

**SCHEDULE O  
(Form 990 or 990-EZ)**

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

**2019**

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
<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>VALUES: CARING, HONESTY, RESPECT, RESPONSIBILITY, AND FAITH ARE THE VALUES WE STRIVE TO WEAVE INTO EVERY YMCA PROGRAM AND BUILD THE MORAL AND ETHICAL FOUNDATION FOR LIFE.</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 COMPRISED OF 12 FACILITY BRANCHES, 3 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: THROUGHOUT 2019, THE YMCA OF NORTHWEST NORTH CAROLINA SERVED 152,624 MEMBERS AND PROGRAM PARTICIPANTS WITH 35,452 UNDER THE AGE OF 18 AND 23,583 OVER THE AGE OF 65. PROGRAM PARTICIPANTS OF 32,658 PARTICIPATED IN CHILD CARE, SUMMER CAMP, SWIM LESSONS, MENTORING PROGRAMS, ETC. APPROXIMATELY 18% OF ALL MEMBERS AND 4% OF PROGRAM PARTICIPANTS RECEIVED DIRECT CHARITABLE FINANCIAL ASSISTANCE VALUED AT \$2.2 MILLION.</p> <p>DONORS: 7,577 INDIVIDUALS MADE A CHARITABLE CONTRIBUTION TO THE YMCA'S ANNUAL GIVING CAMPAIGN. THE CAMPAIGN RAISED \$2,755,957 IN SUPPORT OF THE Y'S COMMUNITY BENEFIT OF \$4.1M WHICH INCLUDES THE DIRECT FINANCIAL ASSISTANCE PROGRAM - OPEN DOORS. THE TOTAL DOLLARS RAISED INCLUDES SOME SPECIAL EVENTS HELD SPECIFICALLY FOR THE PURPOSE OF THE CAMPAIGN.</p> <p>VOLUNTEERS: VOLUNTEERS ARE A VITAL PART OF THE SUCCESS OF THE YMCA. IN 2019, 3,417 INDIVIDUALS VOLUNTEERED AT THE YMCA IN ROLES AS VARIED AS YOUTH SPORTS COACHES, LITERACY TUTORS, MENTORS TO TEENS, OR BOARD/COMMITTEE MEMBERS. VOLUNTEER HOURS GIVEN TO THE YMCA AND THEIR VALUE WERE ESTIMATED TO BE 26,005 HOURS AND \$629,000, RESPECTIVELY.</p> <p>FINANCIAL ASSISTANCE 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 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 ASSISTANCE ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE, I.E. HAVE CIRCUMSTANCES CHANGED FOR THE RECIPIENT. DURING 2019, 17,736 NEIGHBORS IN NEED BENEFITED FROM OPEN DOORS FINANCIAL ASSISTANCE FOR MEMBERSHIP AND PROGRAMS.</p> <p>COMMUNITY BENEFIT: AT THE Y, WE MAKE A DIFFERENCE BY FOCUSING ON THREE KEY AREAS: YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY. WE WORK TO STRENGTHEN OUR COMMUNITIES BY INVESTING IN OUR KIDS, OUR HEALTH, AND OUR NEIGHBORS. IN 2019, THROUGH ANNUAL GIVING CAMPAIGN SUPPORT AND GRANTS, OUR Y PROVIDED \$4.1M IN CHARITABLE ASSISTANCE, SCHOLARSHIPS, SUBSIDIZED AND FREE PROGRAMS TO MEMBERS AND PROGRAM PARTICIPANTS.</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 AMERICAN CANCER SOCIETY AMERICAN RED CROSS BIG BROTHERS/BIG SISTERS BOY/GIRL SCOUTS OF AMERICA BRENNER FIT CANCER SERVICES CHURCHES &amp; PUBLIC LIBRARIES CITY/COUNTY PLANNING CIVITAN INTERNATIONAL COMMUNITY HEALTH DEPARTMENTS CROSBY SCHOLARS DEPARTMENT OF JUVENILE JUSTICE DEPARTMENT OF SOCIAL SERVICES ENRICHMENT CENTER</p>

Return Reference - Identifier	Explanation
	FAMILY SERVICES OF FORSYTH COUNTY FORSYTH TECHNICAL COMMUNITY COLLEGE FORSYTH PROMISE GOODWILL INDUSTRIES HISPANIC LEAGUE OF THE PIEDMONT TRIAD HOLA OF WILKES COUNTY HOSPICE KIWANIS INTERNATIONAL LOCAL CHAMBERS OF COMMERCE & BUSINESSES MENTAL HEALTH ASSOCIATION OF FORSYTH COUNTY, INC. NEXT STEP MINISTRIES NORTHWEST AREA HEALTH EDUCATION CENTER NOVANT HEALTH/FORSYTH MEDICAL CENTER PARKS & RECREATION DEPARTMENTS PARTNERSHIP FOR A DRUG-FREE NC PUBLIC AND PRIVATE SCHOOLS ROTARY INTERNATIONAL SECOND HARVEST FOOD BANK SMART START STOKES PARTNERSHIP FOR CHILDREN UNITED FUND OF STOKES COUNTY UNITED FUND OF YADKIN COUNTY UNITED WAY OF ALEXANDER COUNTY UNITED WAY OF DAVIE COUNTY UNITED WAY OF FORSYTH COUNTY UNITED WAY OF IREDELL COUNTY UNITED WAY OF WILKES COUNTY WAKE FOREST BAPTIST HEALTH WAKE FOREST UNIVERSITY WILKES REGIONAL MEDICAL CENTER WINSTON-SALEM DASH WINSTON-SALEM POLICE DEPARTMENT WINSTON-SALEM STATE UNIVERSITY

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 4A - HEALTHY LIVING	<p>SCHEDULE O</p> <p>1. THE ICONIC AND HISTORIC YMCA TRIANGLE EMPHASIZES THE ONENESS OF SPIRIT, MIND AND BODY. YMCA WELLNESS PROGRAMS ACHIEVE THIS UNITY THROUGH PROGRAMS THAT EMPHASIZE PROPER EXERCISE, NUTRITION, HEALTH EDUCATION, AVOIDANCE OF DRUG AND ALCOHOL ABUSE AND STRESS MANAGEMENT, AS WELL AS FINDING A MENTAL AND SPIRITUAL BALANCE.</p> <p>2. YMCA FACILITIES ARE STRUCTURED TO PROVIDE MEMBERS WITH THE OPPORTUNITY TO PARTICIPATE IN A WIDE RANGE OF WELLNESS ACTIVITIES SUCH AS GROUP EXERCISE CLASSES, STRENGTH TRAINING, PERSONAL FITNESS, CYCLING, AQUATIC PROGRAMS AND OTHER FITNESS CLASSES. FINDING AN ACTIVITY THAT INTERESTS THE INDIVIDUAL IS A CRITICAL COMPONENT TO BUILDING HEALTHY EXERCISE HABITS. THE Y WORKS WITH TRAINED, CARING STAFF TO CONNECT MEMBERS WITH OPTIONS THAT BECOME LIFESTYLE CHOICES TO HELP THEM LIVE HEALTHIER, HAPPIER LIVES.</p> <p>3. GROUP EXERCISE CLASSES ARE A CORNERSTONE OF THE YMCA EXPERIENCE. PASSIONATE, CERTIFIED, AND ENGAGED INSTRUCTORS HELP MEMBERS DISCOVER A LOVE FOR EXERCISE AND CONTINUE TO CHALLENGE THEMSELVES PHYSICALLY. WITH EXPANSIVE CLASS OFFERINGS RANGING FROM YOGA TO BOOT CAMPS, GROUP EXERCISE CLASSES ALLOW MEMBERS TO TRY NEW ACTIVITIES, MEET NEW FRIENDS, AND FIND THE MOTIVATION TO STAY WITH AN EXERCISE PROGRAM.</p> <p>4. LIVESTRONG AT THE YMCA IS A PHYSICAL ACTIVITY AND WELL-BEING PROGRAM DESIGNED TO HELP ADULT CANCER SURVIVORS ACHIEVE THEIR HOLISTIC HEALTH GOALS. THE EVIDENCE-BASED, 12-WEEK PROGRAM OFFERS PEOPLE AFFECTED BY CANCER A SUPPORTIVE ENVIRONMENT TO PARTICIPATE IN PHYSICAL ACTIVITIES FOCUSED ON STRENGTHENING THE WHOLE PERSON, AS WELL AS A FREE Y MEMBERSHIP TO THE ENTIRE FAMILY FOR THE SESSION'S DURATION. DURING 2019, 146 CANCER SURVIVORS PARTICIPATED IN 21 SESSIONS OF THE LIVESTRONG AT THE YMCA PROGRAM AT 11 BRANCHES OF THE ASSOCIATION.</p> <p>5. THE YMCA'S DIABETES PREVENTION PROGRAM (YDPP) IS AN INNOVATIVE BEHAVIOR CHANGE MODEL TO HELP REDUCE THE BURDEN OF CHRONIC DISEASE IN COMMUNITIES ACROSS THE NATION. THE PROGRAM HELPS ADULTS AT HIGH RISK OF DEVELOPING TYPE 2 DIABETES REDUCE THEIR RISK FOR DEVELOPING THE DISEASE BY TAKING STEPS THAT WILL IMPROVE THEIR OVERALL HEALTH AND WELL-BEING. THE PROGRAM PROVIDES A SUPPORTIVE ENVIRONMENT WHERE PARTICIPANTS WORK TOGETHER IN A SMALL GROUP TO LEARN ABOUT HEALTHIER EATING, AND INCREASING THEIR PHYSICAL ACTIVITY IN ORDER TO REDUCE THEIR RISK FOR DEVELOPING DIABETES. THE EVIDENCE-BASED PROGRAM IS DELIVERED OVER A 12-MONTH PERIOD, WITH 16 WEEKLY SESSIONS, THEN MONTHLY MAINTENANCE. IT IS CLASSROOM BASED AND CAN BE OFFERED IN ANY COMMUNITY SETTING. PROGRAM GOALS INCLUDE REDUCING BODY WEIGHT BY 5%-7% AND PARTICIPATING IN 150 MINUTES OF PHYSICAL ACTIVITY PER WEEK. TO QUALIFY FOR THE PROGRAM, PARTICIPANTS MUST BE 18 OR OLDER, OVERWEIGHT (BMI &gt; 25) AND AT HIGH RISK FOR DEVELOPING TYPE 2 DIABETES OR HAVE BEEN DIAGNOSED WITH PREDIABETES. 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 2019, 61 PARTICIPANTS EMBRACED THIS LIFE-CHANGING PROGRAM.</p> <p>IN 2019 THROUGH A UNITED WAY PLACE MATTERS GRANT, THE YMCA AND NOVANT HEALTH JOINTLY CONTINUED TO BRING DIABETES SCREENING AND EDUCATION FOR BOTH PRE-DIABETES AND DIABETES TO THE UNDERSERVED POPULATION IN THE 27105 ZIP CODE (EAST WINSTON-SALEM). THE STRIDE (SERVING TOGETHER TO REDUCE THE IMPACT OF DIABETES THROUGH EDUCATION) PROJECT HAD 10 PARTICIPANTS IN 2019.</p> <p>6. THE Y IS ABLE TO APPEAL TO A WIDE RANGE OF PEOPLE TO SET AND ACHIEVE PHYSICAL FITNESS GOALS THROUGH YMCA RACES AND TRIATHLON EVENTS THAT ARE OPEN TO THE COMMUNITY AND SUPPORT FINANCIAL ASSISTANCE SCHOLARSHIPS. THE 35TH ANNUAL YMCA MISTLETOE RUN WAS HELD ON SATURDAY, DECEMBER 7, 2019. 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 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. 2,879 RUNNERS AND WALKERS PARTICIPATED IN THE EVENT, WHICH DREW EVEN GREATER CROWDS TO CHEER ON PARTICIPANTS AND ATTEND THE MISTLETOE RUN POST RACE PARTY. OTHER YMCAS WITHIN OUR ASSOCIATION HOST 6 OTHER COMMUNITY 5K RACES AND TRIATHLON EVENTS IN SIX COUNTIES WITHIN OUR SERVICE AREA, INCLUDING THE STOKES FAMILY YMCA KING OF THE HILL 5K, THE WILKES FAMILY YMCA CHASE THE MOON 5K, AND THE ALEXANDER COUNTY FAMILY YMCA APPLE FESTIVAL 5K.</p> <p>7. DURING 2019, OUR ASSOCIATION CONDUCTED OVER 40 HEALTH FAIRS, SCREENINGS, AND INFORMATION SESSIONS, WORKING WITH FOUR COUNTY HEALTH DEPARTMENTS, THE AMERICAN RED CROSS, THE AMERICAN CANCER SOCIETY, CANCER SERVICES, THE AMERICAN DIABETES ASSOCIATION, THE AMERICAN HEART ASSOCIATION, POSITIVE WELLNESS ALLIANCE, LOCAL COLLEGES AND UNIVERSITIES, NC ADOLESCENT PREGNANCY PREVENTION COALITION, NC DIVISION OF CHILD DEVELOPMENT, SMART START OF FORSYTH COUNTY, AND AREA HOSPITALS AND BUSINESSES TO PROVIDE IMPORTANT WELLNESS INFORMATION TO THE COMMUNITY. ADDITIONALLY, OVER 4,500 INDIVIDUALS PARTICIPATED IN HEALTHY KIDS DAY AND CLEMMONS COMMUNITY DAY (2,300), WHICH ARE FAMILY EVENTS HELD AT BRANCHES THROUGHOUT THE ASSOCIATION.</p> <p>8. EVERY YMCA MEMBER IS OFFERED THREE UFIT SESSIONS WITH A WELLNESS COACH TO HELP THEM REACH THEIR FULL POTENTIAL. EACH COMPLIMENTARY, ONE-HOUR SESSION IS DESIGNED TO HELP NEW MEMBERS SET ATTAINABLE GOALS, FAMILIARIZE THEMSELVES WITH THEIR SURROUNDINGS, BUILD SELF-CONFIDENCE, AND PROVIDE TOOLS FOR A SUCCESSFUL WELLNESS JOURNEY. FOR MANY Y MEMBERS, UFIT IS THE FOUNDATION AND SUPPORT SYSTEM FOR A LIFE OF IMPROVING HEALTH AND WELLNESS.</p>

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 4A - HEALTHY LIVING (CONTINUED)	<p>9. ADULT SPORTS LEAGUES, RANGING FROM BASKETBALL AND VOLLEYBALL TO KICKBALL AND DODGE BALL, PROVIDE AN OPPORTUNITY FOR ADULTS TO RELIVE THE THRILL OF BEING PART OF A TEAM, EXPAND THEIR SOCIAL NETWORK, AND STAY ACTIVE. FRIENDLY COMPETITION IS A TREMENDOUS MOTIVATOR IN HELPING ADULTS FIND AN EXERCISE PROGRAM THAT KEEPS THEM ENGAGED AND EAGER TO RETURN.</p> <p>10. THE STOKES FAMILY BRANCH OFFERS WISE START, A GRANT-FUNDED OUTREACH PROGRAM THAT FOCUSES ON IMPROVING THE HEALTH AND DEVELOPMENT OF CHILDREN BIRTH TO FIVE IN CHILD CARE CENTERS THROUGHOUT STOKES COUNTY. A COORDINATOR TRAVELS TO SITES DELIVERING AGE-APPROPRIATE PHYSICAL ACTIVITIES FOR CHILDREN AND STAFF USING THE EVIDENCE-INFORMED BE ACTIVE KIDS MOVEMENT GUIDE. PARTICIPATION OVER THE COURSE OF THE YEAR INCLUDED 362 CHILDREN AT 10 DIFFERENT SITES, 31 CLASSROOMS, AND 44 TEACHERS.</p> <p>11. PHYSICAL EDUCATION IS A CRITICAL COMPONENT TO HELPING CHILDREN SUCCEED NOT ONLY IN AN ACADEMIC SETTING, BUT ALSO ESTABLISH LIFELONG HEALTHY HABITS. THE YADKIN FAMILY YMCA PARTNERS WITH YADKIN COUNTY SCHOOLS FOR STUDENTS WHO ATTEND YADKIN EARLY COLLEGE TO UTILIZE THE YMCA FACILITY FOR PHYSICAL EDUCATION ACTIVITIES, SERVING APPROXIMATELY 45 CHILDREN EACH MONTH DURING THE SCHOOL YEAR.</p> <p>12. IN 2019, THE YMCA PROVIDED TRANSPORTATION TO A GROUP OF 22 DEVELOPMENTALLY DISABLED STUDENTS, A TEACHER AND CAREGIVERS FROM THE ENRICHMENT CENTER TO THE WILLIAM G. WHITE JR. FAMILY YMCA (WGW) TO PARTICIPATE IN GROUP FITNESS CLASSES. THESE CLASSES CONSISTED OF ZUMBA, BODY PUMP, AND WATER AEROBICS. AN ENRICHMENT CENTER STAFF HAS BEEN TRAINED AND CERTIFIED TO TEACH GROUP EXERCISE CLASSES AT THE ENRICHMENT CENTER TO ADD WELLNESS TO THEIR CURRICULUM. THE PROGRAM WAS LATER BROADENED TO INCLUDE AN ADDITIONAL DAY EACH MONTH SO THAT STUDENTS COULD VOLUNTEER AT WGW. THE STUDENTS GREET MEMBERS AS THEY ENTER THE FACILITY TO HELP THE STUDENTS BUILD CONFIDENCE WHEN SPEAKING TO OTHERS AND INCREASE THEIR OVERALL SOCIAL INTERACTION SKILLS.</p> <p>13. THE YMCA PROVIDES NURSERY AND CHILD WATCH SERVICES (CHILDREN AGES 3 MONTHS-5 YEARS) SO THAT PARENTS AND OLDER SIBLINGS MAY PARTICIPATE IN YMCA HEALTH AND WELLNESS ACTIVITIES. PARENTS ARE ABLE TO EXERCISE IN ANY AREA OF THE BUILDING INCLUDING FITNESS CENTERS AND POOLS, TAKE GROUP EXERCISE CLASSES, AND SOCIALIZE WITH FRIENDS WITH THE PEACE OF MIND THAT THEIR CHILD IS SAFE AND HAVING FUN WITH Y STAFF. THIS TIME ALLOWS PARENTS TO FOCUS ON THEMSELVES SO THEY CAN RETURN TO THEIR FAMILIES REFRESHED AND BETTER EQUIPPED TO SUPPORT THEIR FAMILIES.</p> <p>14. THE AQUATIC ENVIRONMENT OFFERS A MUCH NEEDED DIVERSE CHANGE IN EVERYDAY LIFE FOR THOSE WITH SPECIAL NEEDS. IT OPENS UP OPPORTUNITIES AND STRUCTURE FOR THOSE CHALLENGED IN MANY WAYS. WE WORK WITH OTHER AGENCIES AND SCHOOLS TO OFFER A SAFE, FUN ENVIRONMENT FOR MENTAL AND PHYSICAL CLASSES IN STRUCTURED SWIMMING. FROM AUTISTIC INDIVIDUALS, TO THOSE WITH SIGHT IMPAIRMENT, EVERYONE IS WELCOMED TO OUR AQUATIC ENVIRONMENT TO LEARN AND GROW FROM THEIR EXPERIENCES. WE HAVE MANY PARTICIPANTS IN OUR YMCAS THAT ALSO PARTICIPATE IN SPECIAL OLYMPICS AND THE PIEDMONT PLUS SENIOR GAMES.</p> <p>15. WARM WATER RECREATIONAL ACTIVITIES/EXERCISES HELP IMPROVE EXERCISE OPTIONS FOR DAILY LIVING AND PROVIDE REHABILITATION 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>16. THE ACTIVE OLDER ADULT PROGRAM DEVELOPS SENIORS INTO AN ACTIVE, HEALTH-CONSCIOUS SOCIAL CIRCLE OF FRIENDS AND PARTICIPANTS. THIS PROGRAM IS STRUCTURED FOR ACTIVE (OR NOT SO ACTIVE IF THEY SO CHOOSE) OLDER ADULTS. ORGANIZED TRIPS ARE PLANNED ON A MONTHLY BASIS FROM SEPTEMBER THROUGH MAY FOR BOTH YMCA MEMBERS AND NON-YMCA MEMBERS. THE GROUP IS ENCOURAGED TO ATTEND FREE MONTHLY HEALTH-RELATED WORKSHOPS PRESENTED BY VARIOUS PROFESSIONALS FROM WAKE FOREST BAPTIST HEALTH AND BEST HEALTH. FITNESS CLASSES DEVELOPED ESPECIALLY FOR OLDER ADULTS ARE ALSO AVAILABLE. DURING 2019, 14,990 SENIOR, SILVER SNEAKERS, SILVER &amp; FIT, AND ACTIVE OLDER ADULT MEMBERS MET NEW FRIENDS AND MAINTAINED THEIR HEALTH AT Y BRANCHES.</p> <p>17. THE N.C. SENIOR GAMES ARE AN OPPORTUNITY FOR SENIOR CITIZENS TO CONTINUE THEIR PASSION FOR COMPETITION AND ATHLETIC PURSUITS. THE Y SUPPORTS SENIORS THROUGH TRAINING PROGRAMS AND REGIONAL COMPETITIONS SO THAT THEY ARE IN THE BEST POSSIBLE SHAPE TO COMPETE. THE WILKES FAMILY YMCA IS ALSO INSTRUMENTAL IN THE BLUE RIDGE SENIOR GAMES TO PROVIDE THIS OPPORTUNITY FOR SENIORS IN THEIR COMMUNITY.</p> <p>18. BELIEVING THAT A PART OF HEALTHY LIVING INVOLVES HEALTHY FAMILY RELATIONSHIPS, YMCA ADVENTURE GUIDES IS A FATHER-CHILD PROGRAM DESIGNED TO HELP FOSTER UNDERSTANDING AND COMPANIONSHIP, AND TO STRENGTHEN THE RELATIONSHIP BETWEEN CHILDREN AND THEIR FATHERS. PARTICIPANTS JOIN A "CIRCLE" OF OTHER FATHER/CHILD GROUPS AND PARTICIPATE IN GAMES, CAMPING TRIPS, CEREMONIES AND FAMILY ADVENTURES. ADVENTURE GUIDE COMPASS POINTS - FAMILY, NATURE, COMMUNITY, FUN AND THE YMCA CHARACTER DEVELOPMENT VALUES - PROVIDE A SENSE OF DIRECTION AND INSPIRATION FOR ACTIVITIES. THE IMMEDIATE GAIN OF YMCA ADVENTURE GUIDES IS EVIDENT - SPENDING TIME TOGETHER - BUT THE LONG TERM GAINS ARE EVEN MORE SIGNIFICANT IN THE RELATIONSHIPS BUILT BETWEEN PARENTS AND CHILDREN. IN 2019, THIS PROGRAM SERVED 113 FATHERS AND 253 CHILDREN.</p>

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 4A - HEALTHY LIVING (CONTINUED)	<p data-bbox="464 142 704 170">SWIM, SPORTS &amp; PLAY</p> <p data-bbox="464 186 1484 401">1. TEAM SPORTS ARE PROVIDED AT BOTH THE YOUTH AND ADULT LEVELS. IN 2019, THE YOUTH BASKETBALL PROGRAM HAD 2,912 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. THE PROGRAM COLLABORATES WITH LOCAL SCHOOL SYSTEMS AND CHURCHES IN ORDER TO HAVE ADEQUATE GYM SPACE. OTHER TEAM SPORTS INCLUDE YOUTH SOCCER (2,336), FLAG FOOTBALL (513), YOUTH BASEBALL/T-BALL (538), VOLLEYBALL (348), AND LACROSSE (46). THESE YOUTH TEAMS WERE LED BY OVER 600 VOLUNTEER COACHES. WITH ALL YMCA SPORTS, THE INTENT IS FOR THE PARTICIPANTS TO HAVE FUN WHILE LEARNING TO PLAY THE SPORT IN AN ENVIRONMENT THAT PLACES WINNING AS SECONDARY. PARENTS AND VOLUNTEERS WORK TOGETHER TO MAKE EACH SEASON SPECIAL FOR EVERY TEAM MEMBER.</p> <p data-bbox="464 422 1495 569">2. SWIM LESSONS TEACH AQUATIC SKILLS TO YOUTH AND ADULTS (AGES 6 MONTHS THROUGH SENIOR CITIZENS). SWIMMING IS A LIFE-LONG ACTIVITY THAT IMPROVES HEALTH AND FITNESS IN ADDITION TO TEACHING KIDS AND FAMILIES TO BE SAFE IN AND AROUND WATER. AT THE DAVIE FAMILY YMCA, A PARTNERSHIP WITH THE DAVIE COUNTY SCHOOLS AND THE UNITED WAY OF DAVIE COUNTY PROVIDES EVERY 2ND GRADE STUDENT WITH THE OPPORTUNITY TO LEARN HOW TO BE SAFE IN AND AROUND WATER THROUGH THE WATER SAFETY EDUCATION PROGRAM. IN 2019, 477 STUDENTS RECEIVED THIS LIFE-SAVING INSTRUCTION.</p> <p data-bbox="464 590 1511 716">3. OVER 100 CHILDREN AND ADULTS OF ALL INCOME LEVELS TOOK PART IN A FREE WEEK OF WATER SAFETY AWARENESS/SWIM LESSONS AT THE WILKES FAMILY YMCA IN 2019. A PARTNERSHIP WITH THE WILKES COUNTY SCHOOLS' PRE-K PROGRAM AND EXCEPTIONAL CHILDREN CLASSROOMS ALSO PROVIDED SWIM LESSONS FOR OVER 500 PRE-K STUDENTS. THESE FREE SERVICES HAVE A VALUE OF OVER \$39,000 AND ARE FUNDED IN PART BY THE UNITED WAY OF WILKES COUNTY (\$23,000).</p> <p data-bbox="464 737 1507 821">4. IN 2019, 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 1,300 YOUTH ACROSS OUR SERVICE AREA.</p> <p data-bbox="464 842 1511 1094">5. 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 2019, OVER 500 SWIMMERS WERE DIRECTLY INVOLVED WITH OUR YEAR-ROUND YMCA SWIM TEAM WITH AN ADDITIONAL 2,500 AREA SUMMER LEAGUE AND CLUB SWIMMERS INVOLVED IN YMCA SPONSORED COMPETITIVE EVENTS. DURING 2019, OUR YMCA SWIMMERS PARTICIPATED IN YMCA AND USA SWIMMING NATIONAL EVENTS. OF 19 SENIORS ON THE TYDE TEAM, 4 WILL BE SWIMMING COMPETITIVELY FOR THEIR COLLEGE TEAMS AND 2 WILL RECEIVE SCHOLARSHIP SUPPORT FOR THEIR SWIMMING EFFORTS. 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 data-bbox="464 1115 1479 1178">6. SPORTS, SWIMMING AND EXPOSURE TO WATER SAFETY ARE CRITICAL TO CHILDREN'S DEVELOPMENT. YMCA PROGRAMS PROVIDE FINANCIAL ASSISTANCE TO HELP ALL PEOPLE GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL.</p> <p data-bbox="464 1199 1479 1262">7. AQUATIC SAFETY AND LIFEGUARD TRAINING PROVIDES OPPORTUNITIES FOR INDIVIDUALS TO FURTHER DEVELOP AQUATIC SAFETY SKILLS FOR YMCAS, LOCAL POOLS AND HOMEOWNERS' ASSOCIATIONS. CLASSES ARE OFFERED THROUGHOUT THE YEAR.</p> <p data-bbox="464 1283 1507 1430">8. YMCA PROGRAMS ARE DESIGNED TO ATTRACT PEOPLE OF ALL AGES, ALL ABILITIES AND ALL INCOMES. FINANCIAL ASSISTANCE POLICIES HELP ALL PEOPLE 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 ASSISTANCE PROGRAM ALLOWS THE Y TO ENSURE OUR DOORS ARE ALWAYS OPEN FOR ALL MEMBERS OF OUR COMMUNITY, PARTICULARLY IN TIMES OF NEED.</p>

Return Reference - Identifier	Explanation
<p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT</p>	<p><b>CHILD CARE</b></p> <p>1. BEFORE/AFTER AND OUT OF SCHOOL PROGRAMS PROVIDE CHILD CARE FOR CHILDREN 5 - 15 YEARS OF AGE MEETING THE NEEDS OF WORKING PARENTS DURING THE SCHOOL YEAR. PROGRAMS INCLUDE SPORTS, GROUP GAMES, VALUES EDUCATION, ASSET DEVELOPMENT, HEALTHY SNACKS AND TUTORING WHILE SERVING 3,045 YOUTH (195 BEFORE SCHOOL AND 2,553 AFTER SCHOOL, 297 IN BOTH PROGRAMS) FROM 77 SCHOOLS AT 26 SCHOOL SITES, 5 YMCA BRANCHES, AND A COMMUNITY CENTER. PARENT ADVISORY COMMITTEES AND THE YMCA MODEL CHILD CARE CURRICULUM HELP GUIDE AND DIRECT THE BEFORE/AFTER SCHOOL CHILD CARE PROGRAMS.</p> <p>2. IN 2019, THE YMCA PROVIDED A NUTRITIOUS HEALTHY SNACK TO 19 MAINLY AT RISK AFTER SCHOOL CARE SITES. OVERALL THE FOOD GRANT PROGRAM SERVED APPROXIMATELY 650 CHILDREN AND WAS POSSIBLE DUE TO 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. THANKS TO A GRANT FROM WALMART VIA YMCA OF THE USA, WE SERVED HEALTHY SNACKS INCLUDING FRUITS, CEREAL, VEGETABLES AND YOGURT AT SOME OF OUR AFTER SCHOOL SITES AND ALL OF OUR SUMMER LEARNING ACADEMIES. ON AVERAGE, 1,500 SNACKS WERE SERVED EACH WEEK.</p> <p>4. YMCA PROGRAMS ARE DESIGNED TO HELP CHILDREN REACH THEIR FULL POTENTIAL IN A SAFE, SUPPORTIVE ENVIRONMENT REGARDLESS OF THEIR FAMILY'S CIRCUMSTANCES. FINANCIAL ASSISTANCE POLICIES HELP ALL PEOPLE GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL.</p> <p><b>EDUCATION &amp; LEADERSHIP</b></p> <p>1. LEARNING SHOULD NOT STOP WHEN THE SCHOOL YEAR ENDS. BUT SOME CHILDREN WILL RETURN TO SCHOOL IN THE FALL MORE PREPARED TO SUCCEED THAN OTHERS. STATISTICALLY, STUDENTS FROM FAMILIES WITH FEWER RESOURCES MISS OUT ON KEY DEVELOPMENTAL AND ENRICHMENT OPPORTUNITIES, WHICH CAN LEAD TO SUMMER LEARNING LOSS OF TWO MONTHS OR MORE IN KEY AREAS LIKE READING AND MATH. THAT ACHIEVEMENT GAP CONTINUES TO EXPAND OVER TIME. 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 2019, 512 ACADEMICALLY AT-RISK CHILDREN ATTENDED THE PROGRAM WHICH TOOK PLACE AT 13 SITES IN LOCAL ELEMENTARY (5-6 WEEKS). 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 76% 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 2019, THE Y PROVIDED A 21ST CENTURY COMMUNITY LEARNING CENTER PROGRAM WITH A FOCUS ON AT-RISK ELEMENTARY AND MIDDLE SCHOOL STUDENTS. THE PROGRAM SERVED ONE ELEMENTARY AND ONE MIDDLE SCHOOL IN WILKES COUNTY DURING AFTER-SCHOOL HOURS MONDAY THROUGH FRIDAY WITH AN ENROLLMENT OF APPROXIMATELY 80 STUDENTS THROUGHOUT THE SCHOOL YEAR. ALSO THE PROGRAM PROVIDES A FIVE WEEK SUMMER PROGRAM TO 50 ELEMENTARY 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> <p>3. THE ELISS (EXTENDED LEARNING INTEGRATED STUDENT SUPPORTS) PROGRAM FOCUSES ON REACHING AT-RISK STUDENTS DURING TIMES OUTSIDE OF THE TRADITIONAL SCHOOL DAY. THE GOAL OF THE PROGRAM IS TO RAISE ACADEMIC OUTCOMES FOR STUDENTS WHO ARE NOT PERFORMING ON GRADE LEVEL BASED ON STATEWIDE ASSESSMENTS. THIS FUNDING WAS AWARDED FROM AN APPROPRIATION BY THE GENERAL ASSEMBLY OF NORTH CAROLINA.</p> <p>IN 2019, THE Y PROVIDED THE ELISS PROGRAM TO THREE TITLE 1 ELEMENTARY SCHOOLS IN FORSYTH COUNTY AND SERVED OVER 216 STUDENTS DURING AFTER-SCHOOL MONDAY THROUGH FRIDAY. THE PROGRAM COMPONENTS CONSIST OF ACADEMIC SUPPORT IN READING, MATH AND STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATH) ACTIVITIES, SOCIAL AND EMOTIONAL LEARNING, LEADERSHIP AND CHARACTER DEVELOPMENT, DECISION MAKING, HEALTHY LIFE CHOICES, LIFE SKILLS AND FAMILY ENGAGEMENT. THE PROGRAM ALSO PROVIDES A SUMMER COMPONENT FOR APPROXIMATELY 150 STUDENTS.</p>

Return Reference - Identifier	Explanation
<p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT (CONTINUED)</p>	<p>4. THE Y PROVIDED THE UNIDOS (SPANISH FOR "UNITED") PROGRAM IN 2019 THROUGH THE GENEROSITY OF THE KATE B REYNOLDS CHARITABLE TRUST. UNIDOS PROVIDED A COMPREHENSIVE AFTER-SCHOOL YOUTH DEVELOPMENT PROGRAM TARGETING HISPANIC STUDENTS IN FOUR TITLE 1 FORSYTH COUNTY MIDDLE SCHOOLS. THE PROGRAM ADDRESSES THREE MAIN AREAS: THE ACHIEVEMENT GAP, SOCIAL AND EMOTIONAL LEARNING AND FAMILY ENGAGEMENT IN EDUCATION. AFTER-SCHOOL ENROLLMENT WAS APPROXIMATELY 150 STUDENTS THROUGHOUT THE SCHOOL YEAR. THE PROGRAM COMPONENTS CONSIST OF HOMEWORK ASSISTANCE, TUTORING IN ENGLISH LANGUAGE ARTS AND STEAM (SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATH) ACTIVITIES, CAREER AND COLLEGE READINESS, LEADERSHIP SKILLS, FAMILY INVOLVEMENT AND SOCIAL AND EMOTIONAL LEARNING. ALSO, THE PROGRAM PROVIDES A SUMMER PROGRAM TO APPROXIMATELY 135 MIDDLE SCHOOL HISPANIC STUDENTS TO HELP WITH SUMMER LEARNING LOSS AND PREPARE STUDENTS FOR THE UPCOMING SCHOOL YEAR.</p> <p>5. OUR YOUTH &amp; GOVERNMENT PROGRAM INTRODUCES LOCAL MIDDLE AND 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 2019, 391 STUDENTS FROM MIDDLE AND HIGH SCHOOLS WITHIN OUR ASSOCIATION PARTICIPATED IN THESE PROGRAMS, MANY RETURNING HOME WITH RECOGNITION AWARDS AND HAVING BEEN ELECTED TO A STATE OFFICE BY THEIR PEERS.</p> <p>6. 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 ROLE MODELS AND NURTURING FIGURES WHO EMPHASIZE THE IMPORTANCE OF EDUCATION. THE PROGRAM PROVIDES CAREER EXPLORATION WITH STUDENT ACHIEVERS WORKING WITH ADULT ACHIEVERS TO LEARN ABOUT DIFFERENT CAREER PATHS - ARCHITECTURE AND ENGINEERING, HEALTH AND MEDICAL, BUSINESS, EDUCATION, COMPUTERS, ETC. COLLEGE PREPARATION IS ENCOURAGED WITH SAT PREPARATION AND COLLEGE TOURS BEING A PART OF THE NINE-MONTH PROGRAM. THE ACHIEVERS PROGRAM HAS 14 SCHOOL CLUB OFFERINGS WHERE STUDENTS MEET MONTHLY AND PARTICIPATE IN WORKSHOPS ONSITE AS WELL AS OFFSITE FIELD TRIPS AND COLLEGE TOURS. THE GRADUATING TEENS COMPETE FOR COLLEGE SCHOLARSHIPS AND AWARDS. IN 2019, 15 SENIORS RECEIVED SCHOLARSHIPS TOTALING \$30,050.</p> <p>LATINO ACHIEVERS IS A MENTORING PROGRAM FOR HISPANIC/LATINO STUDENTS IN GRADES 6-12. THE PROGRAM IS DESIGNED TO ADDRESS THE GROWING DROP-OUT RATE OF HISPANIC STUDENTS IN FORSYTH COUNTY HIGH SCHOOLS. LATINO ACHIEVERS HAS 15 CLUB OFFERINGS AND GIVES TEENS ACCESS TO ADULT ACHIEVERS WHO ARE HISPANIC AND BILINGUAL PROFESSIONALS FROM COMMUNITY ORGANIZATIONS IN CAREER FIELDS SUCH AS FINANCE, MEDIA/COMMUNICATIONS, BUSINESS, HEALTH/MEDICAL, EDUCATION, AND LAW/GOVERNMENT TO ENCOURAGE ACADEMIC ACHIEVEMENT, SOCIAL DEVELOPMENT AND PERSONAL GROWTH AMONG HISPANIC YOUTH. LATINO ACHIEVERS USES A CAREER-BASED CURRICULUM WHERE STUDENTS MEET DURING SCHOOL HOURS ONCE A MONTH, AS WELL AS A DIVERSE CHOICE OF HANDS-ON MONTHLY SATURDAY WORKSHOPS TO EXPLORE VARIOUS CAREER FIELDS AND LEARN THE BASIC SKILLS MOST EMPLOYERS DESIRE. STUDENTS ALSO HAVE THE OPPORTUNITY TO ATTEND ON COLLEGE FIELD TRIPS DURING THE SCHOOL YEAR TO HAVE EXPOSURE TO POST-SECONDARY EDUCATION. THE PROGRAM IS OFFERED AT EAST FORSYTH AND SOUTHEAST MIDDLE SCHOOL, CARTER G. WOODSON SCHOOL, CARVER, EAST FORSYTH HIGH, ROBERT B. GLENN, JOHN F. KENNEDY MAGNET HIGH SCHOOL, NORTH FORSYTH, PARKLAND, REAGAN, REYNOLDS, MT. TABOR, WALKERTOWN, WEST FORSYTH, AND WINSTON-SALEM PREPARATORY ACADEMY HIGH SCHOOLS. IN OUR NEW COLLABORATION WITH CROSBY SCHOLARS, WE ARE INTRODUCING A COMMUNITY OUTREACH PROGRAM THAT FOCUSES EXCLUSIVELY ON THE HISPANIC/LATINO POPULATION IN GRADES 6-12. OUR GOAL IS TO SPREAD THE MESSAGE OF BOTH ACHIEVERS AND CROSBY SCHOLARS TO PROMOTE A "POST-SECONDARY/COLLEGE GOING CULTURE" AMONG HISPANIC/LATINOS IN FORSYTH COUNTY. WE ANTICIPATE THAT OUTREACH EFFORTS WILL RESULT IN PARTICIPATION IN BOTH PROGRAMS, AND ULTIMATELY ENSURE THAT STUDENTS GRADUATE FROM HIGH SCHOOL AND CULTIVATE THE NECESSARY SOFT-SKILL DEVELOPMENT TO EXPLORE POST-SECONDARY OPTIONS. AT THE END OF THE PROGRAM, THE GRADUATING TEENS COMPETE FOR COLLEGE SCHOLARSHIPS AND AWARDS. IN 2019, DURING THE LATINO ACHIEVERS GALA, 12 STUDENTS WERE AWARDED SCHOLARSHIPS TOTALING \$9,000.</p> <p>IN 2019, MORE THAN 1,300 TEENS GOT A TASTE OF POST-SECONDARY EDUCATION AND CAREER OPTIONS WHILE LEARNING THE TOOLS THEY NEED TO SUCCEED THROUGH THESE TWO ACHIEVERS PROGRAMS. THE ACHIEVERS PROGRAMS ARE FUNDED BY THE UNITED WAY OF FORSYTH COUNTY.</p> <p>7. HELPING CHILDREN BECOME STRONG LEADERS FOR THE FUTURE IS A COMMUNITY EFFORT. THE YMCA TAKES A PROACTIVE APPROACH TO MENTOR-SHIP AND LEADERSHIP DEVELOPMENT PROGRAMS AND PROVIDES FINANCIAL ASSISTANCE SO THAT ALL HAVE ACCESS, REGARDLESS OF INCOME LEVEL.</p>

Return Reference - Identifier	Explanation
<p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT (CONTINUED)</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 6 COUNTIES PROVIDE A VARIETY OF OPPORTUNITIES DURING THE SUMMER FOR GROUP GAMES, SWIMMING, AND ARTS AND CRAFTS. EDUCATIONAL CAMP COLLABORATES WITH LOCAL SCHOOLS AND SUMMER SCHOOL PROGRAMS TO PROVIDE A SUMMER ENRICHMENT PROGRAM. SPORTS CAMPS TEACH BASKETBALL, SOCCER, VOLLEYBALL AND GOOD SPORTSMANSHIP SKILLS. APPROXIMATELY 1,700 YOUTH WERE SERVED MOST WEEKS THROUGH VARIOUS DAY CAMPING PROGRAMS.</p> <p>2. RESIDENT CAMPING IS DESIGNED TO HELP CAMPERS ENHANCE THEIR SPIRITUAL AWARENESS, MENTAL DEVELOPMENT, PHYSICAL WELL-BEING, SELF-ESTEEM, SOCIAL GROWTH, AND RESPECT FOR THE ENVIRONMENT. IN 2019, SUMMER CAMPER WEEKS (ONE CHILD ATTENDING CAMP FOR ONE WEEK) AT YMCA CAMP HANES TOTALED 1,679. THERE WERE 233 TEENS PARTICIPATING IN LEADERSHIP DEVELOPMENT PROGRAMS, OVER 476 TEEN CAMPERS, AND 355 AMERICAN DIABETIC ASSOCIATION CAMPERS. 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. ADVENTURE TRIPS, HORSEBACK RIDING, PAINTBALL AND 5-STAND SKEET SHOOTING PROGRAMS ARE OFFERED DURING SUMMER CAMP SESSIONS TO GIVE MANY YOUTH THEIR FIRST EXPERIENCE WITH CAVING, WHITE WATER RAFTING, HORSES, AND GUN SAFETY. IN 2019, OVER 1,500 CAMPERS PARTICIPATED IN THESE SPECIALTY PROGRAMS WHILE ATTENDING YMCA CAMP HANES.</p> <p>4. THE CAMP EXPERIENCE IS MONUMENTAL TO MANY CHILDREN'S DEVELOPMENT. IT BUILDS CONFIDENCE, INDIVIDUALITY AND SELF-ESTEEM THAT STAY WITH THE CHILD FOR THE REST OF THEIR LIFE. WITHOUT THE YMCA'S FINANCIAL ASSISTANCE, MANY FAMILIES WOULD NOT BE ABLE TO PROVIDE A CAMP EXPERIENCE FOR CHILDREN.</p>

Return Reference - Identifier	Explanation
<p>FORM 990, PART III, LINE 4C - SOCIAL RESPONSIBILITY</p>	<p>1. FINANCIAL ASSISTANCE 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 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 ASSISTANCE ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE, I.E. HAVE CIRCUMSTANCES CHANGED FOR THE RECIPIENT. DURING 2019, \$2,192,634 OF FINANCIAL ASSISTANCE WAS PROVIDED FOR Y PROGRAMS AND MEMBERSHIP FEES TO 17,736 INDIVIDUALS.</p> <p>2. RAISING LITERACY LEVELS IS AN INTEGRAL PART OF OUR MISSION OF "HELPING PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND, AND BODY." THE YMCA OF NORTHWEST NORTH CAROLINA PROVIDES ADULT AND FAMILY LITERACY SERVICES AT NO COST TO PARTICIPANTS THROUGH OUR LITERACY PROGRAM. PROGRAM STAFF RECRUIT, TRAIN, AND SUPPORT VOLUNTEERS WHO TUTOR INDIVIDUALS OR SMALL GROUPS OF ADULTS IN 40-HOUR PROGRAMS OF ENGLISH AS A SECOND LANGUAGE AND BASIC READING SKILLS. IN 2019, THE PROGRAM ALSO HELPED PARTICIPANTS IMPROVE JOB-SEEKING SKILLS. PROGRAM STAFF AND 86 TRAINED VOLUNTEERS TUTORED 210 ADULTS IN ADULT AND FAMILY LITERACY PROGRAMS HELPING THEM REACH THEIR GOALS OF ENTERING EMPLOYMENT, JOB TRAINING OR GED PROGRAMS, OR BECOMING MORE INVOLVED IN THEIR CHILDREN'S EDUCATION. THE LITERACY PROGRAM AT DIAMOND RIDGE (FORMERLY LEDGES APARTMENTS) LEARNING CENTER PROVIDED HOMEWORK HELP AND LITERACY ENRICHMENT ACTIVITIES FOR 85 PRESCHOOL AND ELEMENTARY CHILDREN. THE YMCA LITERACY PROGRAM IS FUNDED BY THE UNITED WAY OF FORSYTH COUNTY, NORTH CAROLINA COMMUNITY COLLEGES SYSTEM, AND DONATIONS TO THE YMCA ANNUAL GIVING CAMPAIGN.</p> <p>3. YMCA BRIGHT BEGINNINGS TAKES PLACE IN AUGUST AT 6 OF OUR BRANCHES WHERE VOLUNTEERS ASSIST STUDENTS WITH BACK-TO-SCHOOL SHOPPING. EACH CHILD RECEIVES A NEW BACK PACK FULL OF SCHOOL SUPPLIES, NEW CLOTHES AND SHOES, A WARM MEAL, AND THE OPPORTUNITY TO MAKE A NEW FRIEND IN THEIR VOLUNTEER SHOPPER. 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 APPRECIATE THE TRIP ON THE Y BUS TO A LOCAL STORE FOR A SHOPPING ADVENTURE. SOME ALSO RECEIVE HAIRCUTS TO BOOST THEIR CONFIDENCE FOR THEIR FIRST DAY OF SCHOOL. DURING 2019, OVER 500 STUDENTS BENEFITED FROM THE PROGRAM SUPPORTED BY MORE THAN 600 VOLUNTEERS.</p> <p>4. 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 BEGIN TO UNDERSTAND WHAT THEY'RE LEARNING FROM A TEXTBOOK IN A NEW AND DIFFERENT WAY. TIME AT CAMP ALLOWS STUDENTS TO SEE EACH OTHER IN A DIFFERENT SETTING THAT PROMOTES AND ENCOURAGES COOPERATION, TEAMWORK, AND UNDERSTANDING OF THEIR OWN ABILITIES AND POTENTIAL. TRAINED PROFESSIONALS FACILITATE THE LEARNING EXPERIENCE THROUGH GROUP WORK, GUIDED DISCOVERY, PARTICIPATORY DISCUSSIONS, AND FUN ACTIVITIES. IN 2019, 7,115 PARTICIPANTS, INCLUDING 6,406 STUDENTS FROM 67 SCHOOLS EXPERIENCED THIS HANDS-ON LEARNING AT YMCA CAMP HANES.</p> <p>5. FOR THE SUMMER OF 2019, YMCA CAMP HANES WAS ONE OF 22 ACCREDITED YMCA AND 4-H CAMPS ACROSS THE NATION PARTNERING WITH CAMP CORRAL-A FREE, ONE-OF-A-KIND, WEEKLONG SUMMER CAMP FOR MILITARY CHILDREN, WITH PRIORITY REGISTRATION GIVEN TO CHILDREN OF WOUNDED, DISABLED OR FALLEN MILITARY SERVICE MEMBERS. YMCA CAMP HANES HOSTED 408 CHILDREN OF WOUNDED, DISABLED OR FALLEN MILITARY SERVICE MEMBERS IN A FUN-FILLED WEEK THAT INCLUDED A VARIETY OF FUN CAMP ACTIVITIES, INCLUDING A HERO DAY CEREMONY ON WEDNESDAY. AT CAMP CORRAL KIDS ARE FREE TO BE KIDS, AWAY FROM THE DAY-TO-DAY CHALLENGES THEY FACE IN THEIR MILITARY FAMILIES. KIDS PARTICIPATE IN TRADITIONAL OUTDOOR ACTIVITIES SUCH AS ARCHERY, CANOEING AND SWIMMING, AND HAVE THE OPPORTUNITY TO MEET OTHER KIDS WHO SHARE SIMILAR FAMILY SITUATIONS.</p> <p>6. NON-SUMMER CONFERENCE/RETREAT PROGRAMS ARE DESIGNED TO ALLOW CAMPER 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 4,011 INDIVIDUALS FROM 77 DIFFERENT GROUPS IN 2019.</p> <p>7. THE YMCA OF NORTHWEST NORTH CAROLINA HAS STRONG INTERNATIONAL TIES THROUGH A LONG STANDING RELATIONSHIP WITH THE YMCA OF THE UKRAINE. OUR RELATIONSHIP HAS SUPPORTED STRONG PROGRAMS IN HIV/AIDS EDUCATION, YOUTH SPORTS, CAMPING AND THE ARTS IN THE UKRAINE. ADDITIONALLY, THIS RELATIONSHIP HAS PROVIDED INTERNSHIP OPPORTUNITIES FOR BOTH ORGANIZATIONS, AS WELL AS SERVICE LEARNING CAMPS FOR OUR OWN YOUTH AND TEEN MEMBERS.</p> <p>8. IN RECOGNITION OF THE NATIONAL DAY OF PRAYER, EACH OF THE YMCA FACILITIES HOSTED AN ANNUAL PRAYER BREAKFAST IN MAY. ALSO IN 2019, THE 6TH ANNUAL COME ALIVE! COMMUNITY PRAYER BREAKFAST WAS HELD IN WINSTON-SALEM AS A COLLABORATIVE EFFORT BETWEEN THE YMCA OF NORTHWEST NORTH CAROLINA, LOVE OUT LOUD AND THE NEW CANAAN SOCIETY. COMBINED, THESE EVENTS BROUGHT TOGETHER 1,100 MEMBERS OF THE COMMUNITIES WE SERVE TO PRAY, FELLOWSHIP, AND HEAR SPEAKERS AND MUSIC.</p> <p>9. DURING 2019, THE YMCA MILITARY OUTREACH INITIATIVE BENEFITED FAMILIES OF ACTIVE AND DEPLOYED SOLDIERS SERVED 355 MEMBERS. LAUNCHED IN OCTOBER 2008, THE YMCA MILITARY OUTREACH INITIATIVE PROVIDES GOVERNMENT FUNDING FOR ELIGIBLE MILITARY FAMILIES TO RECEIVE FREE MEMBERSHIPS AT FULL-FACILITY YMCAS IN THEIR COMMUNITIES.</p>

Return Reference - Identifier	Explanation
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 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 ASSISTANCE 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, CHIEF OPERATING OFFICER, CHIEF FINANCIAL OFFICER, CHIEF ADVANCEMENT OFFICER, AND CHIEF HUMAN RESOURCES OFFICER.
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".