Dr. Martin Luther King Jr. Day of Service Starbucks and Y Community Volunteers
Dear Y Family and Friends,

As we reflect on the past year, we are so grateful for the ways in which our community has shown up for each other. It has been another year of remarkable progress and growth at the YMCA of Greater Seattle, and we are so proud to share our successes with you all.

Through the dedication of our staff, volunteers, and donors, we have made great strides toward Vision 2025. Our vision aims to strengthen our impact and help youth and families thrive. Together we are creating a world where young people have safe and stable housing with programs through the Y Social Impact Center, where all parents have access to quality, affordable child care through our Early Education and Before and After-School Enrichment programs, and where every child has equitable access to opportunities to reach their full potential. Your support has helped the programs and initiatives to support the holistic health and wellness of our community and expanded our reach to serve more people in need.

One of the most exciting developments of the past year has been the growth of our camp properties. With the acquisition of YMCA Mineral Lake Camp and the Beebe and Curtis properties, we have expanded our capacity to provide transformative experiences for young people and families. These properties offer opportunities for outdoor exploration, personal growth, and community building, and we are thrilled to be able to offer them to our community.

As we look toward the future, we are eager to continue building on these successes and expanding our impact. We remain committed to advancing equity and justice for all, becoming an antiracist organization, and living our Y mission and values every day, all of which fuel our work. We are dedicated to creating communities where everyone can thrive and achieve their full potential. We believe that with your support, we can achieve this goal.

Our impact in community has never been achieved alone. We invite you to join us as we continue to pursue a world where every child has equitable access to opportunities to foster their gifts and interests toward a brighter future. With your continued support, we can make this vision a reality and ensure that everyone at every age receives the resources needed to live productive, healthy, empowered, and happy lives.

It’s my distinct pleasure to serve as the Board Chair for this great organization. As my time as Chair winds down, I ask that you welcome and fully support the next board chair, Alison Prince, with your time, talent, and treasure, as you’ve so willingly supported me over the last three years. Thank you for being a part of our journey toward a better, brighter future. We cannot do it without you.

Sincerely,

Frank X. Shaw, Board Chair, YMCA of Greater Seattle
Dear Y Family and Friends,

2022 was a great year, marked by the impact and progress we made for our youth and families, especially relating to early education, child care, kindergarten readiness, and outdoor education. Our impact and process are critical to enabling parents to get back to work and to addressing education and health gaps exacerbated by the pandemic. We invested in opening two new Early Education Centers in 2022, with a third that just opened in March 2023 to support working families, serving infants through five years old. Early education is key to economic recovery and keeping caregivers, especially women, in the workplace. Our programs focus on creating choice-based activities centered in social-emotional-physical learning through evidence-informed curriculum and working with nurturing and caring adults.

We have also collaborated with numerous school districts to organize Kindergarten-Readiness Events, which have provided families with information about the diverse range of Y programs available, as well as information about school resources and services. Families have also been able to enroll their children in kindergarten and receive additional support and resources.

Additionally, nearly 11,000 youth attended outdoor experiences, including overnight camping at Camp Orkila and Camp Colman, week-long backpacking excursions, challenge and climbing activities, Earth Service Corp clubs at middle and high schools, and family camps. In 2022, the Y launched the Youth Support Program, designed to support youth and families who are struggling with behavioral challenges. This program is done in partnership with families, schools, and Y Social Impact Center.

Finally, we are delighted to share that because of your generosity, $8,482,760 was raised by 3,568 donors and invested back into the community. Your gifts have allowed us to serve 197,392 people across all programs and sites.

Thank you for your unwavering support and commitment to the Y. Seeing the smiles on kids’ faces in the swimming pool, in the play zones, and in numerous programs as families return to the Y makes it all worthwhile. We hope our progress in 2022 will inspire you to continue supporting our mission to empower youth, improve health, and strengthen communities.

In gratitude and community,
Loria Yeadon
President & CEO, YMCA of Greater Seattle
Creating Communities That Are Equitable for All

Health is Equity and Justice

The Y’s commitment to equity and justice was furthered through a range of initiatives last year. Surveys, observation kits, insight circles, and training from outside facilitators were deployed to assess our progress and create a Race Equity Toolkit. We reached out to the voices of the impacted and those we serve to better meet their needs. Y Community Conversations hosted meaningful dialogue and provided a space for much-needed discussions on social justice issues.

Along with continued efforts to diversify participation in all Y programming, pilot programs were rolled out that included one for Queer/Trans, Black, and femme youth to reclaim the outdoors as places in which they can be their authentic selves, and community-centered volunteer efforts were mobilized.

Dr. Martin Luther King Jr. Day of Service – Addressing Food Insecurity

A day off for some, a day on for Y volunteers. Our MLK Day of Service was Inspired by Dr. Martin Luther King Jr.’s Poor People’s Campaign and saw 500 neighbors helped thanks to the efforts of our community, as well as staff from Bank of America and Starbucks.

The day got underway with education about Dr. King’s campaign and the critical role Black women leaders like Ella Baker played in the civil rights movement. We then listened to a video programming where we learned from Dr. Dorceta Taylor, who taught about how food insecurity persists as an intentional and systemic form of discrimination before we addressed it by providing mutual aid to our community with freshly made burritos, weekend meal backpacks, and care packages.
1,400+ people engaged in 11 Community Conversations on topics such as Disability Justice, Hispanic/Latinx labels, Women’s History Month, and Asian Hate Crime

Provided close to 1,000 Covid-19 and missed childhood vaccines

6 major equity subject areas were studied through 124 member surveys, 3 Insight Circles, and 37 Observation Kits

A successful pilot program was implemented to engage Queer/Trans, Black, and Femme Youth in the outdoors

150 staff participated in 7 Employee Resource Groups
Creating Communities That Meet Critical Needs

Health is Safety and Social Responsibility

In 2022, the Y Social Impact Center rose to meet the challenges facing our youth and young adults in the wake of the pandemic. Though we recognize that many of these issues are not new, the increase in the number of people facing them was - with 16% more enrollments in housing, employment, and mental health programs.

Health is Healing and Connection

As part of our pursuit of Whole Person Health for all, the Y recognizes the epidemic of violence in our communities as symptomatic of the public health inequity we are committed to addressing.

“When we can start to look at violence through a public health lens and all work on the issue, then I think we can start to move the needle,” says Marvin Marshall, Director of Y Violence Prevention.

Last November, in the wake of the Ingraham High School shooting, our community was left feeling more than grief. Fear, anxiety, anger, hopelessness, numbness. We all needed space for healing. Community organizations and groups came together, and the Y Violence Prevention team showed up to provide facilitated group conversations. Unfortunately, the trauma of gun violence in our nation continues. And it’s in the continued efforts to push for change and prioritize creating resources and open ourselves up for connection that will help provide spaces for healing. “A lot of our work is in the potential overspill of that violence. People have to live with what happens,” Marshall said, and “…healthy community is an environment where young people do not have to be in survival mode, where they’re given free-flowing access to resources.”

The Y Social Impact Center does this by meeting young people where they are, supporting them with services, and connecting them to resources. Just like when it comes to addressing other public health concerns, remedying broader systemic instability and inequity is crucial to improving our communities for all.
1,953 young people participated in housing services and 1,317 young people were served in young adult services.

3,097 participants were provided behavioral health services.

5,651 total participants were served through the Y Social Impact Center.

72% of youth enrolled in employment programs obtained employment.

794 youth were served in foster care services, and 87% of foster care youth in transition to adulthood obtained stable housing.

"Y Scholars showed me that we are strong in who we are in our skin. We are strong as students of color. It also showed me that there is nothing that can stop us."

~ Y Scholars Participant
Health is Spirit, Mind, and Body

Promoting health and wellness has always been at the heart of the Y. Last year, we brought many classes back in person, rolled out new ones, and delivered hundreds on-demand through YMCA360. It's more than exercise, though. Many new members of our communities struggle to coordinate their healthcare. That's where the Y Community Health Navigator Network comes in by translating materials and bringing healthcare essentials like vaccine clinics to those in need. And even after receiving care, some can find themselves at a loss when it comes to reclaiming their health – Y programs like Pedaling for Parkinson’s, Blood Pressure Self-Monitoring, and Diabetes Prevention empower them to do so.

Swim Equity

Health access expands across all our programming, including swimming. Those from Black, Indigenous, People of Color (BIPOC) communities or low-income backgrounds may not have access to affordable swimming lessons. However, generous partners and donors are working with the Y to break down these barriers and provide opportunities for all to learn how to swim and enjoy the water.

"I never took swimming lessons as a kid due to financial barriers,” said Juweriya, who participated in one of the 38,000 swim lessons taught last year, “I no longer wanted to sit on the side while those around me enjoyed the water.” And so, she didn’t. After 27 years of not knowing how to swim, she decided to enroll. “This past September, I signed up for my first-ever swim lessons at the Matt Griffin Y. I like that they don’t force you to do anything you’re not comfortable with yet, but they still push you to where you can grow and learn. The staff have also done an amazing job at catering to my needs of requiring a female instructor because, as a Muslim woman, I feel more comfortable with one. My experience has been very transformative. Not only have I learned how to swim, but I now have a profound love for swimming.”
38,000 sessions of swim lessons instilled life-saving skills, and 300+ youth participated in Safety Around Water programming

2,606 people were served Whole Person Health programming, including African American, Ethiopian, and Somali communities

2,837 people served through Whole Person Health navigation

4,000 group exercise classes offered
Creating Communities for All Youth to Thrive

**New Opportunities**

Connected, capable, confident — that’s our vision for developing youth potential across all our Before and After-School Enrichment programs, outdoor camps and teen leadership programs. Picture a future where all youth are emboldened to be their authentic selves and become the changemakers who will contribute to their community.

While many childcare facilities were closing, we opened two new Early Education Centers with your support. But we also recognize that simply making services available isn’t enough.

**K-Ready, Set, Go!**

Being Kindergarten ready is a big deal and has long-term impacts on graduation rates. So, when the Y learned that families in South King County were enrolling for kindergarten weeks or months after the school year started, missing hundreds of learning hours, we partnered with local schools so families could get “K-Ready” ahead of time more easily.

That meant our staff and school district counselors heading down to the Matt Griffin YMCA in Highline to help smooth the registration process by inviting families to meet with school representatives, access translation services, and get clear on school vaccination requirements.

“Anybody can come to the Y. It’s a community space,” said Rosa Manriquez, Family & Community Engagement Specialist for Highline Public Schools. Holding these events at YMCA and community locations makes it convenient for families to access the support they need wherever they are. That is why, in preparation for the 2023-24 school year, we’ve scheduled K-Readiness events in Kent, Renton, Midway, and SeaTac at Y branches and community housing sites where families already gather. Entering local school district offices can be intimidating, and online registration systems can be confusing.

"We hope to build a bridge between the school district and the community."  
- Bilgehan Jansen (Program Director of Educational Readiness at the YMCA)
Thanks to many families already being engaged with the Y through childcare, swim lessons, and branch services such as Kids Zone and summer day camps, K-Readiness events are well-positioned to support families with the next step in their education journey. “We hope to build a bridge between the school district and the community,” said Bilgehan Jansen, Y Program Director of Educational Readiness.

K-Readiness events also align with the YMCA of Greater Seattle’s Vision 2025: an action plan to ensure equity, justice, and Whole Person Health for all families, especially BIPOC families.

886 young people participated in the democratic process through Youth and Government’s Mock Trial and Youth Legislature programs

2,488+ youth attended Before and After-School Enrichment programs, and 3,606 attended summer day camp

10,900 youth attended outdoor experiences, including at Camp Orkila, Camp Colman, BOLD & GOLD, and YMCA Earth Service Corp

5,623 students participated in the Y’s outdoor education program as part of the WA state standards and developing future stewards of the environment

652,849 meals and snacks distributed through Hunger Initiatives

I will always remember looking up at the stars on our last night at camp and being surrounded by amazing, loving, and open people.

~ Samantha (Camp Participant)
Recognizing Equity and Justice with Inaugural Excellence in Social Justice Award

“It is easy to recognize the inequities in our community, but it takes real commitment and courage to do something about it,” said Frank X. Shaw, Y Board of Directors Board Chair. To recognize those who do just that, and in commemoration of the late Judge Charles V. Johnson and his partner, Mrs. Lazelle Johnson, we added an Excellence in Social Justice award to our annual volunteerism awards event in 2022.

The Legacy We Celebrate

Born in the segregated South, Judge Johnson served in a segregated army before coming to Seattle in 1954 to study law at the University of Washington. Of three Black students, he was the only one to graduate and would go on to become head of Seattle’s NAACP chapter. It was there that Judge Johnson began his life’s work of improving the quality of Black education and addressing real estate and employment inequities.

After practicing for a decade, he served as a judge in Seattle Municipal Court and came together with ten other attorneys to form Loren Miller Bar Club to support fellow Black attorneys who found camaraderie nowhere else and serve as a formidable civil rights organization. Countless generations of students benefited from Judge Johnson’s mentorship there and looked to him as an example of what was possible after he was appointed the first Black judge to the Washington State Superior Court in 1981. He went on to receive numerous awards from bar associations and universities before passing away in 2021 but is survived by his indelible work and incredible wife, Mrs. Lazelle Johnson.

Hers, too, is a long history of selfless public service, having served on the board of the YWCA and the Girls Club of America and going on to become president of the Girls Club of Puget Sound and the Links, Inc. – an organization dedicated to enriching, sustaining, and ensuring the culture and economic survival of African Americans and other people of African ancestry.

Judge Richard and Leslie Jones are people who get things done, they are no strangers to serving the community.

~ Mrs. Lazelle Johnson
In addition to all the above, she was appointed to the Seattle Public Library board of trustees, bringing much-needed stability during a time of unrest within the organization whilst also serving as regional administrator for the Women’s Bureau of the US Department of Labor.

It was Mrs. Johnson who introduced the first recipients of the award to Judge Richard and Leslie Jones as “... people who get things done, they are no strangers to serving the community,” in recognition of their tireless dedication to a plethora of local and national boards and advisory groups, including our own, with a focus on students of color.

- 751 volunteers shared 53,264 hours of their time
- 3,568 donors raised $8,482,760 to be invested back into community
- 197,392 people served across all programs and sites
- 1,773,902 total member visits to YMCA of Greater Seattle locations
- $8,990,241 in financial assistance granted
Creating Community Spaces at the Y

**Auburn Valley YMCA**
- 10,435 people served
- 70,702 visits

**MEMBER QUOTE**

“I love the YMCA. I have been going there since I was a child. It really had helped my mental health.”

**Coal Creek Family YMCA**
- 15,432 people served
- 217,192 visits

**MEMBER QUOTE**

“I’ve been working with Terrin, my personal trainer, for the past number of months. I couldn’t have achieved my current journey to health without her.”

**Downtown Seattle YMCA**
- 4,400 people served
- 72,062 visits

**MEMBER QUOTE**

“Staff are friendly, helpful and welcoming. They contribute a lot to making the Y such a great place.”

**Matt Griffin YMCA**
- 15,079 people served
- 139,026 visits

**MEMBER QUOTE**

“I always feel welcomed and safe at the Y.”

**Bellevue Family YMCA**
- 9,038 people served
- 106,289 visits

**MEMBER QUOTE**

“The Y is my home away from home. I love the classes and the connections that I make there.”

**Coal Creek Family YMCA**
- 15,639 people served
- 168,162 visits

**MEMBER QUOTE**

“The Dale Turner YMCA is incredibly welcoming. I am a trans woman who feels very welcome there. I have had only support and encouragement from the staff.”

**Kent YMCA**
- 17,002 people served
- 132,273 visits

**MEMBER QUOTE**

“I love coming to the Y and the flexibility it offers with a place for kids to play while parents can exercise. This has helped our family a lot in being able to exercise.”

**Meredith Mathews East Madison YMCA**
- 8,196 people served
- 102,383 visits

**MEMBER QUOTE**

“I just love the Y. All of the staff are so friendly, the members as well. It’s the first gym where I’ve felt a sense of community.”
Northshore YMCA

MEMBER QUOTE

YMCA is the best place that I can be after my work and before to get home, I feel welcome and happy at YMCA.

• 16,293 people served • 162,788 visits

Snoqualmie Valley YMCA

MEMBER QUOTE

As with every important aspect in life, it is the welcoming nature of the people who make a positive experience. I say thank you to all of the Y workers!

• 2,925 people served • 36,813 visits

West Seattle & Fauntleroy YMCA

MEMBER QUOTE

Thank you for giving my family and I a place we can afford. The scholarship meant everything to us.

• 13,449 people served • 196,898 visits

Sammamish Community YMCA

MEMBER QUOTE

YMCA is a wonderful community. It helps us connect with different individuals on our fitness journey.

• 29,279 people served • 323,920 visits

University Family YMCA

MEMBER QUOTE

...I feel like part of a family, the Y has embraced me with their kind, respectful and friendly staff, who make you feel welcomed since you enter the building.

• 2,379 people served • 45,394 visits

Branch Totals

Total member visits to YMCA of Greater Seattle locations

1,773,902
## 2022 Performance

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<td>Total Change to Reserves &amp; Endowment</td>
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*Unaudited
2023 Association Leadership

Loria Yeadon, President & CEO
Steven Hatting, Chief Philanthropy & Experience Officer
Gwen Ichinose Bagley, Chief Youth Development Officer
Mark Putnam, Vice President Social Impact Center

Chair: Frank X. Shaw, Microsoft Corporation
Vice Chair: Alison Prince, Nordstrom
Vice Chair: Michael Orbino, Compass Washington
Treasurer: Aaron Perrine, Trilogy Search Partners
Secretary: Matt Stover, Ernst & Young

CJ Allen, Expedia Group
Brent Beardall, WaFD Bank
Doug Boyden, Retired, Mercer Consulting
Dr. Dwane Chappelle, City of Seattle
Dr. Tumaini Coker, Seattle Children’s Research Institute and University of Washington School of Medicine
Dr. Emily Cooper, Cooper Center for Metabolism
Lori Coppenrath, DLR Group
Victor de Bonis, Seattle Kraken
Sarah Gavin, Google

Elizabeth Toledo Cruz, Chief Branch & Administrative Officer
Erwin Vidallon, Chief Financial Officer
Ken Wilson, Vice President Real Estate Development

Jennifer Griffith, Fred Hutchinson Cancer Center
Rickey Hall, University of Washington
Dr. Brent Jones, Seattle Public Schools
Dr. Robin Martin, Navigating Courage
Katie O’Sullivan, Perkins Coie
Alan Pickerill, Independent
Juliette Prince, Northwestern Mutual
Cam Ragen, Baird
Jaime Riley, Starbucks
Bella Sangar, Sri Bella Foods
Brian Screnar, Ecelix, Inc.
Trevor Stuart, Kitsap Credit Union
John F. Vynne, Retired, Yarrow Cove
Sherry E. Williams, MPA, HealthPoint CHC

2023 Board of Directors

Life Board

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Charles Armstrong
Christopher T. Bayley
Paula Boggs
Emory Bundy
Paul D. Burton
Barbara Dingfield
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Dorothy V. Fuller

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Cathie Hatch
Tom Hull
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William H. Neukom
Don P. Nielsen
Donald North
Norm B. Rice
Robert R. Richards

Peter Shimer
Cindy P. Sonstelie
Molly Stearns
Mark Tabbutt
Robert B. Weber
David H. Wright
Martha Wyckoff

* Service concluded in 2021 or 2022 † Posthumous
FOR COMMUNITY
Welcome to the YMCA of Greater Seattle! We’re an inclusive organization of all kinds of people with a shared commitment to nurture the potential of youth, promote healthy living, and foster social responsibility.

OUR CAUSE & COMMUNITY PRESENCE
At the Y, strengthening community is our cause. We work side-by-side with our neighbors throughout King, Pierce, and south Snohomish counties to help kids and families thrive – and apply their positive behaviors and goals at home, school, the workplace, and beyond.

OUR MISSION
Building a community where all people, especially the young, are encouraged to develop their fullest potential in spirit, mind, and body.

OUR CORE VALUES
Honesty, Caring, Respect, Responsibility, and a Passion for Excellence

EQUITY STATEMENT
The Y actively promotes a culture free from bias and injustice. We are dedicated to removing institutional and systemic barriers that result in oppression and racism. We will be accountable to marginalized communities for creating equitable and sustainable environments where social justice is woven into every facet of our programs, and by caring for our communities in a culturally versatile and respectful manner.

EVERYONE IS WELCOME
The Y is a membership organization open to all people. We welcome women, men, non-binary people, girls, and boys of all ages, races, ethnicities, religions, abilities, sexual orientations and financial circumstances. Our programs and branches embrace diversity, reflecting the people and needs of our communities.