Thirty-six years ago, I became part of this YMCA, excited to make an impact in people’s lives. At the time, there was a separate armed services branch in Bremerton, and the Tacoma YMCA had a branch on Pearl Street and a resident camp in Key Center. Today, we operate nine full-facility branches across Pierce and Kitsap counties and a resident camp, and are in more than 40 schools sites with before and after school services. Additionally, we work in collaboration with a variety of community partners to provide much-needed services to the community in the areas of academic achievement, health, and social justice. This is not the same YMCA I started with in 1983; it has evolved into an organization that employs 2,400 staff and serves more than 170,000 people across Pierce and Kitsap counties.

The formula for the Y has not changed, however, as we are committed to serving the whole person in spirit, mind, and body. At its core, the Y remains steadfast in its desire to serve all by providing access regardless of a person’s ability to pay. In 2019, our Y provided $5.7 million in financial assistance and $2.2 million in program subsidies, which allowed an additional 19,000 members to participate in our programs and services. The service to all is a foundational piece of the YMCA.

At our Y, we focus on providing a supportive and welcoming experience to both the staff who work here as well as to the members we serve. An experience in the Y begins with a sense of belonging, where all people feel respected and are treated with care. One of our members, Joseph, has experienced this at our Y. During the past few years, Joseph has fallen on tough times. He suffered a serious back injury and could no longer work. He needed to use the pool for his rehabilitation program, but being out of work, he was having financial challenges. The Y provided him with the assistance he needed to continue with his membership. He called me to let me know that through his exercise program, he was able to lose the weight to help in his recovery. The weight loss was extremely important to his recovery, but Joseph wanted me to know that it was the community of people at the Y who were the true reason for his success. The Y is committed to the communities we serve by strengthening the individual and building a community that cares for each other.

Charlie Davis
President and CEO, YMCA of Pierce and Kitsap Counties
STRAEGIC PLAN

STAFF EXPERIENCE
BREAKTHROUGH GOALS

- Strategically invest in career growth and leadership development.
- Foster a culture of celebration and recognition.
- Commit to fair, equitable, and transparent employment practices.
- Build a diverse and inclusive staff to enhance service within our communities.

MEMBER EXPERIENCE
BREAKTHROUGH GOALS

- Ensure all members feel welcomed and supported in achieving their personal goals.
- Strengthen initiatives that connect youth to caring adults and each other.
- Intentionally serve under-represented populations in our community.
- Expand accessibility for low-income families and individuals.

PROGRAM AND SUMMER EXPERIENCE
BREAKTHROUGH GOALS

- Drive innovation in our core programs and partnerships.
- Expand and enrich summer regional day camp and outdoor experience.
- Improve the health and well-being of our communities through expanded Y programs and collaborations.

PHILANTHROPY
BREAKTHROUGH GOALS

- Position the Y as a charity of choice.
- Deepen the sense of purpose among staff, members, volunteers, and community.
- Seek strategic partnerships with community entities in our service area.
Stephanie Dobson’s love and respect for the water started as a child living in Hawaii, and has guided her career path as a volunteer and staff member in the Y. This 21-year staff veteran joined the Y as a lifeguard in 1998 with a desire to make a difference, and has served as an executive director since 2015.

Stephanie remembers the turning point when she realized the full impact of philanthropy at the YMCA. She was serving at the Lakewood Family YMCA where one-third of Y members receive financial assistance, a program that provides access to a healthy lifestyle through a subsidized membership at the Y. Stephanie felt the Y’s annual campaign was more than a fundraising goal—it was necessary to serve the community.

As the executive director of the Morgan Family YMCA, Stephanie now serves on a committed team of volunteers and staff raising funds to build the New Y on Pearl Street. Stephanie is honored by the opportunity to steward the stories of the Morgan Y over the last 40 years, and create space for new ones with a new building.

380 teens employed by the Y
2,400 staff serving the community

“In every role I have, how I care for people has been my top priority.” Stephanie
When Noelle first came to the Y, it was a place for her to come with her therapists to learn how to sit up and walk. As a foster child, she received a free membership through the Y. Noelle is a 9-year-old girl with an energetic and engaging personality. She also has autism and optic nerve hypoplasia, which caused her to be blind since birth. “I can only use feel sense for my sight,” Noelle says.

In addition to learning to walk, Noelle’s adopted mom, Emily, wanted Noelle to learn to swim. Noelle was afraid of the water and wouldn’t put her face in. After working with her favorite swim instructor, Mr. Fitz, she was able to completely overcome her fear and is now jumping off the side of the pool and retrieving items off the bottom of the pool.

“It’s given me confidence because we live in an area with a lot of water and she can’t see where she’s walking. If she fell in the water, she could tread long enough until someone can save her,” says Emily. “The Y has been life-changing for Noelle. Before she had swim lessons, water was a scary thing for her, and now it’s a fun thing. As a blind person, swimming is a really good form of exercise because there’s a boundary in the pool.”

“She has made so much progress. She really likes the water now. She can jump off the side, she’s learning strokes, she can keep her head under water.” Emily
In 2019, the Y purchased Camp Niwana to offer new day camp experiences to the Port Orchard and surrounding community. YMCA Executive Director Jane Erlandsen attended Camp Niwana as a Camp Fire camper, counselor in training, and staff member for 15 years. Her parents, Bill and Margaret Eldridge, were very involved in Camp Fire and Camp Niwana. Margaret served eight years as a volunteer group leader while Bill served 12 years on the volunteer camp committee. Jane went on to fulfill her dream of becoming a YMCA professional at the Bremerton Family YMCA, serving in nearly every capacity for more than 46 years.

In 2019, Jane returned to the camp at Lake Helena after a 48-year absence with a new purpose. The Y had reached an agreement with Camp Fire to take over ownership of the camp and begin providing outdoor experiences for youth once again. Jane visited the camp with executive director Scotty Jackson to share her knowledge of the past and look toward the future of Camp Lake Helena.

With tremendous leadership from the Y’s board of directors and staff leaders, Camp Lake Helena now has a master development plan as well as fundraising and operational plans to reinvigorate the camp. Campers began attending camp the summer of 2019.

“Charlie Davis had a vision. He saw a healthy day camp that would enhance our mission. The woods will again ring with the sound of campers, swimming, singing, laughing, growing, and exploring.” Jane
The Y has been a part of the Senecals’ lives since they became a family. Frank first joined the Y to use the pool, and years later, Mary started taking their five children for swim lessons, gymnastics, and more. Their daughter Claire spent her summers working at the Y in college, where she gained a love for youth development and met her husband, Peter. Frank and Mary’s son Aidan has met lifelong friends and appreciates how the Y builds community for the digital generation.

Mary has been deeply involved at the Morgan Family YMCA in nearly every way. She’s been a mom in youth programs, a group exercise participant, a personal trainer, a program volunteer, chair of the volunteer advisory council, and now a volunteer on the New Y on Pearl Street Capital Campaign leadership committee. Mary loves the strong sense of community at the Y, and she believes a new facility will only enhance the Y’s mission and impact.

“It feels like it’s a good time to make a change and to elevate the Pearl Street Y back to the showcase that it should be,” says Mary. “We have the people and the grounds to make that happen. I think it is the right time.”

Annual Campaign: $3,581,032
New Y on Pearl Street: $13,699,550

Mary experiences the Y from every angle and sees a common theme: “It’s really friendly and everyone takes care of each other.” Mary
MAKING AN IMPACT

2019 in Review

**OUR REACH**

- **9** Healthy Living Centers
- **1** Resident Camp
- **1** Regional Day Camp
- **39** Child Care Sites
- **46** Outreach Sites
- **7** School District Partnerships
- **123,000** youth and adults engaged with the Y through programs and facility memberships.

**OUR CAUSE**

- **688** volunteers contributed
- **64,084** hours of service
- **6,582** donors invested in their community with a donation to the Y.
- **18,575** people received Financial Assistance, providing a place to belong at the Y.
- **877** people made positive life changes through spiritual and emotional support groups.
- **827** people learned healthy habits through chronic disease prevention programs.
- **24,802** people unleashed their creativity through performing, visual, and culinary arts classes.

**FOR HEALTHY LIVING**

- **2,100** children learned through leadership activities and academic support in YMCA Before and After School Child Care.
- **4,902** campers made friends, stayed active, and learned the Y values of caring, honesty, respect, and responsibility at YMCA Summer Day Camp.
- **1,829** campers developed self-confidence, made lifelong friends, and learned leadership skills in overnight camp at YMCA Camp Seymour.
- **9,121** students explored ecosystems and improved team-building skills in YMCA Camp Seymour’s Outdoor Environmental Education.
- **75,403** swim lessons provided youth and adults with water safety skills.

**FOR YOUTH DEVELOPMENT**

- **65,055** total youth served through programs and membership.

**FOR SOCIAL RESPONSIBILITY**

- **47,283** meals and snacks were provided to youth and families for free during Summer Day Camp.
- **7,000**+ youth spent time with a caring adult through physical activity, education, and arts in Y outreach programs.
- **1,733** children in foster homes received free YMCA memberships.
INVESTING IN OUR COMMUNITY

2019 AUDITED FINANCIALS

Total Income: $74,003,583
Total Expense: $63,966,699
Net Assets: $122,847,356
### 2019 REVENUE

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### 2019 EXPENSES

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### 2019 BALANCE SHEET

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<td>Total Assets</td>
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<td>$104,369,342</td>
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11
To put Christian principles into practice through programs that build a healthy spirit, mind, and body for all.