

**SCHEDULE O  
(Form 990)**

Department of Treasury Internal Revenue Service

**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](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2023**

Open to Public Inspection

Name of the Organization  
**YOUNG MEN'S CHRISTIAN ASSOCIATION OF NORTHWEST NORTH CAROLINA (4626)**

Employer Identification Number  
**56-0530015**

| Return Reference - Identifier                              | Explanation  |
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| <p>FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION</p> | <p>MISSION: HELPING ALL PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND AND BODY.</p> <p>VISION: THRIVING COMMUNITIES OF HEALTHY, KIND AND LOVING PEOPLE.</p> <p>VALUES: WE INTENTIONALLY INCORPORATE THE VALUES OF CARING HONESTY, RESPECT, RESPONSIBILITY, AND FAITH INTO EVERY YMCA PROGRAM WE OFFER. IT IS OUR HOPE THAT THESE VALUES WILL HELP PROMOTE A FIRM MORAL AND ETHICAL FOUNDATION IN THE LIVES OF PARTICIPANTS.</p> <p>PROFILE: THE YOUNG MEN'S CHRISTIAN ASSOCIATION OF NORTHWEST NORTH CAROLINA IS AN ASSOCIATION OF MEN, WOMEN, AND CHILDREN OF ALL AGES, ABILITIES, INCOMES, RACES, AND RELIGIONS. OUR YMCA SERVES ALEXANDER, DAVIE, FORSYTH, IREDELL, STOKES, WILKES, AND YADKIN COUNTIES THROUGH THE DEDICATED EFFORTS OF VOLUNTEERS, MEMBERS, AND STAFF, AND PROVIDES PROGRAMS THAT PROMOTE YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY. THE YMCA OF NORTHWEST NORTH CAROLINA IS COMPOSED OF 12 FACILITY BRANCHES, TWO EXPRESS LOCATIONS, TWO NON-FACILITY BRANCHES, A RESIDENT CAMP, AND AN ADMINISTRATIVE OFFICE.</p> <p>AREAS OF FOCUS: THE Y STRIVES TO STRENGTHEN THE FOUNDATIONS OF THE COMMUNITIES WE SERVE THROUGH PROGRAMS AND SERVICES THAT PROMOTE YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY.</p> <p>MEMBERS: IN 2023, THE YMCA OF NORTHWEST NORTH CAROLINA SERVED 160,527 MEMBERS AND PROGRAM PARTICIPANTS. WE WELCOMED THOUSANDS OF INDIVIDUALS TO UTILIZE CHILD CARE, SUMMER CAMP, SWIM LESSONS, MENTORING PROGRAMS, ETC. APPROXIMATELY 14.5% OF ALL MEMBERS AND 6% OF PROGRAM PARTICIPANTS RECEIVED DIRECT CHARITABLE FINANCIAL SCHOLARSHIPS VALUED AT \$1.8 MILLION.</p> <p>DONORS: THE YMCA'S ANNUAL IMPACT FUND RECEIVED A CHARITABLE CONTRIBUTION FROM 3,813 INDIVIDUALS. THE ASSOCIATION RAISED \$2,647,511 IN SUPPORT OF THE Y'S COMMUNITY BENEFIT OF \$3.5 MILLION WHICH INCLUDES THE DIRECT FINANCIAL SCHOLARSHIP PROGRAM - OPEN DOORS - AND MANY FREE PROGRAMS. THE TOTAL DOLLARS RAISED INCLUDES SPECIAL EVENTS HELD SPECIFICALLY FOR THE PURPOSE OF THE CAMPAIGN.</p> <p>VOLUNTEERS: OUR VOLUNTEERS PLAY A CRITICAL ROLE IN THE SUCCESS OF THE YMCA. IN 2023, 3,019 INDIVIDUALS VOLUNTEERED IN A VARIETY OF CAPACITIES AT THE YMCA. FROM YOUTH SPORTS COACHES AND LITERACY TUTORS TO MENTORS TO TEENS AND BOARD/COMMITTEE MEMBERS, OUR VOLUNTEERS HELPED DELIVER OUR MISSION EACH AND EVERY DAY. VOLUNTEERS GAVE AN ESTIMATED 30,221 HOURS IN SERVICE TO THE Y, WITH AN ESTIMATED VALUE OF \$906,630.</p> <p>FINANCIAL SCHOLARSHIP POLICY: AT THE HEART OF THE YMCA MISSION IS OUR SERVICE TO THOSE IN OUR COMMUNITY WHO ARE IN NEED OF Y'S PROGRAMS AND MEMBERSHIP. THE YMCA TURNS NO ONE AWAY DUE TO AN INABILITY TO PAY A PROGRAM OR MEMBERSHIP FEE. OUR OPEN DOORS PROGRAM ALLOWS INDIVIDUALS AND FAMILIES TO ACCESS YMCA MEMBERSHIP AND PROGRAMS ON A SLIDING-FEE SCALE THAT IS DESIGNED TO RESPOND TO INDIVIDUAL CIRCUMSTANCES (E.G. WHEN A PARENT LOSES HIS/HER JOB, WHEN MEDICAL BILLS BECOME OVERWHELMING, WHEN LIVING ON A FIXED-INCOME, ETC.). APPLICATIONS AND AWARDS OF FINANCIAL SCHOLARSHIPS ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE, I.E. HAVE CIRCUMSTANCES CHANGED FOR THE RECIPIENT. DURING 2023, 13,140 NEIGHBORS IN NEED BENEFITED FROM OPEN DOORS FINANCIAL SCHOLARSHIPS FOR MEMBERSHIP AND PROGRAMS.</p> <p>COMMUNITY BENEFIT: AT THE Y, WE MAKE AN IMPACT IN OUR COMMUNITIES BY FOCUSING ON THREE KEY AREAS: YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY. THROUGH OUR INVESTMENT IN OUR KIDS, OUR HEALTH, AND OUR NEIGHBORS, WE IMPROVE LIFE FOR ALL. IN 2023, OUR Y PROVIDED \$3.5 MILLION IN CHARITABLE ASSISTANCE, SCHOLARSHIPS, SUBSIDIZED AND FREE PROGRAMS TO MEMBERS AND PROGRAM PARTICIPANTS THROUGH UTILIZATION OF ANNUAL IMPACT FUND SUPPORT AND GRANTS.</p> <p>THE YMCA'S EFFORTS TO STRENGTHEN THE FOUNDATIONS OF THE COMMUNITIES WE SERVE ARE ENHANCED THROUGH COLLABORATIONS WITH OTHER COMMUNITY-SERVING GROUPS, A PARTIAL LIST OF WHICH INCLUDES:</p> <p>AGE FRIENDLY FORSYTH<br/>AMERICAN CANCER SOCIETY<br/>AMERICAN RED CROSS<br/>BIG BROTHERS/BIG SISTERS<br/>BOY/GIRL SCOUTS OF AMERICA<br/>BRENNER FIT<br/>CANCER SERVICES<br/>CHURCHES &amp; PUBLIC LIBRARIES<br/>CITY/COUNTY PLANNING<br/>CIVITAN INTERNATIONAL<br/>COMMUNITY HEALTH DEPARTMENTS<br/>CROSBY SCHOLARS</p> |

| Return Reference - Identifier | Explanation  |
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|                               | DEPARTMENT OF JUVENILE JUSTICE<br>DEPARTMENT OF SOCIAL SERVICES<br>ENRICHMENT CENTER<br>FORSYTH COUNTY DEPARTMENT OF PUBLIC HEALTH<br>FAMILY SERVICES OF FORSYTH COUNTY<br>FORSYTH TECHNICAL COMMUNITY COLLEGE<br>FORSYTH PROMISE<br>GOODWILL INDUSTRIES<br>HISPANIC LEAGUE OF THE PIEDMONT TRIAD<br>KIWANIS INTERNATIONAL<br>LOCAL CHAMBERS OF COMMERCE & BUSINESSES<br>MENTAL HEALTH ASSOCIATION OF FORSYTH COUNTY, INC.<br>NEXT STEP MINISTRIES<br>NOVANT HEALTH/FORSYTH MEDICAL CENTER<br>PARKS & RECREATION DEPARTMENTS<br>PUBLIC AND PRIVATE SCHOOLS<br>ROTARY INTERNATIONAL<br>SECOND HARVEST FOOD BANK<br>UNITED FUND OF STOKES COUNTY<br>UNITED FUND OF YADKIN COUNTY<br>UNITED WAY OF ALEXANDER COUNTY<br>UNITED WAY OF DAVIE COUNTY<br>UNITED WAY OF FORSYTH COUNTY<br>UNITED WAY OF IREDELL COUNTY<br>UNITED WAY OF WILKES COUNTY<br>WAKE FOREST BAPTIST HEALTH<br>WAKE FOREST UNIVERSITY<br>WILKES REGIONAL MEDICAL CENTER<br>WINSTON-SALEM DASH<br>WINSTON-SALEM POLICE DEPARTMENT<br>WINSTON-SALEM STATE UNIVERSITY |

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| FORM 990, PART III, LINE 4A - HEALTHY LIVING | <p>1. THE TIME-HONORED YMCA TRIANGLE HOLDS SPIRIT, MIND, AND BODY IN EQUAL MEASURE. A DIVERSE RANGE OF HEALTH AND FITNESS PURSUITS FOR ALL INTERESTS AND ACTIVITY LEVELS ENCOURAGE ALL TO REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND, AND BODY. YMCA WELLNESS PROGRAMS HELP PARTICIPANTS ACHIEVE THIS UNITY THROUGH PROMOTION OF EXERCISE, PROPER NUTRITION, AND EDUCATION. FOCUSED ATTENTION ON MENTAL HEALTH ENSURES THAT INDIVIDUALS ATTAIN A PROPER BALANCE BOTH MENTALLY AND SPIRITUALLY.</p> <p>2. YMCA FACILITIES AFFORD MEMBERS A WIDE RANGE OF WELLNESS ACTIVITIES, INCLUDING GROUP EXERCISE, CLASSES, STRENGTH TRAINING, PERSONAL FITNESS, CYCLING, AQUATIC PROGRAMS, AND OTHER FITNESS CLASSES, SUCH AS PICKLEBALL. HEALTHY EXERCISE HABITS FORM MOST READILY WHEN INDIVIDUALS DISCOVER ACTIVITIES WHICH ARE FUN AND CHALLENGING. TRAINED STAFF ON OUR Y TEAM CONNECT OUR MEMBERS WITH OPTIONS THAT OFFER HEALTHY BENEFITS, HELPING THEM LIVE LONGER, HEALTHIER, MORE FULFILLING LIVES.</p> <p>3. GROUP EXERCISE CLASSES ARE A STAPLE OF THE YMCA EXPERIENCE. NOT ONLY DO PARTICIPANTS ENGAGE IN A GREAT WORKOUT, THEY FIND NEW FRIENDS AND GAIN MOTIVATION TO FOCUS ON THEIR FITNESS. ENTHUSIASTIC, CERTIFIED INSTRUCTORS LEAD AN EXPANSIVE OFFERING OF CLASSES, RANGING FROM BOOT CAMP TO YOGA TO GROUP EXERCISE, ALL OF WHICH PROVIDE PHYSICAL CHALLENGE AND THE ACCOMPANYING PSYCHOLOGICAL BENEFITS OF REGULAR EXERCISE.</p> <p>4. ADULT CANCER SURVIVORS FIND ENGAGEMENT AND SUPPORT THROUGH THE LIVESTRONG AT THE YMCA PROGRAM. THE EVIDENCE-BASED, 12-WEEK PROGRAM COUPLES PHYSICAL ACTIVITY WITH A WELL-BEING FOCUS TO HELP PARTICIPANTS ACHIEVE HOLISTIC HEALTH GOALS. NOT ONLY DOES THIS PROGRAM BENEFIT THE INDIVIDUAL CANCER SURVIVOR, IT MINISTERS TO THE FAMILY AS WELL BY PROVIDING A FREE Y MEMBERSHIP TO THE ENTIRE FAMILY FOR THE SESSION'S DURATION. IN 2023, WE WERE ABLE TO SERVE 68 PARTICIPANTS IN A SAFE, IN-PERSON ENVIRONMENT.</p> <p>5. THE YMCA'S DIABETES PREVENTION PROGRAM (YDPP) UTILIZES BEHAVIORAL CHANGE TO HELP PARTICIPANTS REDUCE THEIR LIKELIHOOD OF CHRONIC DISEASE. ADULTS AT HIGH RISK OF DEVELOPING TYPE 2 DIABETES REDUCE THEIR RISK FOR THE DISEASE BY TAKING STEPS TO IMPROVE THEIR HEALTH AND WELL-BEING. PARTICIPANTS ENGAGE IN A SMALL-GROUP TO LEARN ABOUT HEALTHY EATING AND INCREASED PHYSICAL ACTIVITY TO REDUCE THEIR RISK FOR DEVELOPING DIABETES. THE EVIDENCE-BASED PROGRAM, OFFERED IN BOTH ENGLISH AND SPANISH, SPANS 12-MONTHS WITH 16 WEEKLY SESSIONS FOLLOWED BY MONTHLY MAINTENANCE. IT IS CLASSROOM BASED AND CAN BE DELIVERED BOTH IN-PERSON AND VIRTUALLY. GOALS INCLUDE REDUCTION OF BODY WEIGHT BY 5-7% AND PARTICIPATION IN 150 MINUTES OF PHYSICAL ACTIVITY PER WEEK. PARTICIPANTS MUST BE AT LEAST 18 YEARS OF AGE, OVERWEIGHT WITH A BMI OF &gt; 25, AND AT HIGH RISK OF DEVELOPING TYPE 2 DIABETES OR A CURRENT DIAGNOSIS OF BEING PREDIABETIC. THE YMCA'S DIABETES PREVENTION PROGRAM IS NATIONALLY SUPPORTED BY THE DIABETES PREVENTION AND CONTROL ALLIANCE AND THE CENTERS FOR DISEASE CONTROL AND PREVENTION. DURING 2023, 41 UTILIZED THIS LIFE-CHANGING PROGRAM, OFFERED BOTH IN-PERSON AND VIRTUALLY.</p> <p>6. LIFESTYLE 360 IS AN 8-WEEK COMPREHENSIVE WEIGHT LOSS PROGRAM. THE PROGRAM IS DESIGNED TO MOTIVATE AND GUIDE PARTICIPANTS IN THEIR JOURNEY TO ESTABLISH HEALTHY NEW HABITS THAT SUPPORT SUSTAINABLE WEIGHT LOSS. PARTICIPANTS RECEIVE ROUTINE COMMUNICATION AND ARE HIGHLY ENCOURAGED IN THIS SMALL GROUP SETTING TO IMPLEMENT NEWLY LEARNED STRATEGIES THAT PROMOTE LIFELONG CHANGES AROUND MANAGING THEIR WEIGHT. DURING 2023, 76 PARTICIPANTS EXPERIENCED THIS LIFE-CHANGING PROGRAM.</p> <p>7. ADULT SPORTS LEAGUES POSTED A ROBUST RETURN IN 2023. FROM BASKETBALL AND VOLLEYBALL TO KICKBALL AND DODGEBALL, 214 ADULTS FOUND FUN WAYS TO STAY HEALTHY AND ACTIVE. THE OPPORTUNITY OF ENJOYING TEAMWORK, SOCIALIZATION AND PHYSICAL ACTIVITY WHILE ENGAGING IN FRIENDLY COMPETITION HAS ATTRACTED MEN AND WOMEN OF ALL AGES AND SKILL LEVELS TO OUR LEAGUES.</p> <p>8. MOVING FOR BETTER BALANCE (MFBB) IS A FALL PREVENTION PROGRAM WHICH HELPS SENIOR ADULTS DEFY THE LIMITATIONS OF IMPAIRED BALANCE AND DECREASED MOBILITY. MFBB IS A 12-WEEK EVIDENCE-BASED, INSTRUCTOR-LED GROUP PROGRAM THAT HELPS PARTICIPANTS IMPROVE THEIR STRENGTH, BALANCE, FLEXIBILITY, AND MOBILITY THROUGH SLOW, THERAPEUTIC MOVEMENTS BASED ON TAI CHI. IN 2023, 71 INDIVIDUALS WERE SERVED THROUGH THIS PROGRAM.</p> <p>9. THE Y APPEALS TO A BROAD CROSS-SECTION OF OUR COMMUNITY TO SET AND ACHIEVE PHYSICAL FITNESS GOALS THROUGH YMCA RACES AND TRIATHLON EVENTS. THESE EVENTS ARE OPEN TO THE COMMUNITY AND SUPPORT FINANCIAL SCHOLARSHIPS. THE 40TH ANNUAL YMCA MISTLETOE RUN ATTRACTED 3,284 RUNNERS, WITH 685 PARTICIPANTS IN THE FUN RUN, 1,827 COMPETITORS IN THE 5K AND 772 RUNNERS IN THE HALF MARATHON. THE RACE SUPPORTS THE Y'S EFFORTS TO FIGHT CHILDHOOD OBESITY IN OUR COMMUNITY, WHERE 41% OF CHILDREN IN FORSYTH COUNTY ARE CONSIDERED OVERWEIGHT OR OBESE - MORE THAN TWICE THE NATIONAL AVERAGE. THE RACE, HELD IN DECEMBER AT THE WILLIAM G. WHITE, JR. FAMILY YMCA NEAR DOWNTOWN WINSTON-SALEM, IS A LONGSTANDING COMMUNITY EVENT POPULAR AMONG FAMILIES, FIRST-TIME RUNNERS, WALKERS, AND SERIOUS ATHLETES ALIKE.</p> <p>10. THE YMCA PROVIDES KID ZONE (CHILD WATCH SERVICES FOR CHILDREN AGES 3 MONTHS-5 YEARS) SO THAT PARENTS AND OLDER SIBLINGS MAY PARTICIPATE IN YMCA HEALTH AND WELLNESS ACTIVITIES. PARENTS TAKE ADVANTAGE OF THE FREEDOM TO EXERCISE IN ANY AREA OF THE BUILDING, TAKE GROUP EXERCISE CLASSES, AND SOCIALIZE WITH FRIENDS WHILE BEING ASSURED THAT THEIR CHILD IS SAFE AND HAVING FUN WITH Y STAFF. THIS RESPITE TO FOCUS ON THEMSELVES ALLOWS PARENTS TO RETURN TO THEIR FAMILIES REFRESHED, ENERGIZED, AND BETTER ABLE TO SUPPORT AND LOVE THEIR FAMILIES.</p> |

| Return Reference - Identifier                            | Explanation  |
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| FORM 990, PART III, LINE 4A - HEALTHY LIVING (CONTINUED) | <p>11. THE ACTIVE OLDER ADULT PROGRAM ALLOWS SENIORS TO DEVELOP AN ACTIVE, HEALTH CONSCIOUS SOCIAL CIRCLE OF FRIENDS AND PARTICIPANTS. REGULAR EXERCISE AND FREQUENT SOCIAL INTERACTION ARE KEY TO INCREASING LONGEVITY AND QUALITY OF LIFE. OFFERING EVERYTHING FROM PUZZLES AND CARD GAMES TO PICKLE BALL AND GROUP EXERCISE, OUR YS ARE A HUB OF ACTIVITY YIELDING REWARDS SUCH AS INCREASED CONNECTIVITY AND IMPROVED PHYSICAL HEALTH. FITNESS CLASSES DEVELOPED ESPECIALLY FOR OLDER ADULTS ARE ALSO AVAILABLE. DURING 2023, ALMOST 18,000 SENIOR, SILVER SNEAKERS, SILVER &amp; FIT, RENEW ACTIVE AND ACTIVE OLDER ADULT MEMBERS MET NEW FRIENDS, MAINTAINED THEIR HEALTH, AND IMPROVED THEIR MENTAL HEALTH AT OUR BRANCHES.</p> <p>SWIM, SPORTS &amp; PLAY</p> <p>1. TEAM SPORTS ARE A CORE OF OUR PROGRAMMING FOR MEMBERS AND POTENTIAL MEMBERS, BOTH ADULT AND YOUTH, ALIKE. IN 2023, THE YOUTH BASKETBALL PROGRAM HAD 2,827 BOYS AND GIRLS UNDER THE AGE OF 18 PARTICIPATE. EACH CHILD PLAYED A MINIMUM OF ONE-HALF OF EACH GAME WITH A VALUES SESSION CONDUCTED BEFORE EACH GAME. OTHER TEAM SPORTS INCLUDE YOUTH SOCCER 2,152, FLAG FOOTBALL 741, YOUTH BASEBALL/T-BALL 559, AND VOLLEYBALL 512. OUR YOUTH TEAMS ARE LED BY VOLUNTEER COACHES, WHO HELP PARTICIPANTS HAVE FUN WHILE LEARNING A SPORT IN AN ENVIRONMENT THAT DOES NOT PLACE PRIMARY FOCUS ON WINNING. PARENTS AND VOLUNTEERS WORK TOGETHER TO MAKE EACH SEASON SPECIAL FOR EVERY TEAM MEMBER.</p> <p>2. YOUTH AND ADULTS (AGES 6 MONTHS THROUGH SENIOR CITIZENS) GAIN AQUATIC SKILLS THROUGH PARTICIPATION IN SWIM LESSONS. SWIMMING IS A VITAL SKILL FOR ALL AGES, SINCE IT PROVIDES A LIFE-LONG ACTIVITY THAT IMPROVES HEALTH AND FITNESS WHILE ENSURING THAT FAMILIES AND CHILDREN ARE SAFE IN AND AROUND THE WATER. IN 2023, WE PROVIDED 5,343 SWIM LESSONS TO YOUTH AND FAMILIES.</p> <p>3. DEVELOPMENTAL AND COMPETITIVE SWIMMING PROVIDES ACTIVITIES FOR SWIMMERS FROM FOUR YEARS OLD TO ADULT THROUGH OUR SWIM TEAM, TYDE. THIS PROGRAM NOT ONLY IMPROVES PHYSICAL FITNESS AND ENHANCES AQUATIC SKILLS, BUT ALSO TEACHES THE IMPORTANCE OF TEAMWORK, GOAL ORIENTATION AND TIME MANAGEMENT. IN 2023, OVER 1,000 SWIMMERS WERE DIRECTLY INVOLVED WITH OUR YEAR-ROUND YMCA SWIM TEAM. OUR YMCA SWIMMERS PARTICIPATED IN YMCA AND USA SWIMMING NATIONAL EVENTS. YMCA AQUATIC FACILITIES ARE ALSO UTILIZED BY AREA HIGH SCHOOL SWIM TEAMS FOR PRACTICES AND COMPETITIONS, INCLUDING THE 4-A CPC CONFERENCE CHAMPIONSHIPS.</p> <p>4. IN 2023, THE ASSOCIATION RECEIVED GRANT FUNDING FOR OUR SAFETY AROUND WATER PROGRAM THROUGH THE YMCA OF THE USA, UNITED WAY AND SEVERAL PRIVATE MAJOR DONORS. THIS FUNDING PROVIDED SAFETY AND LEARN-TO-SWIM PROGRAMMING FOR OVER 500 YOUTH ACROSS OUR SERVICE AREA.</p> <p>5. CLASSES ARE AVAILABLE THROUGHOUT THE YEAR TO ENHANCE AQUATIC SAFETY FOR THOSE WHO WISH TO SERVE AS LIFEGUARDS. THIS TRAINING PROVIDES OPPORTUNITIES FOR INDIVIDUALS TO FURTHER DEVELOP AQUATIC SAFETY SKILLS FOR YMCAS, LOCAL POOLS AND HOMEOWNERS' ASSOCIATIONS.</p> <p>6. OUR DIFFERENTLY ABLED PATRONS ALSO BENEFIT FROM OUR AQUATIC ENVIRONMENTS. THOSE WITH PHYSICAL AND PSYCHOLOGICAL CHALLENGES THRIVE WHEN OFFERED THE OPPORTUNITY TO ENGAGE IN STRUCTURED SWIMMING. WE PARTNER WITH OTHER AGENCIES AND SCHOOLS TO PROVIDE ACCESS TO THESE ACTIVITIES. FROM INDIVIDUALS WITH AUTISM TO THOSE WITH PHYSICAL IMPAIRMENT, ALL ARE WELCOMED TO OUR AQUATIC ENVIRONMENT TO LEARN AND GROW FROM THEIR EXPERIENCES. WE HAVE MANY PARTICIPANTS IN OUR YMCAS THAT ALSO ENGAGE IN SPECIAL OLYMPICS AND THE PIEDMONT PLUS SENIOR GAMES.</p> <p>7. WARM WATER RECREATIONAL ACTIVITIES/EXERCISES ARE EXCELLENT SOURCES OF ACTIVITY FOR THOSE RECOVERING FROM SEVERE PHYSICAL IMPAIRMENTS. WARM WATER ACTIVITIES ALSO IMPROVE RANGE OF MOTION AND JOINT MOBILITY FOR PEOPLE WITH ARTHRITIS OR SENIOR CITIZENS WHO WISH TO IMPROVE THEIR LEVEL OF FITNESS, AS WELL AS AIDING IN SOCIALIZATION OPPORTUNITIES.</p> <p>8. SPORTS, SWIMMING AND EXPOSURE TO WATER SAFETY ARE FUNDAMENTAL TO HEALTHY CHILD DEVELOPMENT. YMCA PROGRAMS ARE DESIGNED TO ATTRACT PEOPLE OF ALL AGES, ALL ABILITIES AND ALL INCOMES. OUR FINANCIAL SCHOLARSHIP PROGRAM HELPS ENSURE THAT ALL PEOPLE CAN GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL. DURING TIMES OF FINANCIAL STRUGGLE ARE OFTEN WHEN PEOPLE NEED A PLACE TO BELONG, RELIEVE STRESS IN A SUPPORTIVE, HEALTHY ENVIRONMENT, AND MAINTAIN THE BEST POSSIBLE HEALTH. OUR FINANCIAL SCHOLARSHIP PROGRAM OPENS DOORS TO YOUNG AND OLD, ENSURING ALL CAN TAKE ADVANTAGE OF THE Y'S LIFE-CHANGING EXPERIENCES.</p> |

| Return Reference - Identifier                          | Explanation   |
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| <p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT</p> | <p><b>CHILD CARE</b></p> <p>1. OUR BEFORE/AFTER AND OUT OF SCHOOL PROGRAMS PROVIDING CHILD CARE FOR CHILDREN AGES 5-15 MEET THE NEEDS OF WORKING FAMILIES THROUGHOUT THE SCHOOL YEARS. PROGRAMS INCLUDE SPORTS, GROUP GAMES, VALUES EDUCATION, ASSET DEVELOPMENT, HEALTHY SNACKS AND TUTORING WHILE SERVING 2,713 YOUTH (138 BEFORE SCHOOL AND 2,260 AFTER SCHOOL, 315 IN BOTH PROGRAMS) FROM 55 SCHOOLS AT 28 SCHOOL SITES, AND 8 YMCA BRANCHES.</p> <p>2. IN 2023, THE YMCA PROVIDED A NUTRITIOUS SNACK TO CHILDREN IN 20 PRIMARILY AT-RISK AFTERSCHOOL CARE SITES. DURING BOTH BEFORE AND AFTER SCHOOL ACADEMIES, THE Y SERVED APPROXIMATELY 48,658 SNACKS AND 24,326 MEALS THROUGH FUNDING FROM THE NCDHHS CHILD AND ADULT CARE FOOD PROGRAM. IN ADDITION TO THE HEALTHY SNACK, THE KIDS ALSO PARTICIPATED IN PHYSICAL ACTIVITIES AND HEALTHY LIFESTYLE TUTORING.</p> <p>3. YMCA PROGRAMS ARE DESIGNED TO HELP CHILDREN REACH THEIR FULL POTENTIAL IN A SAFE, SUPPORTIVE ENVIRONMENT REGARDLESS OF THEIR FAMILY'S CIRCUMSTANCES. FINANCIAL SCHOLARSHIP POLICIES HELP ALL PEOPLE GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL.</p> <p><b>EDUCATION &amp; LEADERSHIP</b></p> <p>1. EDUCATORS NOW FACE THE TASK OF HELPING CHILDREN REBOUND FROM THE DISTINCT DECLINE IN ACADEMIC PERFORMANCE FOLLOWING THE YEARS OF REMOTE LEARNING. OUR YMCA SUMMER LEARNING ACADEMY ADDRESSES BOTH THE SUMMER LEARNING LOSS AND DECLINES FROM REMOTE LEARNING. CHILDREN ARE STRUGGLING TO CATCH UP, AND THOSE STUDENTS FROM FAMILIES LACKING ADEQUATE RESOURCES FACE MORE CHALLENGES IN THEIR ACADEMIC PROGRESS. KEY AREAS SUCH AS READING AND MATH ARE PREDICTORS OF FUTURE ACADEMIC SUCCESS. IF STUDENTS DO NOT READ ON GRADE LEVEL BY THE END OF THIRD GRADE, THE PROBABILITY THAT THEY WILL GRADUATE HIGH SCHOOL DECREASES DRAMATICALLY. THE YMCA SUMMER LEARNING ACADEMY IS WORKING TO CHANGE THOSE ODDS. IN 2023, 184 ACADEMICALLY AT-RISK CHILDREN ATTENDED THE PROGRAM. THE PROGRAM'S ELEMENTARY CURRICULUM INCLUDES MATH AND READING TUTORING BY CERTIFIED TEACHERS, HEALTH AND WELLNESS INFORMATION ON NUTRITION AND PHYSICAL ACTIVITY, COMPUTER LABS, AND ENRICHMENT COMPONENTS SUCH AS SCIENCE, CHARACTER DEVELOPMENT, THE ARTS AND HUMANITIES, AS WELL AS EDUCATIONAL FIELD TRIPS. AS PART OF THE PROGRAM, PARENTS ATTENDED WEEKLY MEETINGS, OFFERED IN ENGLISH AND SPANISH, WHICH PROVIDED INFORMATION ON FAMILY TOPICS LIKE HOW TO BEST COMMUNICATE WITH TEACHERS OR SUPPORT CHILDREN IN SCHOOL. THE PROGRAM IS AVAILABLE AT NO COST TO FAMILIES. OF THE STUDENTS BOTH PRE- AND POST-TESTED, MORE THAN 80% HAVE INCREASED AND/OR MAINTAINED THEIR GRADE LEVEL IN MATH AND/OR READING.</p> <p>2. THE 21ST CCLC PROGRAM IS AUTHORIZED UNDER TITLE IV, PART B OF THE ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA). THE PROGRAM PROVIDES BEFORE AND AFTER-SCHOOL, WEEKEND, AND SUMMER SCHOOL ACADEMIC ENRICHMENT OPPORTUNITIES FOR CHILDREN ATTENDING LOW-PERFORMING SCHOOLS TO HELP THEM MEET LOCAL AND STATE ACADEMIC STANDARDS IN SUBJECTS SUCH AS READING, MATHEMATICS, AND SCIENCE. IN ADDITION, PROGRAMS MAY PROVIDE ACTIVITIES FOR YOUTH DEVELOPMENT, DRUG AND VIOLENCE PREVENTION, ART, MUSIC, TECHNOLOGY, CHARACTER EDUCATION, COUNSELING, AND RECREATION TO ENHANCE THE PROGRAM'S ACADEMIC COMPONENTS. THE PROGRAM ALSO SUPPORTS A COMPONENT FOR FAMILY LITERACY AND COMMUNITY OUTREACH.</p> <p>DURING 2023, THE Y PROVIDED THREE 21ST CENTURY COMMUNITY LEARNING CENTER PROGRAMS IN WILKES, DAVIE AND YADKIN COUNTIES WITH A FOCUS ON AT-RISK ELEMENTARY AND MIDDLE SCHOOL STUDENTS. THESE 21ST CCLC PROGRAMS SERVED SIX ELEMENTARY AND FIVE MIDDLE SCHOOLS. WILKES COUNTY SERVED A TOTAL OF THREE SITES DURING AFTER-SCHOOL HOURS MONDAY THROUGH FRIDAY WITH AN ENROLLMENT OF APPROXIMATELY 97 STUDENTS THROUGHOUT THE SCHOOL YEAR. THEY ALSO PROVIDED A TEN WEEK SUMMER PROGRAM AT 3 SITES TO APPROXIMATELY 165 ELEMENTARY STUDENTS. DAVIE COUNTY SERVED A TOTAL OF FIVE SITES DURING AFTER-SCHOOL HOURS MONDAY THROUGH FRIDAY WITH AN ENROLLMENT OF APPROXIMATELY 299 STUDENTS THROUGHOUT THE SCHOOL YEAR. THEY ALSO PROVIDED A TEN WEEK SUMMER PROGRAM AT ONE SITE TO APPROXIMATELY 150 ELEMENTARY STUDENTS. YADKIN COUNTY SERVED A TOTAL OF TWO SITES DURING AFTER-SCHOOL HOURS MONDAY THROUGH FRIDAY WITH AN ENROLLMENT OF APPROXIMATELY 97 STUDENTS THROUGHOUT THE YEAR. THEY ALSO PROVIDED A SEVEN WEEK SUMMER PROGRAM AT TWO SITES TO APPROXIMATELY 25 MIDDLE SCHOOL STUDENTS. THE PROGRAM COMPONENTS CONSIST OF HOMEWORK ASSISTANCE AND TUTORING, STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATH) ACTIVITIES, A HEALTHY SNACK, PHYSICAL FITNESS, HEALTH EMPHASIS, ENRICHMENT, AND FAMILY NIGHTS. THE PROGRAM AIMS TO LOWER THE ACHIEVEMENT GAP, REDUCE DISCIPLINARY ACTIONS AND INVOLVEMENT IN JUVENILE CRIME, IMPROVE SCHOOL ATTENDANCE, INCREASE PARENTAL INVOLVEMENT, IMPROVE HEALTH AND NUTRITION PRACTICES, FOCUS ON SOCIAL AND EMOTIONAL NEEDS OF THE STUDENTS AND PROVIDE STRONG CHARACTER DEVELOPMENT OPPORTUNITIES.</p> |

| Return Reference - Identifier                                      | Explanation  |
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| <p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT (CONTINUED)</p> | <p>3. OUR YOUTH &amp; GOVERNMENT (YAG) PROGRAM INTRODUCES LOCAL HIGH SCHOOL STUDENTS TO THE LEGISLATIVE PROCESS OF CITY, COUNTY, STATE, NATIONAL, AND INTERNATIONAL GOVERNMENTS THROUGH A HANDS-ON APPROACH. PROGRAMS SUCH AS YOUTH LEGISLATURE (CULMINATING WITH A WEEKEND TRIP TO THE STATE CAPITAL IN RALEIGH WHERE THE STUDENTS AUTHOR, INTRODUCE AND VOTE TO ACCEPT OR REJECT BILLS OF THEIR OWN CREATION), CONFERENCE ON NATIONAL AFFAIRS, AND MODEL UNITED NATIONS ENABLE YOUNG PEOPLE TO PREPARE FOR MORAL AND POLITICAL LEADERSHIP THROUGH TRAINING IN THE THEORY AND PRACTICE OF DEVELOPING PUBLIC POLICY. STUDENTS SHARPEN THEIR LEADERSHIP SKILLS AND IMPROVE THEIR PROBLEM SOLVING AND CRITICAL THINKING ABILITIES WHILE BECOMING MORE ADEPT AT DEBATING AND PUBLIC SPEAKING. YOUTH &amp; GOVERNMENT ALSO INCLUDES A MOCK TRIAL AND COURT OF APPEALS. IN EACH OF THESE PROGRAMS, STUDENTS, SPECIFIC TO THEIR ROLE - SUCH AS ATTORNEY, WITNESS, OR JUDGE - TRY A CASE OR PRESENT A CASE TO AN APPELLATE COURT WHERE THEY GET TO ARGUE EACH SIDE OF THE CASE. IN 2023, 143 STUDENTS FROM HIGH SCHOOLS AROUND OUR ASSOCIATION PARTICIPATED IN THESE PROGRAMS. IN ADDITION TO OUR DELEGATIONS RECEIVING SEVERAL RECOGNITION AWARDS, THE DELEGATION FROM CARVER HIGH SCHOOL RECEIVED THE HONOR OF BEST DELEGATION.</p> <p>4. THE BLACK ACHIEVERS PROGRAM GIVES TEENS (9TH - 12TH GRADE) IN FORSYTH COUNTY DIRECT ACCESS TO VOLUNTEER LEADERS (ADULT ACHIEVERS) REPRESENTING BUSINESS AND INDUSTRY, PUBLIC HEALTH AND SAFETY, EDUCATION AND COMMUNITY BASED ORGANIZATIONS. OUR VOLUNTEERS SERVE AS MENTORS WHO EMPHASIZE THE IMPORTANCE OF EDUCATION. THE PROGRAM PROVIDES CAREER EXPLORATION WITH STUDENT ACHIEVERS WORKING WITH ADULT ACHIEVERS TO LEARN ABOUT DIFFERENT CAREER PATHS. COLLEGE PREPARATION IS ENCOURAGED WITH SAT PREPARATION AND COLLEGE TOURS BEING A PART OF THE NINE-MONTH PROGRAM. THE ACHIEVERS PROGRAM SERVED 145 STUDENTS WHO MET MONTHLY AND PARTICIPATED IN WORKSHOPS ONSITE, AS WELL AS, OFF-SITE FIELD TRIPS AND COLLEGE TOURS. GRADUATING STUDENTS COMPETE FOR COLLEGE SCHOLARSHIPS AND AWARDS. DURING 2023, 14 SENIORS RECEIVED SCHOLARSHIPS TOTALING \$25,325. THE ACHIEVERS PROGRAM IS FUNDED BY UNITED WAY OF FORSYTH COUNTY AND OTHER CORPORATE AND ANNUAL IMPACT FUND DONATIONS.</p> <p>5. IN 2023, THE YMCA OF NWNC CONTINUED A TEEN REFERRAL MEMBERSHIP INITIATIVE CALLED REACHING OUR POTENTIAL. THIS PROGRAM PROVIDES STUDENTS AGES 11-18 YEARS OLD IN OUR COMMUNITIES WITH A FREE MEMBERSHIP TO ACCESS THE Y'S FITNESS FACILITIES, GROUP EXERCISE CLASSES, BASKETBALL COURTS AND SWIMMING POOLS. JUST AS IMPORTANTLY, THIS PROGRAM FEATURES INTERACTIONS WITH MENTORS AND ROLE MODELS WHO HELP KEEP YOUNG PEOPLE ENGAGED IN POSITIVE EXPERIENCES IN HEALTHY, SAFE ENVIRONMENTS. THROUGH THE PROVISION OF THIS PROGRAM, WE ARE KEEPING VULNERABLE KIDS OFF THE STREETS WHILE HELPING THEM CULTIVATE THE VALUES, SKILLS, AND RELATIONSHIPS THAT LEAD TO POSITIVE BEHAVIORS, BETTER HEALTH, AND EDUCATIONAL ACHIEVEMENT TO HELP THEM REACH THEIR FULL POTENTIAL. IN 2023, OVER 514 TEENS PARTICIPATED.</p> <p>6. WE REALIZE THAT BY HELPING CHILDREN TODAY, WE BUILD STRONG LEADERS WHO WILL GUIDE OUR COMMUNITIES TOMORROW. THE YMCA'S PROACTIVE APPROACH TO MENTORING AND LEADERSHIP DEVELOPMENT PROGRAMS PROVIDES FINANCIAL SCHOLARSHIPS TO ENSURE THAT ALL KIDS HAVE ACCESS, REGARDLESS OF INCOME LEVEL.</p> <p>CAMPING</p> <p>1. DAY CAMPING PROVIDES FULL DAY RECREATIONAL, EDUCATIONAL AND/OR SPECIALIZED CHILD CARE FOR YOUTH AGES 5 - 13 (14 AND 15 YEAR-OLDS ENTER OUR COUNSELOR-IN-TRAINING (CIT) PROGRAM TO BECOME SUMMER CAMP COUNSELORS AT AGE 16). MULTIPLE DAY CAMP AND SPORTS CAMP SITES ACROSS 7 COUNTIES PROVIDE A VARIETY OF OPPORTUNITIES DURING THE SUMMER FOR GROUP GAMES, SWIMMING, AND ARTS AND CRAFTS. SUMMER ENRICHMENT PROGRAMS ARE A COLLABORATIVE EFFORT WITH LOCAL SCHOOLS AND SUMMER SCHOOL PROGRAMS. OUR SPORTS CAMPS TEACH BASKETBALL, SOCCER, AND VOLLEYBALL SKILLS WHILE EMPHASIZING THE VALUE OF GOOD SPORTSMANSHIP. APPROXIMATELY 4,000 YOUTH WERE SERVED MOST WEEKS THROUGH VARIOUS DAY CAMPING PROGRAMS.</p> <p>2. RESIDENT CAMPING ENABLES KIDS TO NOT ONLY DEVELOP THEIR PHYSICAL WELL-BEING, BUT TO ENGAGE IN A HOLISTIC EXPERIENCE THAT HELPS THEIR MENTAL HEALTH, SOCIALIZATION SKILLS, SPIRITUAL DEVELOPMENT, AND RESPECT FOR THE ENVIRONMENT. IN 2023, SUMMER CAMPER WEEKS (ONE CHILD ATTENDING CAMP FOR ONE WEEK) AT YMCA CAMP HANES TOTALED 2,177. THE GOALS OF THE PROGRAM INCLUDE TEACHING LIFE SKILLS WHILE DEVELOPING AN APPRECIATION OF NATURE AND AN UNDERSTANDING OF POSITIVE GROUP LIVING AND INDEPENDENCE.</p> <p>3. THE CAMP PROGRAMS POSITIVELY IMPACT THE WHOLE PERSON - SPIRIT, MIND AND BODY. THIS FORMATIVE EXPERIENCE BUILDS CONFIDENCE, INCREASED KNOWLEDGE, FRIENDSHIPS, BELONGING, AND AN ENHANCED SENSE OF SELF-WORTH. WITHOUT THE YMCA'S FINANCIAL SCHOLARSHIPS, MANY FAMILIES WOULD NOT BE ABLE TO PROVIDE A CAMP EXPERIENCE FOR CHILDREN-AN EXPERIENCE THAT HELPS KIDS REACH THEIR FULL POTENTIAL.</p> |

| Return Reference - Identifier                              | Explanation   |
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| <p>FORM 990, PART III, LINE 4C - SOCIAL RESPONSIBILITY</p> | <p>1.FINANCIAL SCHOLARSHIP POLICY: THE HEART OF THE YMCA'S MISSION IS TO REACH OUT AND SERVE PEOPLE IN OUR COMMUNITIES WHO ARE IN NEED. THE YMCA STRIVES TO TURN NO ONE AWAY DUE TO AN INABILITY TO PAY A PROGRAM OR MEMBERSHIP FEE. OUR OPEN DOORS PROGRAM ALLOWS INDIVIDUALS AND FAMILIES TO ACCESS YMCA MEMBERSHIP AND PROGRAMS ON A SLIDING-FEE SCALE THAT RESPONDS TO INDIVIDUAL CIRCUMSTANCES (E.G. JOB LOSS, OVERWHELMING MEDICAL BILLS, LIVING ON A FIXED INCOME, ETC.) APPLICATIONS AND AWARDS OF FINANCIAL ASSISTANCE ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE. ADJUSTMENTS CAN BE MADE IF CIRCUMSTANCES HAVE CHANGED FOR THE RECIPIENT. DURING 2023, THE YMCA GLADLY AWARDED \$1,883,233 OF FINANCIAL SCHOLARSHIPS FOR Y PROGRAMS AND MEMBERSHIP FEES TO 13,140 INDIVIDUALS.</p> <p>2.THE Y'S CORE VALUES OF CARING, HONESTY, RESPECT, RESPONSIBILITY AND FAITH INSPIRE US TO ENSURE EVERYONE HAS THE OPPORTUNITY TO REACH THEIR FULL POTENTIAL AND BE AUTHENTIC IN ALL ASPECTS OF LIFE. TOGETHER, WE CELEBRATE STRONG, INCLUSIVE COMMUNITIES FOR ALL. IN 2023, THE YMCA OF NWNCS DIVERSITY EQUITY AND INCLUSION (DEI) COMMITTEE CONTINUED TO WEAVE INCLUSIVITY INTO ALL THAT WE DO AND AIDED IN THE DEVELOPMENT OF OUR OVERALL STRATEGIC PLAN. OUR BOYS AND YOUNG MEN OF COLOR (BYMOC) AREAS OF ACTION INCLUDED THE CONTINUANCE AND GROWTH OF REACHING OUR POTENTIAL, A YMCA OF NWNCS INITIATIVE THAT GIVES YOUTH IN CRISIS A FREE Y MEMBERSHIP AND ACCESS TO OTHER OPPORTUNITIES AT THE Y, THE CONTINUATION OF TEEN TALKS, WHERE TOPICS RELEVANT TO STUDENTS ARE EXPLORED IN PARTNERSHIP WITH COMMUNITY ORGANIZATIONS, AND SUSTAINED ADVOCACY WORK TO PARTNER WITH LOCAL SCHOOLS TO MEET AND NETWORK WITH STUDENTS OF COLOR. OUR CHAPLAINCY PROGRAM CONTINUED TO IMPACT OUR WHOLE ASSOCIATION, THANKS TO THE ADDITION OF 15 VOLUNTEER CHAPLAINS SERVING AT 9 LOCATIONS. WE ALSO HELD A VERY SUCCESSFUL WELCOMING WEEK EVENT IN SEPTEMBER, ALLOWING US TO CELEBRATE THE DIVERSITY OF OUR COMMUNITIES, BRINGING TOGETHER NEWCOMERS AND LONG-STANDING RESIDENTS TO BUILD MUTUAL UNDERSTANDING.</p> <p>3.EDUCATION IS A FOCUS OF MUCH OF OUR VOLUNTEER WORK AT THE Y, AS WE SEEK TO HELP ALL FULFILL THEIR GOD-GIVEN POTENTIAL. IMPROVING LITERACY LEVELS IS A KEY COMPONENT OF THIS WORK. THE YMCA OF NWNCS PROVIDES ADULT AND FAMILY LITERACY SERVICES AT NO COST TO PARTICIPANTS IN OUR LITERACY PROGRAM. IN FORSYTH COUNTY ALONE, APPROXIMATELY 83 VOLUNTEERS PROVIDED ONE-ON-ONE AND SMALL GROUP TUTORING TO OUR ADULT READING AND ENGLISH AS A SECOND LANGUAGE LEARNERS. IN 2023, THESE VOLUNTEERS ALONG WITH PROGRAM STAFF TUTORED 235 ADULTS IN THE ADULT AND FAMILY LITERACY PROGRAMS, HELPING THEM ATTAIN THEIR GOALS OF ENTERING EMPLOYMENT, JOB TRAINING OR GED PROGRAMS, OR BECOMING BETTER EQUIPPED TO PARTNER IN THEIR CHILDREN'S EDUCATION. THE LITERACY PROGRAM SAW 94% OF THEIR PARTICIPANTS IMPROVE THEIR ENGLISH LANGUAGE, CAREER AND INTERPERSONAL SKILLS. THE YMCA LITERACY PROGRAM IS FUNDED BY THE UNITED WAY OF FORSYTH COUNTY, NORTH CAROLINA COMMUNITY COLLEGES SYSTEM, AND DONATIONS TO THE YMCA ANNUAL IMPACT FUND.</p> <p>4.THE Y PARTNERED WITH THE AMERICAN RED CROSS TO OFFER BLOOD DRIVES AT MULTIPLE BRANCHES IN 2023. OUR BRANCHES HOSTED 62 BLOOD DRIVES, COLLECTING 1,428 PINTS OF BLOOD AND SAVING 4,284 LIVES (BASED ON CALCULATIONS FROM THE RED CROSS).</p> <p>5.FOR THE SUMMER OF 2023, YMCA CAMP HANES WAS AMONG THE ACCREDITED YMCA AND 4-H CAMPS ACROSS THE NATION TO PARTNER WITH CAMP CORRAL - A FREE, ONE-OF-A-KIND, WEEKLONG SUMMER CAMP SERVING THE CHILDREN OF FALLEN AND DISABLED MILITARY PERSONNEL. IT IS OUR HONOR TO PROVIDE AN INCREDIBLE CAMP EXPERIENCE FOR THE CHILDREN OF THOSE WHO HAVE SERVED. YMCA CAMP HANES HOSTED 301 CHILDREN FOR A FUN-FILLED WEEK THAT INCLUDED A VARIETY OF CAMP ACTIVITIES. THE KIDS GET TO ENJOY THE FREEDOM OF CAMP WHILE INTERACTING WITH OTHERS WHO HAVE SIMILAR LIFE EXPERIENCES.</p> <p>6.AT YMCA CAMP HANES, THE OUTDOOR EDUCATION PROGRAM TAKES CLASSROOM LESSONS AND BRINGS THEM TO LIFE WITH EDUCATIONAL, HANDS-ON ACTIVITIES THAT COMPLEMENT THE CURRICULUM BASED ON THE NORTH CAROLINA STATE STANDARD COURSE OF STUDY FOR EDUCATION. STUDENTS CAN APPLY CLASSROOM LESSONS IN A REAL-LIFE, OUTDOOR FIELD SETTING, ENGAGING LEARNERS IN NEW WAYS TO SPARK CREATIVITY AND CURIOSITY. NOT ONLY DO STUDENTS GAIN HANDS-ON KNOWLEDGE OF CONCEPTS, THE TIME AT CAMP ALSO EXPOSES THEM TO OPPORTUNITIES TO UNDERSTAND THEIR CLASSMATES MORE FULLY. THIS DIFFERENT SETTING ENCOURAGES COOPERATION AND TEAMWORK. TRAINED PROFESSIONALS FACILITATE THE LEARNING EXPERIENCE THROUGH GROUP WORK, GUIDED DISCOVERY, PARTICIPATORY DISCUSSIONS, AND FUN ACTIVITIES. IN 2023, 5,767 PARTICIPANTS ENJOYED THIS EXPERIENTIAL LEARNING OPPORTUNITY AT YMCA CAMP HANES.</p> <p>7.NON-SUMMER CONFERENCE/RETREAT PROGRAMS ARE DESIGNED TO ALLOW CAMPERS THE SAME OPPORTUNITIES AS A RESIDENT CAMPER, BUT ON A SMALLER SCALE OVER A LONG WEEKEND. THE CONFERENCE CENTER AT YMCA CAMP HANES WAS UTILIZED BY 4,377 INDIVIDUALS IN 2023.</p> <p>8.YMCA BRIGHT BEGINNINGS IS AN INITIATIVE OFFERED THROUGHOUT THE YMCA OF NORTHWEST NORTH CAROLINA WHICH HELPS FAMILIES IN NEED RECEIVE THE ITEMS NECESSARY FOR A GREAT START TO THE SCHOOL YEAR. TAKING PLACE EACH AUGUST, BRIGHT BEGINNINGS PROGRAM PROVIDES CHILDREN WITH NEW CLOTHES, NEW SHOES AND A BACKPACK FULL OF SCHOOL SUPPLIES. HOWEVER, THIS INITIATIVE PROVIDES MORE THAN "THINGS" - IT OFFERS CARE FOR THE WHOLE PERSON AND THEIR FAMILY. VOLUNTEERS ARE PAIRED WITH CHILDREN TO ASSIST IN THE BACK-TO-SCHOOL SHOPPING EFFORT. GUIDANCE COUNSELORS AT LOCAL ELEMENTARY SCHOOLS ASSIST YMCA STAFF WITH LISTS OF CHILDREN WHO WOULD BENEFIT MOST FROM THIS PROGRAM. THE VOLUNTEERS OFTEN SHARE HEART-WARMING STORIES OF HOW MUCH THE CHILDREN</p> |

| Return Reference - Identifier  | Explanation  |
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|  | <p>APPRECIATE THE TRIP ON THE Y BUS TO A LOCAL STORE FOR A SHOPPING ADVENTURE. THESE EFFORTS, MADE POSSIBLE BY GENEROUS ANNUAL IMPACT FUND CONTRIBUTIONS, HELP UNDERGIRD SELF-ESTEEM IN THE RECIPIENTS. BY HELPING MENTAL HEALTH AND ADVANCING EQUITY THROUGH LEVELING THE PLAYING FIELD FOR THESE KIDS AS THEY START A NEW SCHOOL YEAR, THIS PROGRAM HELPS GIVE KIDS CONFIDENCE, HOPE AND DETERMINATION FOR THE FUTURE. IN 2023, THE YMCA UTILIZED ANNUAL IMPACT FUND DOLLARS TO SERVE OVER 900 KIDS.</p> <p>9.THE YMCA OF NORTHWEST NORTH CAROLINA CONTINUED ITS LONG-STANDING RELATIONSHIP WITH YMCA UKRAINE. WE HAVE BEEN A FRIEND AND SUPPORTER OF YMCA UKRAINE'S EFFORTS THROUGH THIS YEAR OF WAR THAT THEY HAVE ENDURED. OUR ASSISTANCE HELPS THEM CARE FOR UKRAINIAN REFUGEES AND INTERNALLY DISPLACED FAMILIES, AS WELL AS, HELPING THEM AS THEY CONTINUE TO OFFER MORE TRADITIONAL Y ACTIVITIES SUCH AS CAMPING AND YOUTH SPORTS. THE SUPPORT ALSO HELPS WITH THEIR OUTREACH TO ATTEND TO MENTAL HEALTH NEEDS, PARTICULARLY NEEDED IN THE TIME OF WAR.</p> |
| FORM 990, PART VI, LINE 1A - DELEGATE BROAD AUTHORITY TO A COMMITTEE                               | THE PRESIDENT'S CABINET CONSISTS OF THE ACTING CHIEF VOLUNTEER OFFICER (CVO), CVO-ELECT, TREASURER, SECRETARY, IMMEDIATE PAST CVO, THE CEO AND SUCH OTHER INDIVIDUAL(S) AS MAY BE DESIGNATED BY THE ASSOCIATION BOARD OF DIRECTORS (BOD) FROM TIME TO TIME. THE PRESIDENT'S CABINET HAS THE FULL POWER AND AUTHORITY TO SUPERVISE AND ACT UPON ALL BUSINESS OF THE ASSOCIATION BOARD OF DIRECTORS DURING INTERVALS BETWEEN THE REGULAR MEETINGS OF THE BOD.  |
| FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS                                     | THE YMCA OF NORTHWEST NORTH CAROLINA IS A MEMBERSHIP ASSOCIATION OF MEN, WOMEN, AND CHILDREN OF ALL AGES, ABILITIES, INCOMES, RACES, AND RELIGIONS. THE ASSOCIATION IS DEDICATED TO "HELPING ALL PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND AND BODY." CHRISTIAN PRINCIPLES ARE PUT INTO PRACTICE THROUGH PROGRAMS THAT PROMOTE HEALTHY LIVING, YOUTH DEVELOPMENT, AND SOCIAL RESPONSIBILITY. BY ENROLLING AS YMCA MEMBERS, INDIVIDUALS MAY PARTICIPATE IN THE PROGRAMS DESCRIBED ABOVE AND UTILIZE THE INDOOR AND OUTDOOR FACILITIES OF THE YMCA. IN ADDITION, YMCA MEMBERS SERVE AS THE PRIMARY SOURCE OF PROGRAM AND POLICY-MAKING VOLUNTEERS, AS WELL AS, DONORS TO THE ANNUAL FUND-RAISING CAMPAIGN, WHICH SUPPORTS THE YMCA'S FINANCIAL SCHOLARSHIP PROGRAM.   |
| FORM 990, PART VI, LINE 7A - MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY            | THE ROLE OF THE VOTING MEMBERS OF THE YMCA OF NORTHWEST NORTH CAROLINA IS TO ELECT THE ASSOCIATION BOARD OF DIRECTORS AT THE ANNUAL MEETING. VOTING MEMBERS MAY CAST ONE VOTE ON ANY ITEMS OF BUSINESS PROPERLY BROUGHT BEFORE THE MEMBERS FOR CONSIDERATION AT THE ANNUAL MEETING, INCLUDING ELECTION OF THE GOVERNING BODY. NO DECISIONS MADE BY THE GOVERNING BODY ARE SUBJECT TO APPROVAL BY THE MEMBERS.  |
| FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY                                 | THE AUDIT COMMITTEE REVIEWS AND APPROVES THE FORM 990. UPON APPROVAL, THE RETURN IS PROVIDED TO EACH BOARD MEMBER OF THE ASSOCIATION BOARD OF DIRECTORS PRIOR TO IT BEING FILED WITH THE IRS.  |
| FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY  | ANNUAL DISCLOSURES BY DIRECTORS AND EMPLOYEES ARE REVIEWED BY ASSOCIATION OFFICE STAFF AND ANY CONFLICTS OR POTENTIAL CONFLICTS ARE NOTED SO THAT APPROPRIATE ACTION CAN BE TAKEN, E.G. DIRECTORS WOULD BE EXCLUDED FROM APPROVAL VOTES IF PROCESS WOULD INVOLVE A TRANSACTION RELATED TO THEIR CONFLICT OF INTEREST.  |
| FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL         | THE EVALUATION AND COMPENSATION COMMITTEE OF THE ASSOCIATION BOARD OF DIRECTORS IS COMPRISED OF THE CHIEF VOLUNTEER OFFICER (CVO), CVO-ELECT, THE IMMEDIATE PAST CVO, THE SECRETARY, AND THE TREASURER. IT IS THE DUTY AND RESPONSIBILITY OF THE EVALUATION AND COMPENSATION COMMITTEE TO APPRAISE THE PERFORMANCE OF THE PRESIDENT/CEO ANNUALLY ON OR ABOUT THE END OF THE FISCAL YEAR AND BASED ON THAT APPRAISAL TO DETERMINE THE PRESIDENT/CEO'S COMPENSATION FOR THE NEXT FISCAL YEAR. DETERMINATION OF THE PRESIDENT/CEO'S COMPENSATION AND REVIEW OF OTHER SENIOR STAFF COMPENSATION SHALL BE MADE AFTER AN EXAMINATION OF COMPARABILITY TO COMPENSATION LEVELS PAID BY SIMILARLY SITUATED ORGANIZATIONS TO ENSURE THAT COMPENSATION IS FAIR AND REASONABLE. THE EVALUATION AND COMPENSATION COMMITTEE SHALL ANNUALLY DOCUMENT COMPARABILITY IN WRITING AND MAINTAIN DOCUMENTATION WITH THE HUMAN RESOURCES DEPARTMENT.   |
| FORM 990, PART VI, LINE 15B - PROCESS TO ESTABLISH COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES | POSITIONS INCLUDED IN COMPENSATION REVIEW AND APPROVAL INCLUDE PRESIDENT & CHIEF EXECUTIVE OFFICER, EXECUTIVE VICE PRESIDENT/CHIEF OPERATING OFFICER/CHIEF FINANCIAL OFFICER, CHIEF ADVANCEMENT OFFICER, AND VICE PRESIDENT OF PEOPLE & CULTURE.   |
| FORM 990, PART VI, LINE 19 - REQUESTING INFORMATION  | THE WEBSITE FOR THE YMCA OF NORTHWEST NORTH CAROLINA CONTAINS A SECTION LABELED "ABOUT US" WHERE A LINK TO THE CFO'S EMAIL ADDRESS IS MAINTAINED FOR REQUESTING OF A COPY OF THE MOST RECENT FORM 990 OR ANY RELATED QUESTIONS.  |
| FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC                            | THE GOVERNING DOCUMENTS OF THE YMCA OF NORTHWEST NORTH CAROLINA (ARTICLES OF INCORPORATION, BYLAWS, 501(C)(3) EXEMPTION LETTER) AND THE CONFLICT OF INTEREST POLICY ARE MAINTAINED AT THE ADMINISTRATIVE OFFICES OF THE ORGANIZATION AND ARE AVAILABLE TO THE PUBLIC UPON REQUEST FOR INSPECTION AND/OR TO BE COPIED. THE MOST RECENT AUDITED FINANCIAL STATEMENTS OF THE ORGANIZATION ARE AVAILABLE TO THE PUBLIC VIA THE ORGANIZATION'S WEBSITE UNDER THE AREA LABELED "ABOUT US".   |