



# why ywc?

## 2012-13 Annual Report YWCA Gettysburg & Adams County

### our local statement

The YWCA Gettysburg & Adams County is a community membership organization founded by women. Our mission is to serve people of all ages, races, religions and economic levels.

Our goals are:

- To provide opportunities for physical, spiritual and emotional well-being.
- To address changing needs and to improve the quality of life.
- To foster understanding among all peoples.



YWCA Gettysburg & Adams County  
909 Fairfield Road  
Gettysburg, PA 17325  
ywcagettsburg.org

eliminating racism  
empowering women  
**ywca**

2012-13 annual report

# from the executive director's desk

I seem to get so caught up in the day-to-day workings of the YWCA, the things that if left unattended could present problems, that I tend to overlook what we actually accomplish! (That will be my New Year's resolution.) In looking back – once again I am amazed at what we do.

First, let me tell you that the staff at the YWCA is outstanding – they care about the YW, they care about you! They pull together as a team; they understand how careful we must be with our finances and whatever department they work in, the people they touch are the most important.

Secondly, your Board of Directors is exceptional – they too care about, have passion for, and are committed to the YWCA.

I think I can honestly say that we all “walk the walk.” And in doing so, we put our best foot forward, extend our hands in friendship and support and really make the YWCA a place we are proud of (some of us even call it home!).

Here are some firsts from 2012-2013 that I'd like to share with you:

- The Board of Directors held a fundraiser dinner gathering, “Piece of the Punjab,” at the home of Rukhsana Rahman and Athar Rafiq. Despite torrential wind and rain, it was an awesome event with excellent ethnic foods and great conversation. With the proceeds, the Board was able to update our community room – literally. They rolled up their sleeves and cleaned, painted and added some nice finishing touches to the room.
- We joined the Gettysburg Area Retail Merchants Association and were active in some of the First Friday activities.
- We honored our Hallmark and event sponsors with a Sponsor Breakfast. This provided an opportunity for us to show them where their sponsorship dollars went for the YWCA and the difference they made.
- We had the Margaret Trew Cline Fitness Center painted to give some energy to the room.
- We formed two new committees: an Endowment Task Force and an Investment Committee – all working toward the goal of sustaining the YWCA!
- We partnered with Gettysburg C.A.R.E.S. to provide free shower facilities for their clients.

We also made repairs and upgrades to the facility:

- Renovated Danner Lounge and installed a sink for TLC
- Added a stove in our childcare department
- Purchased and installed a new file server
- Purchased new equipment for the fitness center
- Purchased a new tractor



**Deb Geesey**

- Purchased some new gymnastics equipment
- Finished installing accessories for the mandatory pool lifts (arm rests and batteries)
- Purchased and installed a new sand filter for the whirlpool
- Contracted to have the men's and women's aquatic locker rooms painted
- Repaired a major problem with a drain on the pool deck
- Purchased a compressor for the Pool Pak
- Replaced the pool lights and cleaned and painted the pool bleachers – all while the pool was closed down to drain, clean and fill.

- Completed roof repairs (more still needed)
- Resurfaced and repainted the parking lot

These expenditures totaled over \$93,600, and we spent another \$35,000 on general building maintenance. We do stay on top of repairs and seem to be constantly upgrading or replacing something. It may not all be exciting but it does keep our facility top-notch!

Another accomplishment that we are all proud of is lowering our debt to our endowment by \$92,300 during this fiscal year. In 2005, our debt maxed at \$204,746. This was unacceptable. Since I came on board in June of 2006 and put our management team together, we've made hard decisions to hold down expenses. We did not take any earned income from the endowment fund; instead, we rolled it back into the fund. Since the start of our current fiscal year, we've reduced our debt by another \$18,053. We now owe only \$64,697. We still have a ways to go, but in the past seven years, we've made great strides and I'm convinced we will continue.

In the following pages, you can read more about what all of our departments have accomplished this year, in the words of each director.

And finally, our greatest accomplishment: having you be a part of our YW family. I have the privilege of stopping in or taking classes and each and every time I am amazed by the camaraderie, the support, the fun, and overall sense of real friendship. The YWCA is truly a place where people come to get healthy, socialize and feel comfortable in their surroundings – what can be better than that?

Deb Geesey  
Executive Director

The YWCA Gettysburg & Adams County is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

## eliminating racism, empowering women

- STEM Savvy received a \$10,000 grant from the Comcast Foundation, allowing us to purchase equipment for forensics lab experiments. This in turn helped recruit new girls to the program for the 2013-2014 school year. Thrivent Financial for Lutherans continues to support this program as well.
- The YWCA once again co-sponsored the Living the Dream Award, presented at the annual Martin Luther King Jr. celebration in January to Jessie Smith for her many years of work in the community. The YW also hosted the annual MLK Day-On event to collect and distribute items needed by local non-profit organizations.
- Nearly 50 seventh- and eighth-grade students from five schools participated in the 27th annual Women in History Essay Contest.
- The YWCA Hallmark Committee partnered with the Gettysburg Black History Museum for the annual Unity Walk in October, sharing little-known stories and experiences of Gettysburg's Civil War-era black residents.
- The annual Holiday Stories from Around the World event, held in partnership with HACC-Gettysburg, shared the traditions of Yule, Hanukkah, and Eid al-Adha, and the Christmas traditions of three cultures: Polish, Indian, and Scandinavian.
- The YWCA partnered with Survivors, Inc., and local historians to develop the "Women Behind These Walls" self-guided walking tour of downtown Gettysburg, showcasing the stories of women who lived and worked in town during the battle. The tour rolled out just in time for the 150th anniversary of the battle.
- In partnership with HACC-Gettysburg, Survivors, Inc., the United Way of Adams County, and SCCAP, the YWCA helped organize the first-ever Day of Transformation to provide professional clothing and accessories, hair and makeup tips, and career building skills to local women. This event was established to honor the legacy of Jennifer Weaver, former YWCA executive director and most recently dean of the HACC-Gettysburg campus.



Ashley Andyshak Hayes  
Director of Advocacy and Public Relations

## board of directors

One of the fringe benefits of being Co-President of the YWCA Gettysburg and Adams County has been that we get to meet and come to know some amazing people, from current and past board members, to our YWCA staff and members of the community. One also gets to meet area residents and business owners who support us and believe in our mission. And then there are those whom we serve.

The Nearly New Sale is a great way for us to step out of the "board room" and meet the people we serve. The sale was started many years ago and served more than 250 customers at the most recent fall sale. This year's fall sale was a big

success, second only to that of last fall. We sold more than 7,500 items and supported 128 consignors. The YWCA's net income was more than \$9,300. This is great way to raise funds for operating expenses, save the environment by reusing and recycling great clothing, toys, books and other items while serving the community. We thank you for supporting an organization that celebrates diverse cultures and honors women from all walks of life.

Rukhsana Rahman,  
Co-president YWCA Gettysburg  
and Adams County (2013)

## sports and fitness

- The Go Girl Go! fitness program for girls was held at the Gettysburg Middle School, Vida Charter School, and Bermudian Springs Middle School.
- We launched the Successful Start Program for new Rec Pass holders. This entitles new members to an orientation to the fitness center, a half-hour consultation, and a half-hour personal training session. A follow-up appointment is scheduled one month later with the client to go over progress.
- The 2013 Dancing With the Local Stars event was a huge success! We sold 667 tickets and the winners were Ernie Kranias and Bridgid Wills.
- We purchased two new Matrix upright bikes and a new Cybex treadmill for the Fitness Center.
- We purchased new equipment for indoor and outdoor boot camp classes, and two tractor tires and eight car tires were donated for outdoor boot

camp.

- We reupholstered seven pieces of equipment in the Fitness Center.
- The second annual Spin-A-Thon was held on Feb. 17. We had two participants ride all day, a total of eight classes! An approximate total of \$6,575 was raised through registration fees and donations, allowing us to purchase 11 new bikes with computer consoles for the spin room.
- The YWCA fitness center was chosen for “Pick of the County” by readers of the *Gettysburg Times* and named “Best Fitness Center” by readers of *Celebrate Gettysburg*.



Jennifer King  
Sports and Fitness Director



# aquatics

This was a great year. New programs helped draw new people in to become YWCA members, the staff's professionalism and friendliness was enjoyed by our membership, and the community's needs were also met beyond the borders of the pool deck.

This year we saw the start of four new programs: synchronized swimming, Mini Sharks swim team, an evening Masters swim team, and Pediatric First Aid for Teachers. In addition to offering these new programs, swim lessons and lifeguard classes were offered more frequently this year. The frequency of the lifeguard classes helped keep the swimming pool fully staffed year-round, and offering the Pediatric First Aid for Teachers on site saved our day care teachers from an hour or more drive to get trained and allowed newly hired staff to get easily certified to meet state standards.

We received a grant from the Robert C. Hoffman Charitable Endowment Trust to meet the new federal ADA requirements. This allowed us to purchase two ADA-compliant chair lifts. We raised additional money through the indoor triathlon to upgrade the whirlpool to a sand filtration system and add a new efficient heating system. Patrons also donated new curtains for the women's pool locker room, noodles and balls for the water fitness classes, helped with the upgrade of the whirlpool, and donated other items to help with swim lessons. The aquatics department staff donated time and work to fix the bleachers to keep the pool area looking good. These donations allowed this department to grow and shine.

Historically, Adams County has not had a parent support group or programming for families with children who have special needs. I started a parent support group for families who have children with disabilities with the help of the ARC of South Central Pennsylvania. The group reached four families in its first year. Agencies in Adams County contacted me for information for their clients, and this led to a partnership with Easter Seals. Together, the YWCA and Easter Seals held the first summer camp for children with disabilities in Adams County.

I also worked on showing the staff how appreciated they are. This has helped retain quality staff and encouraged others to work more professionally. The staff has made an effort to make every member and guest feel welcomed and safe.

The stellar aquatics department staff and wonderful response of the community to the new programs make our community strong. The aquatics department's staff will continue to meet the needs of our area. In striving for excellence in what we do, we can reach for the stars.



Cora Rhoads  
Aquatics Director



# child enrichment programs

## 909 Fairfield Road/Fairfield Elementary Clubhouse

- The Child Enrichment Programs at 909 Fairfield Road and the Fairfield Clubhouse program maintained their STAR 3 status. The 909 Fairfield Road center qualified as a large center and was eligible for an additional \$12,830 in grant monies.
- We completed the expansion and relocation of child care rooms and increased our Pre-K numbers by 10 children and young toddlers by three.
- The YWCA child care centers were chosen for “Pick of the County” by readers of the *Gettysburg Times*.
- With the assistance of fundraisers, Keystone STARS grants, an Eagles grant and the YWCA, we were able to mulch and complete some work on our preschool playground.
- We received a grant from the United Way of Adams County to purchase the Zoo Phonics curriculum for preschool classrooms.
- We received a grant from the Gettysburg Eagles and were able to purchase Paths (Promoting Alternative Thinking Strategies ) curriculum and send two staff to get trained in administration.
- We welcomed Joan Adams as the Assistant Director.
- We began incorporating evening staff meetings to reach the “best” category in the “good,” “better,” and “best” practices set forth by the Keystone STARS program.
- We enhanced our summer program by incorporating guest speakers and mini field trips within the community.
- We incorporated a minimal summer activity fee to help offset some of the costs of increased field trip rates and transportation, while getting a little financial commitment from families and their child’s attendance on field trip days.



Paula Howard  
Children and Youth Director



# child enrichment programs

## Commerce Park

- The Child Enrichment Program at Commerce Park continues participation in the PA Keystone STARS program. We began the year at a STAR 3 and attained the STAR 3 re-designation grant in the amount of \$15,050.
- We continued to build and extend our parent / community involvement and communication through the following programs and activities:
  1. “Getting to Know You” meetings are included during enrollment, where the parents meet with a classroom teacher to go over the child’s schedule, routines, likes and dislikes to help ease the transition to our program.
  2. “30-Day Transition Reports” are completed for each child as they move through the classrooms of our program. These reports give us an opportunity to hear from the parents about how they feel we are doing and if we are meeting their expectations and needs.
  3. Pre-school teachers participate in the “Bridging the Gap” program, which is sponsored by the United Way to increase communication between the local childcare programs and school districts to ease the transition for children entering kindergarten.
  4. We hosted our annual parent breakfasts for Mother’s Day and Father’s Day. Each classroom completes a nutrition activity with the children to contribute to the meal.
  5. We continued with the “SMILE” program, sponsored by the Mobile Dentist. This program provides basic dental care to our families at no cost and helps families find funding if more extensive care is needed.
  6. We hosted a special reader (MJ Duffy) during the “One Book One Child” program.
  7. The Gettysburg Fire Department visited our center during Fire Safety Week.
  8. We scheduled an “Open House” to coordinate with transitioning children into kindergarten and new classrooms, and had our largest attendance in three years with 25 children represented as well as YWCA board members and staff.
- We transitioned 28 children to kindergarten at the end of August. The following school districts were represented in our center over the past year: Gettysburg, Fairfield, Mechanicsburg, Upper Adams, Littlestown, New Oxford, Bermudian Springs, and Frederick County, MD.
- We received very positive feedback on our summer camp program from parents and community members this year. Ms. Paulette and Ms. Chelsey led an outstanding program by implementing free public transportation and community involvement. The children visited the Adams County Library to research our summer theme “Across Route 30.” Each student chose a state along Route 30 to research and presented at the end of the summer. Their maps are posted in our Tree House classroom. We also increased the number of field trips by walking to local businesses, including Note Worthy Music, The Adams County Courthouse and jail, Giant Foods, Lord Nelson’s Gallery, the Straban Township Rec Park, Gateway Theatre, and the Old Tyme Malt Shop.

Teresa Rodgers  
Childcare Director  
at Commerce Park

## membership

- Our locker rental procedure was completely revamped to align locker and membership expiration dates and utilize our CCC software to issue reports.
- Our in-trade membership procedure and lifetime membership policy gained board approval.
- TLC, our “childcare while you workout” program, moved into the old Danner Lounge.
- The Membership Committee was reorganized and board member Chris Little became the new chair.
- We completed and compiled our annual membership survey. Online submissions were accepted for the first time.
- We began using member emails to communicate with new and renewing members.
- We purchased a new YWCA banner.
- Our Bubba Bash volleyball tournament sold out, making it a successful fundraiser for our financial aid program.
- We developed new reports to track membership gains and losses in an effort to anticipate fluctuations.
- We added two survey questions to the membership card: “How did you find out about us?” (the top answer was “word of mouth”) and “What prompted you to join?” (the top answer was “personal health reasons”).



Sue Pitzer  
Membership Director

## human resources

- Fifteen new employees joined our YW team of 140!
- We launched “YWellness,” an employee wellness program. This program encourages physical fitness through the “Give 150, Get \$1.50” campaign, in which employees receive a \$1.50 voucher for completing 150 minutes of exercise weekly. We also planned ongoing employee team building activities.
- Implemented the Praise Program to recognize employees, with 32 nominees since May 2013.
- Developed internal record keeping in compliance with state and federal guidelines, and made extensive updates to the employee handbook.
- Added benefits and discounts for employees, including YW locker rental and program and community discounts.



Angela Weaver  
Human Resources Director





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Angela Weaver  
Human Resources Director



# financial report

## Highlights

- 2012-2013 was our sixth consecutive year with positive or neutral cash flow.
  - Positive \$36,180 cash flow this fiscal year
- We had only a minor net loss for the year.
  - Less than 1 percent revenue shortfall
- We showed moderate gains in membership and program income.
  - \$42,474 higher than previous year
- We decreased management and general expenses – an impressive 89 percent of expenses went directly to programs and services
  - Compared to 85 percent last year

Income	Amount	Percent
Support	\$288,466	9.06%
Membership	\$651,005	20.45%
Programs	\$1,987,771	62.44%
Fundraisers	\$86,068	2.70%
Investments	\$128,342	4.03%
Miscellaneous	\$42,048	1.32%
<b>Total</b>	<b>\$3,183,700</b>	

## Expenses

Program Services	\$2,854,323	88.86%
Management & General	\$311,607	9.70%
Fundraising	\$46,194	1.44%
	<b>\$3,212,124</b>	

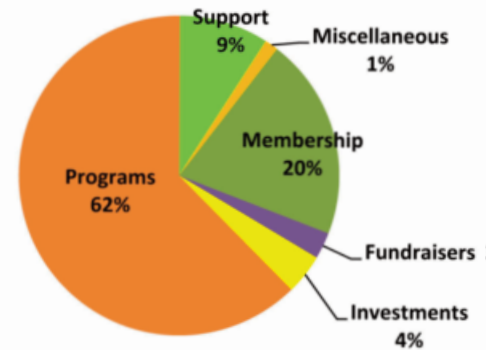
**Net Income** (\$28,424) -0.89%

## Statement of Cash Flows

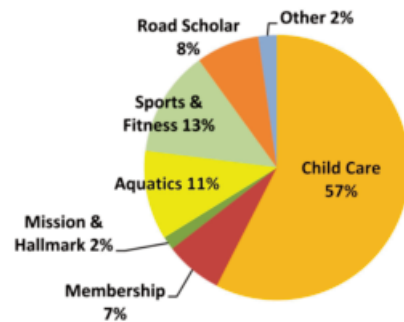
Depreciation	\$241,447
Capital Investment	(\$48,598)
Restricted Investments	(\$110,784)
A/R, A/P & Deferrals	\$21,967
Financing Activities	(\$39,428)

**Annual Positive Cash flow** \$36,180

**Income By Source**



**Proportion of Program Expenses**



Jeff Cann  
Director of Finance and Administration

# donors July 1, 2012 - June 30, 2013

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Annie and Douglas Douds  
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Carolyn and Norman Nunamaker  
Gail and Michael Pavlovich  
George and Conni Petrie  
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Fred Schumacher  
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Bobbi Jo Shuey  
Ursula Shugars

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Scott Waybrant  
Anna Weaver  
Debbie Weaver  
June Wescott  
Bobbi White  
Douglas and Susan Williams  
Cyndie and Rich Winkelmann  
David and Karla Wolfe

## Charter Corporate Friends (\$5,000+)

ACNB Bank  
Capital BlueCross  
Child Care Consultants, Inc.  
M&T Bank  
Robert C. Hoffman Charitable Endowment Trust  
Susquehanna Bank  
UPMC Health Plan

## Pacesetter Corporate Friends (\$2,500-\$4,999)

Adams Electric Cooperative, Inc.  
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Carl E. Frantz, Inc.  
Comcast  
Community Benefits Real Estate  
ComputerWorks  
Confederate Woods Veterinary Hospital  
Cumberland Township Supervisors  
Emmitsburg Veterinary Hospital  
Gettysburg Diagnostic Imaging  
Graphcom, Inc.  
Historic Gettysburg Hotel  
Realty Leasing and Management Co.  
United Way of Adams County  
Wellspring Health-Gettysburg Hospital  
The York Water Company

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D'Arrigo Bros. Co. of Massachusetts  
Gettysburg College Hockey  
Knouse Foods Cooperative, Inc.  
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Mason Dixon Endodontics  
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GIANT Food Stores  
Hockley and O'Donnell Insurance Agency  
Hull's Electric Service, Inc.  
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The Margaret Trew Cline Foundation  
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Tully Dental, P.C.  
Tuscarora Intermediate Unit #11

## Contributing Corporate Friends (<\$500)

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Catholic War Veterans Home Association, Post 1342  
Cole Family Dentistry  
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CustomInk  
El Vista Orchards  
Ernie's Texas Lunch  
Friendly's Restaurant  
George's Home Glass and Screen Repair  
Gettysburg Animal Hospital  
Gettysburg Business and Professional Women's Group  
Gettysburg Pediatrics  
Gettysburg United Methodist Church  
Hartman & Yannetti  
David Heiges, Investment Advisor  
Historic Gettysburg Hotel  
Knouse Fruitlands, Inc.  
Martin's Family Shoes  
Miller and Associates Real Estate, LLC  
Mr. G's Ice Cream  
Rager, Lehman and Houck, P.C.  
The Ragged Edge Coffeehouse  
Rice Fruit Co.  
The Runner's Sole  
Shiple Energy  
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Trinity United Church of Christ  
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Vibe Performing Arts  
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## In-Kind Donors

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Jeff and Susan Cann  
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Gettysburg Beer Mart  
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Perkins  
Prince of Peace Episcopal Church  
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Rice Fruit Co.  
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Town and Campus Hair Care, Inc.  
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