YMCA OF GREATER SEATTLE
2018 Annual Report

THE Y IS WHERE
COMMUNITY THRIVES
THE Y IS WHERE
One year into my term as YMCA of Greater Seattle board chair, one thing has become clear, the more you learn about the Y the more you realize how deep our roots go.

Our work goes much further than most people realize. The Y is where you can work out, a child (or an adult) can take swim lessons, young adults find housing after they age out of foster care, a student can get after-school care, parents can send children for child care, and a camper can make new friends and explore the outdoors. We’re more than a gym—we’re a community fueled by the steadfast belief that everyone deserves the resources and chance for a healthy, thriving life. We push for healthy lives, strong education, stable housing, food security, and growing youth development. Through these roots we touch nearly every social issue and uplift a deeper, more profound change in our community that no single program or service could achieve on its own.

I want to personally thank Bob Gilbertson for his service as the President and CEO of the Y of Greater Seattle for the past 12 years. Bob’s leadership inspired this organization to grow its roots and expand its reach. The Y reached new goals through his determined leadership and vision.

In March, the Y welcomed Loria Yeadon as its new President and CEO. With her unique background in business, law, and non-profit leadership, Loria will truly unite the Y’s efforts to grow even further. She will drive the Y with a continued focus on partnering with the broader community so all people in our region can reach their fullest potential.

If you’re looking for a way to help the community, visit your nearest Y, or one of our camps or programs. You’ll see people from all backgrounds supporting each other and striving for empathy and equity.

In closing, I want to express my gratitude to all of the Y’s employees, volunteers, and donors for their continued support of and contributions to our mission. We couldn’t do it without you.

Thank you,
Katie O’Sullivan
Board Chair, YMCA of Greater Seattle
Pedaling for Parkinson’s and LIVESTRONG supports individuals living with Parkinson’s or recovering from cancer to live their healthiest, strongest, fullest lives by decreasing symptoms of Parkinson’s up to 35 percent.
It is because of the Y that I feel normal. My whole life I felt I was the only kid that had to lose weight because of my heart problem. After coming to ACT! for 12 weeks, I know I’m not alone. Being active and eating healthy is for everyone!

—ACT! youth program participant

Marjorie joined the Y when she got custody of her seven year old nephew. She signed him up for swim lessons, but refused to get in the water with him. Marjorie was carrying excess weight and was self-conscious about going in the pool. “I was embarrassed and did not want to embarrass my nephew.” But everything changed when Marjorie received a phone call with devastating news—her daughter was denied the kidney and liver transplant she needed to survive.

“I knew I needed to be my daughter’s strength and courage,” said Marjorie. After months of watching her nephew swim, Marjorie found the courage to get in the pool. She also began taking long walks and challenged herself with group exercise classes and the Lose to Win program. Marjorie lost a significant amount of weight due to her efforts and went on to run three 5K races to raise money for her daughter’s disease. “In my last race I even pushed my daughter in her wheelchair across the finish line.”

At the Y, anyone can improve their health, regardless of their physical abilities or how much they can afford. The Y serves as a health and wellness center for everyone. By improving membership access to people of all income levels across our region and by creating innovative new programs, the Y is growing healthy communities.

Programs like the Diabetes Prevention Program, Lose to Win, and Actively Changing Together! (ACT!) continue to help individuals and families learn about nutrition, healthy habits, and ways to increase physical activity that are practical and tailored to participants’ everyday lives.

At every opportunity, the Y’s Healthy Living Team strives to identify new ways to improve the health and well-being of the community. As our work continues to grow and evolve, our focus remains the same: to help all people reach their fullest potential in spirit, mind, and body.

In 2018, at the YMCA of Greater Seattle...

- 1,600 individuals participated in the Y’s chronic disease prevention programs
- 975 people participated in Lose to Win
- 34% of members received financial assistance

OUR COMMUNITY GETS HEALTHY
The Y faces head-on the critical issues affecting kids and young adults in the Seattle metro area: housing, mental health, and foster care. The Y remains the largest provider of youth housing in King County by housing approximately 280 young adults on any given night.

From Crisis to Calm: Jamie’s Story
Jamie* was rejected by their adopted family when they came out as gender non-conforming, a term used to describe someone whose gender expression is different from conventional expectations of masculinity and femininity. Jamie was sent away to school in another state, not welcome to return home. Jamie was devastated. Without family support, Jamie became desperate for money and began working in the sex industry.

Jaime’s mental, physical, and emotional health spiraled out of control and Jaime attempted suicide by overdosing on sleep medication in August 2017.

Jamie was introduced to the Y’s Crisis Outreach Response System for Young Adults at a homeless shelter. Jamie had been experiencing homelessness for eight months and felt unsafe, suicidal, and triggered.

Things were so dire that during Jamie’s first visit with an outreach worker, Jamie disclosed, “I don’t want to live past 30 years old.”

Jamie was invited to stay at the Y’s short-term respite beds in Shoreline, where Jamie could rest in a safe environment. Jamie met with Y staff weekly to build resiliency skills.

During that time, Jamie’s perspective changed from being hopeless to hopeful. By the end of October 2018, Jaime moved from transitional housing into affordable housing in South King County.

Thanks to the Y, Jamie’s outlook is more positive than ever and Jaime has reduced the number of visits to the emergency room. Jamie hopes to use these personal experiences for good and plans to enroll in school to pursue a degree in social work.

The Y is here for kids, teens, and young adults when they need help the most.

*Name was changed to protect privacy
Child Care

Hundreds of kids across our region spend their days learning and growing with the Y. As leading providers of infant, preschool, and school-age before and after school care to kids, the Y is helping kids to get ready for and thrive in school and life starting with vital building blocks. At the Y, kids learn their ABCs, to share and work as a team, and, most importantly, how to be themselves.

The Y helps kids connect with their communities, their peers, and themselves while guiding each child individually.

Jorge turned Trials to Triumphs at the Y

Jorge is a third-grader with ADHD. Before Jorge found after school help at the Y, school was a constant struggle for his mother and him. “We tried several tutoring places and none worked. We brought him to the Y’s program this fall and now he’s turning in all his homework on time. The caring tutors are such great role models,” says Jorge’s happy mom. Your gift means Jorge and others like him have a chance to succeed.

Child Care for all Kids

All kids deserve quality childcare regardless of their family’s financial situation. As a single working mom, Heather struggled to find quality affordable childcare for her son, Caden. The Y is where Heather found the financial assistance she needed to enroll Caden in our before and after school care programs. “Without the Y’s help, I wouldn’t be able to support myself or my son. It takes a village, and I am so grateful for everyone at the Y.”

In 2018, the Y...

- Served 4,937 kids each day
- Offered over $485,000 in financial aid
- Heard from 88% of parents that the Y’s programs built cooperation and collaboration skills in their child

“

We tried several tutoring places and none worked. We brought him to the Y’s program this fall and now he’s turning in all his homework on time. The caring tutors are such great role models.”

“
In the Boys Outdoor Leadership Development (BOLD) and Girls Outdoor Leadership Development (GOLD) programs, teens worked together while taking on physical and technical challenges in the wilderness alongside peers from different racial, religious, and socioeconomic backgrounds.

Camp Orkila piloted new Inclusion Specialists positions to help all campers, especially kids from groups and family traditions that don’t immediately feel comfortable at camp, feel welcome, and celebrated.
At an all-camp event, everyone started cheering for me and it felt like I was part of the group. It was the best I had felt in a long time.

—Camp Colman camper

Camping & Outdoor Leadership
Y camp is one of the oldest and most popular programs at the Y. Though the concept is old, life as a kid has changed drastically, making Y camps more relevant than ever.

Simply, camp is a place where all kids, no matter where they’re coming from, can get to know themselves. The Y encourages play, exploration, and learning in a low-stakes environment while making friends from different backgrounds.

Living BOLD Against the Odds: Henry’s Story
Henry arrived to the U.S. as an unaccompanied refugee minor through Lutheran Immigration and Refugee Services. Eager to become immersed in the culture of his new home, his American family found the YMCA Boys & Girls Outdoor Leadership Development (BOLD & GOLD) program to help him meet friends, get outside, and thrive.

On Henry’s one-week expedition, the insurmountable difficulties of Henry’s past did not get in his way. His honesty and integrity shined as he led his peers and overcame the challenges of the course; challenges that perhaps were quite different than those of the others in his group. When asked what he would do if given $10,000, he replied without hesitation, “I would build a hospital to help others.”

After his trip, Henry was recommended for the Leader in Training program, designed to help coach future instructors, and allow young leaders to continue to positively impact youth.

Making camp accessible to all kids, including kids like Henry, is the Y’s priority. In 2018, one in five kids at camp received financial aid to attend, which totals over $1 million in camperships assistance. This significant dedication to accessibility for all kids is a 20 percent increase over 2017.
In 2018, the YMCA of Greater Seattle officially launched the Diversity, Inclusion, and Global landing page which enhances our visibility as an organization committed to diversity, inclusion, and equity. Find the Y’s diversity and inclusion events at seattleymca.org/diversity-and-inclusion.

The YMCA of Greater Seattle rekindled an international relationship with the Shanghai YMCA in China that now shares a partnership with the Y’s Coal Creek Family YMCA branch.
EQUITY IS IN ACTION

Diversity and Inclusion
The Y is where everyone belongs. Diversity isn’t something the Y does, it’s what the Y is. The core of what the Y does is creating spaces for all people to reach their full potential and the only way to do that is to ensure that our staff, volunteers, members, program participants, and donors reflect the community of which the Y is a part. In a time of racism and intolerance in our nation, the Y stands strong in support of all people in our communities.

Developing New Leaders
The Y works to make sure its staff and leadership represent our region’s values and experiences. Ensuring that all of our staff of color have the tools they need to become leaders at work and in life is critical to the Y. In October 2018, the YMCA of Greater Seattle hosted the largest Emerging Multicultural Leadership Experience (EMLE) to date. EMLE is a National YMCA staff training experience designed to provide emerging professional staff of color the opportunity to become further engaged and connected to the YMCA movement. Over 500 multicultural leaders and 118 YMCA of Greater Seattle staff and volunteers gathered to learn, grow, and get inspired.

Building Global Partnerships
Reducing the distance between here and there is critical to shortening the distance between ‘us’ and ‘them.’ In the summer of 2018, 26 Global Teen Program participants from the Y traveled to international YMCAs in India, Japan, and Mexico with the support of sponsor, Delta Air Lines. The Global Teens Program is designed to develop international understanding, leadership skills, and cultural competency through service-learning opportunities for teens ages 14–17.

Creating Welcoming Spaces
Welcoming Week brings together immigrants and U.S.-born community members in a spirit of unity and raises awareness of the benefits of making communities stronger. Each of the Y’s 13 branches plus Camp Orkila celebrated national Welcoming Week in September. Over 1,000 people participated in partnership with over 23 community groups. Welcoming Week is an annual celebration bringing together thousands of people at hundreds of local events that build unity between immigrants, refugees, and long-term residents.

Diversity isn’t something the Y does, it’s what the Y is. The core of what the Y does is creating spaces for all people to reach their full potential.
Before Youth Legislature I was really nervous to talk in front of people, I thought my ideas didn’t matter. But now that I understand the whole process of how government works, I feel like I have a way to make the changes that will help people like me in the legislature.

Youth Legislature and Mock Trial
The recipe for a bright future is simple: give young people the tools to thrive in the rooms where important decisions are being made. Youth Legislature and Mock Trial show teens the pathways to creating laws and implementing them in Washington state. Through these Y teen leadership programs, we’re nurturing innovation, fostering community responsibility, and building leadership skills in teens across King County and beyond.

UnHeard
Often, the people we need to hear from the most aren’t given a platform. The Y is working to extend a microphone to the stories our region needs to be listening to—the voices of young adults experiencing homelessness in Seattle. In partnership with creative agency VML, UnHeard was born—pairing local musicians and those participating in the Young Adults in Transition (YAIT) at the Y to create an album of critical voices in order to give a voice and face to these young people.

Ellen found herself surrounded by a crowd of drug users. She quickly became addicted to heroin at a young age, which ultimately led her to a jail cell. After serving time, Ellen was referred to YAIT, at the Y’s downtown location. Local legend, musician LeRoy Bell, worked with Ellen to create their song, “Ready to Come Home.”

The album, which you can listen to on UnheardSeattle.org, was released in December 2018.

In 2018...
1,300 middle and high school students across Washington participated in Mock Trial and Youth Legislature programs
Of those participating, 434 were from King County
Teens drafted over 90 pieces of legislation
The new Kent YMCA opens fall of 2019.
As communities grow and change, the Y is growing with them. We’re expanding our reach to extend to the people who need us most.

**The New Kent YMCA**
In July 2018, the Y broke ground for the new Kent YMCA location at Morrill Meadows Park, which opens to the community in fall of 2019. Expanding access in South King County is vital to reducing health inequalities between communities. The Kent Y is just $1.5 million away from its $36.6 million fundraising goal. The Y is excited to open Kent’s doors this year and welcome a record number of Charter Members to the new location and to begin building community!

**Expanding the Auburn Valley YMCA**
The Y intends to break ground on the Auburn Valley YMCA Healthy Kids Campus expansion project in 2019, which will increase access for kids and families to engage together in learning, physical activity, and time together. Local businesses, private philanthropists and the state of Washington all committed significant support and partnership in 2018 to help make this campus a reality. The building committee is now hard at work hiring architects and preparing for the groundbreaking.

**A New University Family YMCA**
With the addition of a new branch executive director at the start of the year, 2018 ushered in expanded relationship building within the community and local leaders. Growth in our branch board expanded the Y’s ability to reach new communities and strategic partners to better tell the story of the future impact a new University Family YMCA will have on the U-District and the north end of Seattle. Local philanthropy continued to grow with multiple new gifts designated to the project, propelling the total raised to over $11 million of the $43 million goal.
THE Y IS WHERE
The YMCA of Greater Seattle is more than a place. It’s a hub that helps all people reach their full potential. Whether it’s through camp and childcare, fitness, chronic disease prevention programs, or youth housing and homelessness prevention, the Y is here for all.

In 2018, thanks to your service, generosity, and dedication our community is stronger. Your gifts helped kids experience camp for the first time. Your memberships supported a culture of inclusivity, where everyone has the resources to thrive.

The Y is grateful to the donors, members, volunteers, partners, and staff who are the foundation of this organization. Because of your dedication, the Y will open a new branch in Kent in 2019. The Y’s Lose to Win, Diabetes Prevention, and Actively Changing Together! programs helped individuals and families learn about nutrition and how to add physical activity into their everyday lives. The Y also began two new innovative pilot programs to prevent more young adults from experiencing homelessness than ever before.

Just as our donors, members, and volunteers are our foundation, Robert B. Gilbertson, the outgoing President and CEO of the Y, was the architect who built up the pillars of the organization. Bob has spent his entire 45-year career with the YMCA, leading the YMCA of Greater Seattle association for the last 12. The Y is a different and stronger organization because of Bob. During his service, he helped open five new branches, grew philanthropic giving from $2 million to $8.6 million and helped support more kids and teens than ever before.

The Y is thrilled to welcome Loria Yeadon, the YMCA of Greater Seattle’s new President and CEO, as she takes our organization to the next level of excellence. Loria brings the unique experience of a successful business executive who has invested deeply in nonprofit leadership on issues core to the Y’s mission, serving youth and families. She looks forward to building upon the Y’s foundational systems and incredible people, while driving sustainable systems change with a renewed focus on serving all people of our region.

Whether you’re on a treadmill, around a campfire, in a pool or at a Y event, your involvement enriches the community around you. Together you and the Y help people around the region to be holistically strong, healthy, and happy. Thank you.
### 2018 Financials

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<th><strong>TOTAL</strong></th>
<th>2018*</th>
<th>2017</th>
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<td>Other</td>
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<td><strong>Total Association Earned Revenue</strong></td>
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<td><strong>$95,080,571</strong></td>
<td><strong>$125,305,254</strong></td>
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| **Total Expenses** | | | |
| Youth Development | $29,520,478 | $28,137,990 | $26,048,866 |
| Healthy Living | 39,344,686 | 37,307,044 | 33,646,126 |
| Social Responsibility | 14,250,147 | 12,575,032 | 11,692,792 |
| Management | 13,603,844 | 11,661,442 | 8,954,126 |
| Fundraising | 2,766,576 | 2,482,444 | 2,290,037 |
| **Total Association Expenses** | **$99,485,731** | **$92,163,952** | **$82,631,947** |

| **Other Income and Losses** | | | |
| | ($3,258,742) | $7,432,856 | $3,784,241 |
| **Total Change to Reserves & Endowment** | | | |
| | ($4,825,142) | $10,349,475 | $46,457,548 |

### Balance Sheet

<table>
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<tr>
<th><strong>BALANCE SHEET</strong></th>
<th>2018*</th>
<th>2017</th>
<th>2016</th>
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<tr>
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<td><strong>Total Liabilities</strong></td>
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<td><strong>Net Assets</strong></td>
<td>$175,357,429</td>
<td>$180,182,571</td>
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*Unaudited
BOARD OF DIRECTORS & SENIOR STAFF

BOARD OF DIRECTORS
OFFICERS
Katie O’Sullivan, Chair
Frank X. Shaw, Vice Chair
Diane Dewbrey, Treasurer
Alison Prince, Secretary

MEMBERS
Brent Beardall
Nathaniel “Buster” Brown
Tim Brown
Doug Boyden
Susan Feeney
Tony Gonchar
Matt Griffin
Jason Hamilton
Tom Hull
Richard Jones
Carolyn Kelly
Steve Lozano
Trae Luh
Scott Luttinen
Michael McQuaid
Denise Merle
Stephen Newton
Michael Orbino
Aaron Perrine
Dan Peyovich
Cam Ragen
Sri Remala
Molly Stearns
Matt Stover
Kris Stred
Trevor Stuart
Mark Tabbutt

ORGANIZATION LEADERSHIP
Robert B. Gilbertson, Jr., President/CEO (2018)
Loria Yeadon, President/CEO (2019)
Wendy Bart, SVP/Chief Membership and Health Officer
Amanda Gayles, SVP/Chief Human Resources Officer
Marcia Isenberger, SVP/Chief Operating Officer
John Lamb, SVP/Chief Financial Officer
Jeff Rainey, SVP/Chief Operating Officer
Vivian Shannon, SVP, Chief Advancement Officer
Alonda Williams, SVP, Chief Marketing Officer
YMCA OF GREATER SEATTLE: BRANCHES BY REGION

EAST REGION

BELLEVUE FAMILY YMCA
14230 Bel-Red Road
Bellevue, WA 98007
425 746 9900
Cesar E. Caycedo, Board Chair
Josh Sutton, Branch Executive

COAL CREEK FAMILY YMCA
13750 Newcastle Golf Club Road
Newcastle, WA 98059
425 282 1500
Forrest C. Jammer, Board Chair
Sara Biancofiori, Branch Executive

NORTHSHORE YMCA
11811 NE 195th Street
Bothell, WA 98011
425 485 9797
Tim Russell, Board Chair
Cynthia Klever, Branch Executive

SAMMAMISH COMMUNITY YMCA
831 228th Avenue SE
Sammamish, WA 98075
425 391 4800
Kazi Huque, Board Chair
Dave Mayer, Sr. Branch Executive

SNOQUALMIE VALLEY YMCA
35018 SE Ridge Street
Snoqualmie, WA 98065
425 256 3115
Rachel Money, Board Chair
Nate Smith, Branch Executive

SOUTH REGION

AUBURN VALLEY YMCA
1620 Perimeter Road SW
Auburn, WA 98001
253 833 2770
Lauren Flemister, Board Chair
Jason Berry, Branch Executive

KENT YMCA
(Opening fall 2019)
10828 SE 248th Street
Kent, WA 98030
253 246 8547
Kevin Hasslinger, Board Chair
Kelly Guy, Branch Executive

MATT GRIFFIN YMCA
3595 S 188th Street
SeaTac, WA 98188
206 244 5880
Jesse A. Todhunter, Board Chair
Susannah Peterson, Branch Executive

WEST REGION

NORTHSHORE YMCA
11811 NE 195th Street
Bothell, WA 98011
425 485 9797
Tim Russell, Board Chair
Cynthia Klever, Branch Executive

SAMMAMISH COMMUNITY YMCA
831 228th Avenue SE
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253 246 8547
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Kelly Guy, Branch Executive

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3595 S 188th Street
SeaTac, WA 98188
206 244 5880
Jesse A. Todhunter, Board Chair
Susannah Peterson, Branch Executive

WEST REGION

DALE TURNER FAMILY YMCA
19290 Aurora Avenue N
Shoreline, WA 98133
206 363 0446
Mike Gerke, Board Chair
Carolann Cross, Branch Executive

DOWNTOWN SEATTLE YMCA
909 Fourth Avenue
Seattle, WA 98104
206 382 5010
Bob Sepulveda, Board Chair
Sonya Crider, Branch Executive

MEREDITH MATHEWS EAST MADISON YMCA
1700 23rd Avenue
Seattle, WA 98122
206 322 6969
Timothy Leary, Board Chair
Greg Lewis, Branch Executive

UNIVERSITY FAMILY YMCA
5003 12th Avenue NE
Seattle, WA 98105
206 524 1400
Molly LaPatra, Board Chair
Andy Sharpe, Branch Executive

WEST SEATTLE & FAUNTLEROY YMCA
3622 SW Snoqualmie Street,
Seattle, WA 98126
206 965 6000
Andy LaBadie, Board Chair
Shalimar Gonzales, Branch Executive

ACCELERATOR YMCA
2100 24th Avenue S
Suite 260
Seattle, WA 98144
206 382 5013
Krystal Brun, Board Chair
Mark Putman, Branch Executive

YMCA CAMPING & OUTDOOR LEADERSHIP
909 Fourth Avenue
Seattle, WA 98104
206 382 5009
Dannielle Githens, Board Chair
Meredith Cambre, Sr. Executive Director

YMCA Camp Orkila
484 Camp Orkila Road
PO Box 1149
Eastsound, WA 98245
360 376 2678

YMCA Camp Colman
20016 Bay Road, KP5
Longbranch, WA 98351
253 884 3844

YMCA YOUTH & GOVERNMENT
921 Lakeridge Way SW
Suite 201
Olympia, WA 98502
Mailing Address:
PO Box 193
Olympia, WA 98507
360 357 3475

Sam Reed, Board Chair
Brent Gaither, Executive Director

Current as of June 2019