AND GIVE BACK TO OUR COMMUNITY THE 2019 ANNUAL SUPPORT DRIVE CONTINUED TO BE STRONG AS OVER \$264,312 WAS RAISED THE YMCA'S FINANCIAL ASSISTANCE PROGRAM IS SUPPORTED BY INDIVIDUALS, FAMILIES, BUSINESSES, AND FOUNDATIONS WHO CONTRIBUTE TO THE ASSOCIATION'S ANNUAL SUPPORT CAMPAIGN THE YMCA OF FOND DU LAC BELIEVES IN PROVIDING MEMBERSHIP AND PROGRAM SERVICES TO ALL WHO DESIRE TO PARTICIPATE IN THE YMCA THERE ARE APPROXIMATELY 5,800 MEMBERSHIP UNITS AND NEARLY 11,500 MEMBERS AT THE Y A TOTAL OF APPROXIMATELY \$183,000 WAS PROUDLY GIVEN IN SCHOLARSHIP ASSISTANCE FOR MEMBERSHIPS AND PROGRAM ENROLLMENTS IN TOTAL, OVER 490 MEMBERSHIP SCHOLARSHIPS WERE AWARDED IN 2019 THE Y IS STRIVING TO DEVELOP A CULTURE OF PHILANTHROPY AMONGST ITS MEMBERS AND THE COMMUNITY NOW THAT THE Y HAS BEEN IN ITS RENOVATED FACILITY FOR 10 YEARS, ITS SPHERE OF INFLUENCE HAS DRAMATICALLY INCREASED THE Y HAS A SPIRITUAL NOURISHMENT COMMITTEE THAT HAS WORKED TO SPONSOR THE NATIONAL DAY OF PRAYER, AS WELL AS MONTHLY PROGRAMS, BIBLE STUDIES, ETC IN COLLABORATION WITH THE SCHOOL DISTRICTS, LOCAL UNIVERSITY, BOYS/GIRLS CLUB, HEALTH CARE PROVIDERS, ADVOCAP, UNITED WAY, AND LOCAL GOVERNMENT, THE Y WORKS TO BE A GREAT COMMUNITY PARTNER IN MAKING FOND DU LAC A HAPPY AND HEALTHIER PLACE TO LIVE AND WORK IN COLLABORATION WITH THE ARC OF FOND DU LAC, THE FOND DU LAC YMCA EXTENDED THE OFFERINGS TO INCLUDE SWIMMING PROGRAMS, YOUNG ATHLETES AND BASKETBALL SPACE TO PHYSICALLY AND MENTALLY CHALLENGED YOUTH OF THE AREA THE YMCA HAS ACTIVELY ENGAGED AND EXPANDED VOLUNTEER OPPORTUNITIES THE YMCA ACTIVELY SUPPORTS OTHER NONPROFIT ORGANIZATIONS THROUGH PROGRAM ASSISTANCE AND MEMBERSHIP SUPPORT SOME OF THE GROUPS ASSISTED INCLUDE BIG BROTHERS/BIG SISTERS, ARC OF FOND DU LAC, SPECIAL OLYMPICS, ABUSE SHELTERS, HABITAT FOR HUMANITY, AND LOCAL SCHOOL DISTRICTS THE YMCA IS A KEY CONTRIBUTOR TO COMMUNITYWIDE PROGRAM "HEALTHY FOND DU LAC COUNTY 2020"</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 6 Classes of members or stockholders	THE FOND DU LAC YMCA HAS MEMBERS WHO JOIN AND ENJOY THE BENEFITS THE YMCA HAS TO OFFER

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 7a Members or stockholders electing members of governing body	THERE IS AN ANNUAL MEETING OF THE VOTING MEMBERS (BOARD OF DIRECTORS) WHERE THEY REVIEW THE WORK OF THE YMCA DURING THE PAST YEAR, RECOGNIZE VOLUNTEERS, AND ELECT NEW BOARD MEMBERS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 7b Decisions requiring approval by members or stockholders	BESIDES THE ANNUAL MEETINGS THE BOARD OF DIRECTORS MAY HOLD A BI-MONTHLY MEETING TO ADDRESS MAJOR ISSUES THAT NEED BOARD APPROVAL THERE MAY ALSO BE EMERGENCY MEETINGS IF DEEMED APPROPRIATE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 11b Review of form 990 by governing body	The Finance Committee and CEO are able to review the form, and is available to any Board member who wishes to see it. Our auditor presents our financial statements to the Finance Committee, reflecting these results.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 12c Conflict of interest policy	Board members are to sign and review policy annually

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15a Process to establish compensation of top management official	The Executive Committee determines the CEO compensation with guidelines from HR as well as the YMCA of the USA guidelines. These guidelines are standardized based on Midwest location as well as comparably sized YMCAs. Our Human Resources Director and CEO determine the key employees' compensation, based on performance and budget. Our HR committee reviews this information.

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 15b Process to establish compensation of other employees	ALL OTHER EMPLOYEES ARE HIRED BY THE EXECUTIVE DIRECTOR AND THE EXECUTIVE DIRECTOR MAKES THE DECISION ON COMPENSATION AND BENEFITS FOR THESE INDIVIDUALS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Required documents available to the public	AVAILABLE UPON REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VIII, Line 2f Other Program Service Revenue	- Total Revenue , Related or Exempt Function Revenue , Unrelated Business Revenue , Revenue Excluded from Tax Under Sections 512, 513, or 514 , - Total Revenue , Related or Exempt Function Revenue , Unrelated Business Revenue , Revenue Excluded from Tax Under Sections 512, 513, or 514 ,

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990 Organization's Mission	THE MISSION OF THE YMCA IS TO PUT CHRISTIAN PRINCIPLES INTO PRACTICE THROUGH PROGRAMS THAT BUILD A HEALTHY SPIRIT, MIND, AND BODY FOR ALL AT THE Y, STRENGTHENING COMMUNITY IS OUR CAUSE WE BELIEVE THAT LASTING PERSONAL AND SOCIAL CHANGE CAN ONLY COME ABOUT WHEN WE ALL WORK TOGETHER TO INVEST IN OUR KIDS, OUR HEALTH, AND OUR NEIGHBORS THAT'S WHY WE FOCUS OUR WORK IN THREE AREAS YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990 , Part VI, Line 7B Decisions Subject to Approval of Members	BESIDES THE ANNUAL MEETINGS THE BOARD OF DIRECTORS MAY HOLD A BI-MONTHLY MEETING TO ADDRESS MAJOR ISSUES THAT NEED BOARD APPROVAL THERE MAY ALSO BE EMERGENCY MEETINGS IF DEEMED APPROPRIATE

990 Schedule O, Supplemental Information

Return Reference	Explanation
Part 990, Part VI, Line 15B Compensation Process for Officers	ALL OTHER EMPLOYEES ARE HIRED BY THE EXECUTIVE DIRECTOR AND THE EXECUTIVE DIRECTOR MAKES THE DECISION ON COMPENSATION AND BENEFITS FOR THESE INDIVIDUALS

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 19 Governing Documents Disclosure Explanation	AVAILABLE UPON REQUEST