FORM 990, PART III, LINE 1 - ORGANIZATION MISSION

THE YWCA OF GETTYSBURG & ADAMS COUNTY IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL. THE YWCA IS ADAMS COUNTY'S CENTER FOR PERSONAL AND COMMUNITY GROWTH – A PLACE TO LEARN, TO PLAY, AND TO IMPROVE EMOTIONAL AND PHYSICAL WELL-BEING. BY CONNECTING CULTURES, ENCOURAGING HEALTHY LIFESTYLES, AND EMPOWERING ALL WHO WALK THROUGH OUR DOORS, WE WILL GUIDE ADAMS COUNTY TO POSITIVE CHANGE. WE OFFER THE ONLY PUBLIC INDOOR POOL IN THE COUNTY, A WHIRLPOOL, TWO RACQUETBALL COURTS, A GYMNASIUM, FITNESS CENTER, DANCE AEROBICS ROOM, CYCLE ROOM, WHIRLPOOL, MASSAGE AND YOGA ROOM WITH VARIOUS FITNESS CLASSES IN THE POOL AND ON LAND. WE HAVE THREE Childcare CENTERS, MAKING US THE LARGEST Childcare PROVIDER IN THE COUNTY. WE OFFER COMMUNITY OUTREACH PROGRAMS AND A NATIONALLY ACCLAIMED ROAD SCHOLAR EDUCATIONAL PROGRAM FOR OLDER ADULTS. WE ARE A COMMUNITY LEADER IN PROVIDING RACIAL JUSTICE PROGRAMS AS WELL AS WOMEN'S EMPOWERMENT PROGRAMS. THE ASSOCIATION'S PRIMARY SOURCES OF SUPPORT AND REVENUE ARE PROGRAM FEES, GRANTS, AND CONTRIBUTIONS.

FORM 990, PART III, LINE 4C - PROGRAM SERVICE ACCOMPLISHMENTS

AQUATICS PROGRAM: THE YWCA HAS ADAMS COUNTY'S ONLY COMMUNITY ACCESSIBLE INDOOR POOL. OUR YEAR-ROUND AQUATIC PROGRAMS CATER TO ALL ABILITIES. OUR PROGRAMS FOR PEOPLE WITH PHYSICAL LIMITATIONS DUE TO INJURY, ARTHRITIS OR OTHER FORMS OF ILLNESSES ARE INSTRUCTED BY PERSONNEL TRAINED AND CERTIFIED BY THE UNITED STATES WATER FITNESS ASSOCIATION. WE ALSO OFFER FITNESS PROGRAMS FOR PEOPLE WHO ENJOY A STRENUOUS MUSCLE TONING WORKOUT IN THE WATER. OUR SWIM LESSONS ARE OFFERED IN SMALL-GROUP AND PRIVATE SESSIONS, AND ARE APPROPRIATE FOR ALL AGES, STARTING AT 6 MONTHS, AND ALL SKILL LEVELS INCLUDING THOSE CHALLENGED PHYSICALLY AND/OR MENTALLY. PARTICIPATION IN SHARKS, OUR YEAR-ROUND SWIM TEAM, IS AVAILABLE FOR ALL MEMBERS AGED 6 THROUGH 18, AND WE HOST A MASTERS SWIM PROGRAM FOR ADULTS WHO WANT TO COMPETE IN SWIM MEETS OR...
FORM 990, PART III, LINE 4C - PROGRAM SERVICE ACCOMPLISHMENTS

TRIATHLONS. OUR PROGRAMS ARE ATTENDED BY INFANTS AND SENIORS ALIKE. ANNUALLY, OVER 200 CHILDREN AND ADULTS PARTICIPATE IN PAID AQUATICS PROGRAMS. THE POOL IS USED BY AREA YOUTH GROUPS AND NON-PROFIT CLUBS PROVIDING PROGRAMS FOR UNDER-SERVED YOUTH. EXAMPLES INCLUDE SPECIAL OLYMPICS TO TRAIN THEIR ATHLETES, GETTYSBURG AREA HIGH SCHOOL FOR SWIM TEAM PRACTICES, AREA ELEMENTARY SCHOOL SCIENCE CLASSES, SCOUT TROOPS FROM UP AND DOWN THE EASTERN SEABOARD, LOCAL HISPANIC CLUBS AS WELL AS THE LIU MIGRANT PROGRAM THAT REACHES OUT TO YOUTH FROM MANY DIFFERENT COUNTRIES. IN ADDITION, WE TRAIN TEENS AND ADULTS TO BECOME LIFE GUARDS, SWIMMING INSTRUCTORS AND WATER FITNESS INSTRUCTORS THAT STAFF MANY AREA POOLS.

EXPENSES $ 254,867. INCLUDING GRANTS OF $1,809. REVENUE $ 159,965.

FORM 990, PART III, LINE 4D - OTHER PROGRAM SERVICES DESCRIPTION

ALL OTHER MISCELLANEOUS PROGRAMS.

EXPENSES $ 229,730. INCLUDING GRANTS OF $ 0. REVENUE $ 18,881.

MEMBERSHIPS: YWCA MEMBERSHIPS ARE DESIGNED TO MEET THE NEEDS OF OUR LOCAL POPULATION. A "BASIC" MEMBERSHIP IS REQUIRED TO PARTICIPATE IN SOME YWCA PROGRAMS (FOR EXAMPLE, CHILD CARE, GYMNASTICS PROGRAMS AND SHARKS SWIM TEAM) AND RECEIVE MEMBER PRICING ON OTHER PROGRAMS (INCLUDING GYMNASTICS AND FITNESS CLASSES). A REC PASS MEMBERSHIP OFFERS UNLIMITED ACCESS TO THE ENTIRE FITNESS FACILITY, INCLUDING GROUP WATER, AEROBICS AND INDOOR CYCLE CLASSES (SOME AGE RESTRICTIONS APPLY). REC PASS MEMBERS ARE ALSO GRANTED PREFERENTIAL PRICING ON MOST PROGRAMS. UNIQULEY PRICED MEMBERSHIP CATEGORIES INCLUDE YOUTH (UNDER 13), JUNIOR (13– HIGH SCHOOL), COLLEGE STUDENT, ADULT, SENIOR (OVER 59), AS WELL AS FAMILY MEMBERSHIPS FOR 2 PARENT FAMILIES, SINGLE PARENT FAMILIES AND SENIOR FAMILIES. WE OFFER REDUCED PRICES TO MILITARY PERSONNEL. OUR CURRENT MEMBERSHIP IS COMPRIZED OF OVER 3,200 REC PASS HOLDERS AND ALMOST 500 BASIC MEMBERS. ONE SATURDAY AFTERNOON EACH MONTH, OUR
FORM 990, PART III, LINE 4D - OTHER PROGRAM SERVICES DESCRIPTION

FACILITY IS OPEN TO THE PUBLIC. THE YWCA HAS ENTERED INTO AN AGREEMENT TO LEASE, ON AN ANNUAL BASIS, AN OUTDOOR POOL FACILITY WITHIN CUMBERLAND TOWNSHIP. THE TWO POOLS THAT COMPRISE THIS FACILITY ARE AVAILABLE TO THE COMMUNITY FOR SUMMER MEMBERSHIPS. YWCA MEMBERS RECEIVE PREFERENTIAL PRICING WHEN ADDING A SUMMER MEMBERSHIP TO THEIR REGULAR MEMBERSHIP. THE POOL IS OPERATIONAL EVERY DAY FROM MEMORIAL DAY WEEKEND THROUGH LABOR DAY.

EXPENSES $ 192,700. INCLUDING GRANTS OF $0. REVENUE $ 731,875.

ROAD SCHOLAR: THE YWCA IS CURRENTLY IN ITS 27TH YEAR OF SPONSORING ROAD SCHOLAR PROGRAMS. ROAD SCHOLAR, THE NOT-FOR-PROFIT LEADER IN EDUCATIONAL TRAVEL SINCE 1975, OFFERS 5,500 EDUCATIONAL TOURS IN ALL 50 STATES AND 150 COUNTRIES. PARTICIPANTS EXPERIENCE IN-DEPTH AND BEHIND-THE-SCENES LEARNING OPPORTUNITIES. WE RUN AN AVERAGE OF 16 PROGRAMS PER YEAR WITH APPROXIMATELY 300 ADULTS PARTICIPATING IN OUR PROGRAMS. THE GETTYSBURG ROAD SCHOLAR PROGRAM, A CONSISTENTLY HIGHLY-RATED PROGRAM, AVERAGES 95% OR HIGHER IN PARTICIPANT SATISFACTION RATINGS. IT SUCCESSFULLY BRINGS HISTORY ALIVE FOR PARTICIPANTS AS THEY TRACE BATTLEFIELD STRATEGIES, SEPARATE LEGEND FROM LORE, AND GAIN AN UNDERSTANDING OF THE IMPACT THAT THIS BLOODYEST OF BATTLES HAD ON THE TOWN AND ITS PEOPLE.

EXPENSES $ 170,214. INCLUDING GRANTS OF $244. REVENUE $ 231,592.

HALLMARK AND MISSION: RACIAL JUSTICE AND WOMEN'S ECONOMIC EMPOWERMENT ARE THE HALLMARK INITIATIVES OF THE YWCA. TO PROMOTE THESE GOALS IN OUR COMMUNITY, THE YWCA OF GETTYSBURG & ADAMS COUNTY OFFERS PROGRAMS THAT ENCOURAGE DISCUSSION ABOUT RACE AND APPRECIATION FOR THE DIVERSITY IN OUR COMMUNITY, AND PROVIDES WOMEN AND GIRLS OPPORTUNITIES FOR GREATER HEALTH AND ECONOMIC ADVANCEMENT. OUR PROGRAMS INCLUDE:
FORM 990, PART III, LINE 4D - OTHER PROGRAM SERVICES DESCRIPTION

1. LEGOS AND STEM SAVVY: THESE PROGRAMS PROVIDE OPPORTUNITIES FOR SCHOOL-AGE GIRLS TO EXPLORE ROBOTICS, ROCKETRY, AND OTHER SCIENTIFIC FIELDS THROUGH HANDS-ON ACTIVITIES AND FIELD TRIPS TO SCIENCE CENTERS. THESE PROGRAMS ARE OFFERED TO GIRLS AGE 9 THROUGH 18 THROUGH THE GETTYSBURG AREA SCHOOL DISTRICT AND GETTYSBURG COLLEGE.

2. YOU GO GIRL PROVIDES AN OPPORTUNITY FOR ELEMENTARY SCHOOL-AGE GIRLS TO DEVELOP HEALTHY HABITS AND SELF-ESTEEM. THIS PROGRAM IS ALSO OFFERED IN COLLABORATION WITH THE GETTYSBURG AREA SCHOOL DISTRICT.

3. OUR RACIAL JUSTICE PROGRAMS INCLUDE DISCUSSION GROUPS AND FORUMS, CULTURAL CELEBRATION EVENTS, COMMUNITY PARTNERSHIPS, AND OTHER SPECIAL EVENTS. ALL OF THESE PROGRAMS ARE OFFERED FOR FREE TO THE COMMUNITY.

EXPENSES $ 59,029. INCLUDING GRANTS OF $0. REVENUE $ 42,893.

FORM 990, PART VI, LINE 6 - EXPLANATION OF CLASSES OF MEMBERS OR SHAREHOLDER

ANY WOMAN OR GIRL MAY JOIN THE ASSOCIATION.

1. REGULAR MEMBERS: WOMEN EIGHTEEN (18) YEARS OF AGE THROUGH FIFTY-NINE (59) YEARS OF AGE
2. YOUTH MEMBERS: YOUNG WOMEN FROM BIRTH TO UNDER THIRTEEN (13) YEARS OF AGE
3. JUNIOR MEMBERS: YOUNG WOMEN FROM THIRTEEN (13) THROUGH SEVENTEEN (17) YEARS OF AGE
4. SENIOR MEMBERS: WOMEN AGE SIXTY (60) AND OVER

MEN AND BOYS EIGHTEEN (18) YEARS OF AGE AND OVER WHO PARTICIPATE IN YWCA PROGRAMS SHALL BE CALLED "YWCA ASSOCIATES." THEY SHALL NOT BE CONSIDERED MEMBERS OF THE
FORM 990, PART VI, LINE 6 - EXPLANATION OF CLASSES OF MEMBERS OR SHAREHOLDER (CONTINUED)

YWCA. THEY SHALL PAY ASSOCIATE FEES AS DETERMINED BY THE BOARD OF DIRECTORS. BOYS FROM THIRTEEN (13) THROUGH SEVENTEEN (17) YEARS OF AGE WILL BE CONSIDERED JUNIOR YWCA ASSOCIATES AND PAY ASSOCIATE FEES AS DETERMINED BY THE BOARD OF DIRECTORS. BOYS FROM BIRTH TO UNDER THE AGE OF THIRTEEN (13) SHALL BE CONSIDERED YOUTH YWCA ASSOCIATES AND PAY ASSOCIATE FEES AS DETERMINED BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, LINE 7A - HOW MEMBERS OR SHAREHOLDERS ELECT GOVERNING BODY

THE NOMINATING COMMITTEE SHALL PRESENT A SLATE OF NOMINEES FOR THE BOARD OF DIRECTORS TO VOTE UPON; IN PREPARATION FOR THEIR RESPONSIBILITIES TO BEGIN UPON SWEARING IN FOR THE FIRST BOARD OF DIRECTORS MEETING IN THE NEW FISCAL YEAR. A MAJORITY VOTE IS REQUIRED OF THOSE DIRECTORS PRESENT WHEN A QUORUM HAS BEEN MET. THE BOARD OF DIRECTORS SHALL ASSURE THAT BALLOTS ARE CAST ONLY BY DIRECTORS.

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

THE DRAFT 990 WILL BE EMAILED TO ALL BOARD MEMBERS. EACH BOARD MEMBER WILL CERTIFY VIA EMAIL THAT THEY HAVE HAD AN OPPORTUNITY TO REVIEW THE 990 AND ASK QUESTIONS. RESPONSES WILL BE REQUIRED FROM 100% OF BOARD MEMBERS.

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS

THE CONFLICT OF INTEREST POLICY APPLIES TO BOARD MEMBERS AND CERTAIN VOLUNTEERS. A SEPARATE POLICY APPLIES TO EMPLOYEES OF THE ORGANIZATION. AN INTERESTED PARTY IS UNDER A CONTINUING OBLIGATION TO DISCLOSE ANY ACTUAL OR POTENTIAL CONFLICT OF INTEREST AS SOON AS IT IS KNOWN OR REASONABLY SHOULD BE KNOWN. A DISCLOSURE STATEMENT AND QUESTIONNAIRE IS COMPLETED UPON HIS OR HER ASSOCIATION WITH THE YWCA OF GETTYSBURG AND ADAMS COUNTY AND SHALL BE UPDATED ANNUALLY. AN ADDITIONAL DISCLOSURE STATEMENT AND QUESTIONNAIRE SHALL BE FILED AT SUCH TIME AS AN ACTUAL OR POTENTIAL CONFLICT ARISES. BOARD MEMBERS SHALL SUBMIT THEIR COMPLETED DISCLOSURE STATEMENTS AND QUESTIONNAIRES TO THE PRESIDENT OF THE BOARD, OR IN CASE OF THE PRESIDENT'S DISCLOSURE, TO THE SECRETARY OF THE BOARD. THE SECRETARY SHALL PROVIDE
FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS (CONTINUED)

COPIES TO THE EXECUTIVE DIRECTOR. IN THE CASE OF VOLUNTEERS, THE DISCLOSURE STATEMENTS SHALL BE PROVIDED TO THE EXECUTIVE DIRECTOR. THE EXECUTIVE DIRECTOR SHALL PROVIDE COPIES TO THE SECRETARY OF THE BOARD OF DIRECTORS.

WHEN THERE IS REASON TO BELIEVE THAT AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST EXISTS, THE BOARD OF DIRECTORS SHALL DETERMINE THE APPROPRIATE ORGANIZATIONAL RESPONSE. WHERE AN ACTUAL OR POTENTIAL CONFLICT EXISTS WITH RESPECT TO A SPECIFIC PROPOSED ACTION OR TRANSACTION, THE YWCA OF GETTYSBURG AND ADAMS COUNTY SHALL REFRAIN FROM THE PROPOSED ACTION OR TRANSACTION UNTIL SUCH TIME AS THE PROPOSED ACTION OR TRANSACTION HAS BEEN APPROVED BY THE DISINTERESTED MEMBERS OF THE BOARD OF DIRECTORS. AN INTERESTED PARTY WHO HAS AN ACTUAL OR POTENTIAL CONFLICT OF INTEREST WITH RESPECT TO A PROPOSED ACTION OR TRANSACTION SHALL NOT PARTICIPATE IN ANY WAY IN, OR BE PRESENT DURING, THE DELIBERATIONS AND DECISION MAKING WITH RESPECT TO SUCH ACTION OR TRANSACTION. THE INTERESTED PARTY MAY, UPON REQUEST, BE AVAILABLE TO ANSWER QUESTIONS OR PROVIDE MATERIAL FACTUAL INFORMATION ABOUT THE PROPOSED ACTION OR TRANSACTION. AN INTERESTED PARTY SHALL NEITHER BE COUNTED FOR PURPOSES OF DETERMINING WHETHER A QUORUM IS PRESENT NOR FOR PURPOSES OF DETERMINING WHAT CONSTITUTES A MAJORITY VOTE OF DIRECTORS IN ATTENDANCE. THE MINUTES OF MEETING SHALL REFLECT THAT THE CONFLICT DISCLOSURE WAS MADE, THE VOTE TAKEN, AND WHERE APPLICABLE, THE ABSTENTION FROM VOTING AND PARTICIPATION BY THE INTERESTED PARTY.

IN THE EVENT AN EMPLOYEE FEELS THAT THERE MAY BE AN APPEARANCE OF A CONFLICT OF INTEREST, THE POTENTIAL FOR A CONFLICT OF INTEREST, OR AN ACTUAL CONFLICT OF INTEREST CANNOT BE AVOIDED; THE EMPLOYEE MUST REPORT THE SITUATION TO THE EXECUTIVE DIRECTOR. THE REPORT SHOULD BE IN WRITING, AND SHOULD DESCRIBE THE NATURE OF THE POTENTIAL CONFLICT OF INTEREST. THE EXECUTIVE DIRECTOR WILL DETERMINE IF ANOTHER
FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS (CONTINUED)

COURSE OF ACTION SHOULD BE FOLLOWED. THE EXECUTIVE DIRECTOR MUST MAKE ANY CONCERNS REGARDING CONFLICT OF INTERESTS KNOWN TO THE PRESIDENT OF THE BOARD OF DIRECTORS.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT


FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS - OFFICERS & KEY EMPLOYEES


FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990, PART XI, LINE 9
OTHER CHANGES IN NET ASSETS OR FUND BALANCES

CHANGE IN VALUE OF TRUSTS (EARNINGS) ......................................................................................... $22,779.

TOTAL $22,779.
Form 4562

Depreciation and Amortization (Including Information on Listed Property)

2015

Name(s) shown on return: YOUNG WOMEN’S CHRISTIAN ASSOCIATION OF GETTYSBURG AND ADAMS COUNTY

Identifying number: 23-1381462

Part I | Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1. Maximum amount (see instructions) .......................................................... 1
2. Total cost of section 179 property placed in service (see instructions) .......... 2
3. Threshold cost of section 179 property before reduction in limitation (see instructions) .......................................................... 3
4. Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0. .......................................................... 4
5. Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0. If married filing separately, see instructions .......................................................... 5
6. (a) Description of property (b) Cost (business use only) (c) Elected cost
7. Listed property. Enter the amount from line 23 ........................................ 7
8. Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7 .......................................................... 8
9. Tentative deduction. Enter the smaller of line 5 or line 8 .......................................................... 9
10. Carryover of disallowed deduction from line 13 of your 2014 Form 4562 ....... 10
11. Business income limitation. Enter the smaller of business income (not less than zero) or line 5 (see instrs.) .......................................................... 11
12. Section 179 expense deduction. Add lines 9 and 10, but do not enter more than line 11 .......................................................... 12
13. Carryover of disallowed deduction to 2016. Add lines 9 and 10, less line 12 ........ 13

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.

Part II | Special Depreciation Allowance and Other Depreciation (Do not include listed property.) (See instructions.)

14. Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions) .......................................................... 14
15. Property subject to section 168(f)(1) election .............................................. 15
16. Other depreciation (including ACRS) .......................................................... 16

251,287.

Part III | MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A

17. MACRS deductions for assets placed in service in tax years beginning before 2015 .......................................................... 17
18. If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here .......................................................... 18

Section B — Assets Placed in Service During 2015 Tax Year Using the General Depreciation System

(a) Classification of property (b) Month and year placed in service (c) Basis for depreciation (business/investment use only — see instructions) (d) Recovery period (e) Convention (f) Method (g) Depreciation deduction
19 a 3-year property .......................................................... 19
b 5-year property .......................................................... 20
 c 7-year property .......................................................... 21
d 10-year property .......................................................... 22
e 15-year property .......................................................... 23
f 20-year property .......................................................... 24
g 25-year property .......................................................... 25 yrs
 h Residential rental property .......................................................... 26.5 yrs MM S/L
 i Nonresidential real property .......................................................... 39 yrs MM S/L

Section C — Assets Placed in Service During 2015 Tax Year Using the Alternative Depreciation System

(a) (b) (c) (d) (e) (f) (g)
20 a Class life, .......................................................... 20 yrs S/L
b 12-year .......................................................... 12 yrs S/L
c 40-year .......................................................... 40 yrs MM S/L

Part IV | Summary (See instructions.)

21. Listed property. Enter amount from line 28 ........................................... 21
22. Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations — see instructions .......................................................... 22
23. For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs .......................................................... 23

BAA For Paperwork Reduction Act Notice, see separate instructions.