



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

**Auburn YMCA-WEIU
BOARD OF DIRECTORS
Regular Board Meeting Agenda
January 16, 2024
Location – Carrier**

- | | | |
|--------------|--|-----------------------------------|
| I. | Call to Order: | Robert Scarbrough |
| II. | Mission Moment | Erin Johnson |
| III. | Consent Agenda: | Robert Scarbrough |
| | A. Acknowledgement of any conflict of interest | |
| | B. Approval of the December 19, 2023 Board Meeting Minutes | |
| | C. Approval of Committee Minutes | |
| IV. | Finance Report: | Anne Marie Smith/Michael Barrigar |
| | A. December Financial Report | |
| | B. 2024 Conflict of Interest | |
| V. | Board Chair Report: | Robert Scarbrough |
| VI. | Branch Report | |
| | A. CEO Report – Cheryl Pusztai | |
| | B. Branch Updates – Amy Wallner | |
| VII. | Annual Support Campaign | Amy Wallner/Dawn Wayne |
| VIII. | By-law Task Force: | Kelly Gridley |
| IX. | Adjournment | |

NEXT MEETING: February 20, 2024

Our Mission: To put Christian principles into practice through programs that build healthy spirit, mind, and body for all.

Auburn YMCA-WEIU Conflict of Interest Policy and Procedures

I. PURPOSE OF THE CONFLICT OF INTEREST POLICY

The purpose of this conflict of interest policy of the Auburn YMCA-WEIU, hereinafter referred to as Y, is to protect the Y when it is contemplating entering into a contract, transaction or arrangement that has the potential for benefiting the private interest of a "Significant Person" as defined below. This Policy is intended to supplement, but not replace, any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

II. STATEMENT OF POLICY

The Y will not engage in any contract, transaction or arrangement involving a Conflict of Interest without establishing appropriate safeguards to protect the interests of the Y. To that end:

- a. Each Significant Person must promptly, fully and timely comply with the disclosure requirements set forth in this policy, or as otherwise adopted by the Board in accordance with this policy.
- b. All transactions, contracts or arrangements involving a conflict of interest must be reviewed by the board or by a designated body of disinterested persons.
- c. The Board, or designated body, must determine by a majority vote of disinterested persons that appropriate safeguards are in place to protect the interests of the YMCA and are consistent with the purposes of this Policy.
- d. Where appropriate, the Board or designated body shall seek advice of legal counsel.

This Policy applies to (a) Significant Persons, and (b) any contract, transaction or arrangement involving the Y.

III. DEFINITIONS APPLICABLE TO THE POLICY

Significant Person. Any director, officer, key employee or committee member with board delegated powers is a Significant Person..

Conflict of Interest. A "Conflict of Interest" exists whenever a Significant Person has a significant personal interest in a proposed contract, transaction or arrangement to which the Y may be a party.

Significant Personal Interest. A Significant Personal Interest exists if the Significant Person, directly or indirectly, through business, investment, or family member, has a(n):

- a. ownership or investment interest in any entity with which the Y has a contract, transaction or arrangement;

- b. compensation arrangement with the Y;
- c. compensation arrangement with any entity or individual with which the Y has a contract, a transaction or arrangement;
- d. potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Y is negotiating (or is proposing to negotiate) a contract, a transaction or arrangement; or
- e. fiduciary position (*e.g.*, member, officer, director, committee member), whether compensated or uncompensated, with another, unaffiliated organization (i) which directly competes with the Y in terms of services or for charitable contributions; or (ii) with which the Y has (or is proposing to enter into) a contract, transaction or arrangement.

Compensation includes direct and indirect remuneration, consulting fees, board or advisory committee fees, honoraria, as well as gifts or favors that are not insubstantial.

A Significant Interest is not necessarily a conflict of interest. Article IV, Section 4 describes the procedure that will be used to decide whether or not a conflict of interest exists.

Family Member. With respect to a Significant Person, a “Family Member” means:

- a. the Person’s spouse;
- b. a brother, sister, parent, grandparent, child, grandchild, great grandchild (by whole or half blood) of the Person or the Person’s spouse, or
- c. the spouse of an individual listed in paragraph (b),

However, a Family Member includes individuals listed in paragraphs (a) and (b) (other than a child) *only* if the individual lives in the Person’s household, the Person manages the individual’s financial affairs, or the Person is aware without special inquiry that the Family Member holds a particular Interest.

IV. PROCEDURES FOR IDENTIFICATION OF POTENTIAL CONFLICTS OF INTEREST

Annual Questionnaire. Each Significant Person shall completely, accurately and timely submit the annual *Conflict of Interest Questionnaire* (the “Annual Questionnaire”) as prepared and distributed by the Board.

Duty to Disclose. A Significant Person must disclose the existence of any Interest and be given the opportunity to disclose all material facts to the persons the board has designated to consider the proposed contract, transaction or arrangement. Such information must be provided so that decisions are made with full knowledge and understanding of the Significant Person’s interest.

Continuing Disclosures. If, after completion of the Annual Questionnaire, any Significant Person becomes aware of anything that could give rise to a potential Conflict of Interest with respect to a proposed contract, transaction or arrangement involving the YMCA, the Significant Person shall promptly disclose that Interest to the Board or Executive Committee.

V. PROCEDURE FOR DETERMINING WHETHER A CONFLICT OF INTEREST EXISTS

The Board or Executive Committee shall determine by a majority vote of disinterested directors whether the disclosed Interest may result in a conflict of interest after meeting, discussing and voting on the matter. The Board or Executive Committee shall:

- a. review responses to the Annual Questionnaire and any continuing disclosures that are made during the year;
- b. take such steps as are necessary to identify Interests and review any so identified;
- c. make such further investigation as it deems appropriate with regard to Interests disclosed or identified; and
- d. determine whether any such Interest gives rise to a Conflict of Interest.

The Board or Executive Committee may request additional information concerning the relevant Interest from all reasonable sources before reaching a determination. A Significant Person may make a presentation at the Board or Executive Committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

VI. PROCEDURE WHEN A CONFLICT OF INTEREST EXISTS

Where a conflict of interest is determined to exist, the YMCA shall not enter into the proposed contract, transaction or arrangement unless the Board or Executive Committee has complied with the following:

- a. The chairperson of the Board or Executive Committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed contract, transaction or arrangement.
- b. After exercising due diligence, the Board or Executive Committee shall determine whether the Y can, with reasonable efforts, get a more advantageous contract, transaction or arrangement from a person or entity without a conflict of interest.
- c. If a more advantageous transaction or arrangement is not reasonably possible, the Board or Executive Committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Y's "best interest", for its own benefit, and whether it

is fair and reasonable. In conformity with the above determination, the Board shall make its decision as to whether to enter into the contract, transaction or arrangement.

VII. PROCEDURE FOR VIOLATIONS OF THE POLICY

- a. If the Board or Executive Committee has reasonable cause to believe a Significant Person has failed to comply with the disclosure requirements in this Policy, it shall inform the Person of the basis for such belief and afford the Person an opportunity to explain the alleged failure to disclose.
- b. If, after hearing the Significant Person's response and after making further investigation as warranted by the circumstances, the Board or committee determines the Significant Person has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

VIII. DOCUMENTATION OF PROCESS

The minutes of the Board (and all committees with board delegated powers) shall contain:

- a. The names of the Significant Persons who disclosed or otherwise were found to have an Interest being considered at such meeting by the Board or Executive Committee, the nature of the Interest, any action taken to determine whether a Conflict of Interest was present, and the Board's or Executive Committee's decision as to whether a conflict of interest in fact existed.
- b. The names of the persons who were present for discussions relating to the contract, transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.
- c. If appraisals (for tangible property) or third party comparable data (for compensation) were considered by the Board or Executive Committee, the nature and source of the data.

IX. ANNUAL AFFIRMATION STATEMENT

Each Significant Person shall annually sign the statement at the end of the attached Annual Questionnaire and affirm:

The person has received a copy of this Conflict of Interest Policy,

The person has read and understands the Policy,

The person agrees to comply with the Policy, and

The person understands the Y is a charitable organization and, in order to maintain its federal tax exemption, it must continuously engage primarily in activities that accomplish one or more of its tax-exempt purposes.

X. PERIODIC REVIEWS

To ensure that the YMCA operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

Whether compensation arrangements and benefits are reasonable, are based on competent survey information, and are the result of arm's length bargaining.

Whether partnerships, joint ventures, and arrangements with management organizations conform to the "Y's" written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

XI. USE OF OUTSIDE EXPERTS--

When conducting the periodic reviews as provided for in Article VII, the YMCA may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Auburn YMCA-WEIU Conflict of Interest Questionnaire

Purpose of this Questionnaire

The Conflict of Interest Policy (the “Policy”) adopted by the Board of Directors of the Auburn YMCA-WEIU requires disclosure of certain Interests. It is not uncommon to have these interests, but it is very important to make them known to the YMCA you serve.

Use this questionnaire to disclose where you or your Family Members have certain affiliations, interests or relationships, and/or have taken part in transactions that, in light of your relationship to the YMCA, might possibly give rise to an actual, apparent or potential conflict of interest.

How to Use this Questionnaire

1. Please read the Conflict of Interest Policy for the definitions of all capitalized terms used in the Questionnaire.
2. Answer all questions. Check “No” where applicable (please do not leave any question blank if the correct response is “no”).
3. Any response should take into consideration your relationship with and your role within the Auburn YMCA-WEIU.
4. Where this Questionnaire refers to “you,” it is also referring separately to each Family Member. For purposes of this Questionnaire, the definition of “Family Member” is extremely inclusive. “Family Member” includes a brother, sister, parent, grandparent, child, grandchild or great grandchild (by whole or half blood) of the “Significant Person” or his/her spouse.
5. Your response should indicate whether you are disclosing an Interest of you or of a Family Member (and, in the case of a Family Member, the nature of your relationship with that Family Member).
6. Include all material facts as requested by this Questionnaire.
7. Disclose all possible Interests that currently exist, even if you previously reported them. Interests that are new either since the filing of your last Questionnaire, or since the beginning of your relationship with the YMCA should also be reported on this Questionnaire. A potential Conflict of Interest can arise from many circumstances, not just those described in this Questionnaire. **You must report to the Board any relationship that creates an Interest that occurs between now and the completion of the next annual Questionnaire.** Any potential conflicts of interest that arise after the questionnaire has been completed should be immediately reported to the Board Chair or CEO of the Auburn YMCA-WEIU.
8. Complete the questionnaire, date it and sign the affirmation at the end of the document.

**AUBURN YMCA-WEIU CONFLICT OF INTEREST QUESTIONNAIRE AND
ACKNOWLEDGMENT**

(To be completed by Officers, Directors, Trustees, Key Employees and members of Board
committees)

NAME: _____

POSITION: _____

In accordance with the purposes and intent of the Conflict of Interest Policy adopted by the Board of Directors of the Auburn YMCA-WEIU, a copy of which has been furnished to me, I hereby disclose that I or my Family Members have the following affiliations, interests or relationships, and/or have taken part in the following transactions:

I. BACKGROUND

- A. What position(s) do you hold and what relationship(s) do you maintain with respect to the Organization (*e.g.*, trustee, director, committee member, officer, executive, professional advisor, vendor, etc.)?

II. OUTSIDE INTERESTS

- A. Do you or any Family Member (as defined on previous page) hold, directly or indirectly, through business, investment or immediate family, any of the following:
- i. An ownership or investment interest in a company that does or may do business with, or that competes with, the Y, regardless of the percentage of ownership or value of the ownership interest?

() No () Yes - Explain below

- ii. A compensation arrangement with any Company that does or may do business with, or that competes with, the Y (such as compensation for employment or independent contractor services, consulting fees, board stipends or fees, advisory committee fees, honoraria and the like)?

() No () Yes - Explain below

- iii. A director, trustee, officer or board committee position with any other Company that does or may do business with, or that competes with the Y (including competition for grants or donations)?

() No () Yes - Explain below

- iv. Any personal loans, advances or other borrowing from, or indebtedness to, any customer or supplier who also does or may do business with any the Y? (You may exclude charge cards, and personal or mortgage loans at market rates at financial institutions such as banks, finance companies, insurance companies, and savings and loan associations.)

() No () Yes - Explain below

- B. Do you or any Family Member compete, directly or indirectly, with the Y in the purchase or sale of property rights, interests or services?

() No () Yes - Explain below

- C. Do you or any Family Member provide directive, managerial, consultative or other services to or on behalf of any other Company that does or may do business with, or that competes with, the services of the Y?

() No () Yes - Explain below

D. Do you or any Family Member employ or otherwise retain any Y personnel for work on non-Y business done outside of the Y?

() No () Yes - Explain below

E. Have you or any Family Member used Y property to conduct business that is not YMCA business, without prior approval of an executive of the Y?

() No () Yes - Explain below

F. If you are employed by the Y, have you or any Family Member accepted assignments outside of the Y, either as an employee or as an independent contractor, over and above your primary or full-time assignment with any Y?

() No () Yes - Explain below

G. Do you or any Family Member hold an elected or appointed office or other position of public responsibility that serves residents in the Y's service area?

() No () Yes - Explain below

H. Have you or any Family Member been a party to any action, suit or proceeding during the past five years that might be deemed material to evaluating your ability, your integrity or your interests with respect to the Y?

() No () Yes - Explain below

- I. Do you or any Family Member know of any recent or pending actions, suit or proceeding in which you have an interest adverse to the interests of, or are a party adverse to any the Y?

() No () Yes - Explain below

III. INSIDE ACTIVITIES

- A. In your area of direct responsibility within the Y, do you employ or otherwise retain any Family Member or other individual with whom you have a business or personal relationship? Have you or any Family Member attempted to influence the Y concerning the employment or retention of any immediate family member or other individual with whom you have a business or personal relationship?

() No () Yes - Explain below

- B. Attached to this form on page 13 is a complete list of the directors, officers, key employees and significant service providers for the Auburn YMCA-WEIU. We need certain additional information to complete the annual Form 990 tax return for the Y. We are required to ask each person or entity on the attached list the following questions:

- i. **Is any person on the list a Family Member?**

If yes, please specify name and relationship: _____

- ii. **Are you an employee of any person or entity on the list?**

If yes, please specify employer(s): _____

- iii. **Do you (PERSONALLY, and not through any business interests) have a written contract with any person or entity on the list?**

If yes, please specify name and relationship: _____

- iv. **Do you (PERSONALLY, and not through any business interests), together with any person or persons on the list, have more than a 35% ownership interest in any corporation, partnership or trust?**

If yes, please specify name and relationship: _____

IV. GIFTS, GRATUITIES AND ENTERTAINMENT

- A. Have you or any Family Member accepted gifts, entertainment, benefits, discounts or other favors from any outside entity that does, or is seeking to do, business with, or is a competitor of, the Y, under circumstances from which someone might think that such action was intended to influence or possibly would influence you in the performance of your duties on behalf of the Y? This does not prohibit the acceptance of reasonable entertainment by suppliers or prospective suppliers or items of nominal value that are clearly tokens of respect or friendship and not related to any particular transaction or activity when the value of such entertainment or items does not exceed One Hundred Dollars (\$100.00).

() No () Yes - Explain below

- B. Have you or any Family Member accepted any gifts, honoraria, perquisites, favors or benefits valued in excess of One Hundred Dollars (\$100.00) from customers, suppliers or agents of the Y?

() No () Yes - Explain below

V. OTHER

In the space below, please disclose any other interest, activities, investments or involvement that you think might be relevant for full disclosure of all actual, apparent or possible conflicts of interest. If none, indicate "none." [Use additional pages as necessary.]

VI. AFFIRMATION

I hereby state that:

- (i) I have received a copy of the Auburn YMCA-WEIU Conflict of Interest Policy,
- (ii) I have read and understand the Policy,
- (iii) I agree to comply with the Policy,
- (iv) I understand that the Auburn YMCA-WEIU is a charitable organization and that, to maintain its federal tax-exempt status, it must engage primarily in activities that accomplish one or more of their tax-exempt purposes,
- (v) I agree to report to the appropriate person (1) any change in the responses to each of the foregoing questions that may result from changes in circumstances or (2) any further financial interest, situation, activity, interest or conduct that may develop before completion of my next annual Questionnaire, and
- (vi) The information contained in this Questionnaire is true and accurate to the best of my knowledge and belief as of the date below.

Signed: _____

Print Name: _____

Date: _____



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA-WEIU
Finance Committee

January 9, 2024
5 pm at Auburn YMCA
1st Floor Conference Room

Mission Statement:

The YMCA puts Christian principles into practice through programs that build healthy spirit, mind and body for all.

AGENDA

- | | | |
|------|---|------------|
| I) | Call to Order | Anne Marie |
| II) | Consent to Approve December 12, 2023 Finance
Committee Meeting Minutes | Anne Marie |
| III) | Review of Financials & Dashboard
December 2023 Interim | Michael |
| IV) | Discussion | All |
| V) | Adjourn | |

Auburn YMCA

Finance Committee Meeting December 12, 2023 (via Zoom)

Committee Attendance: Anne Marie Smith, Bob Scarbrough, Marie Nellenbeck

Excused: Gary Guariglia, Ray McKee

Staff Attendance: Cheryl Putzai, Amy Wallner, Michael Barrigar

4:33pm Call to Order by Anne Marie Smith

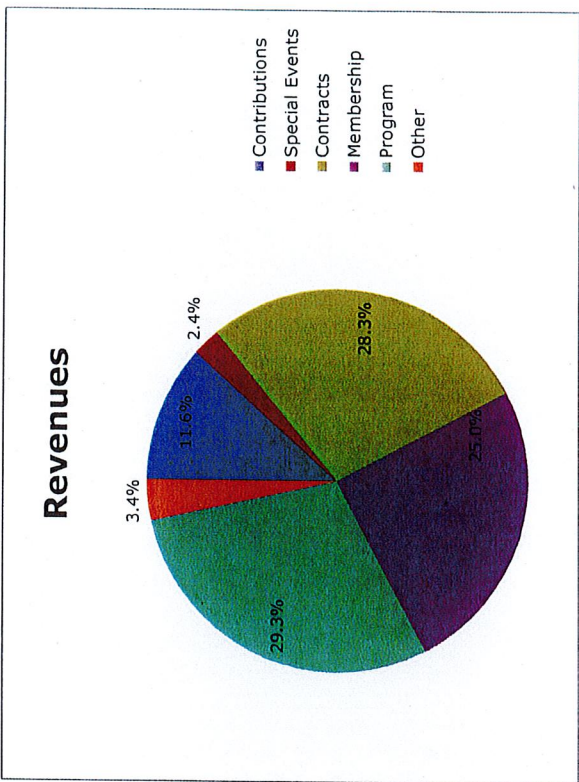
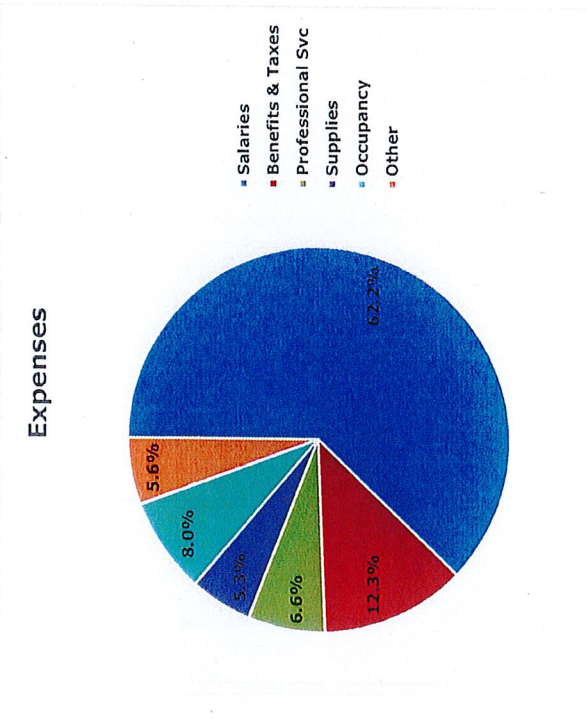
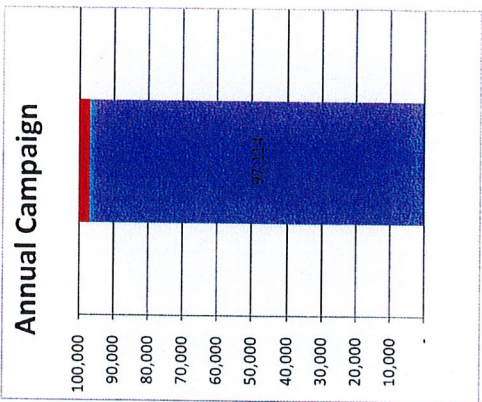
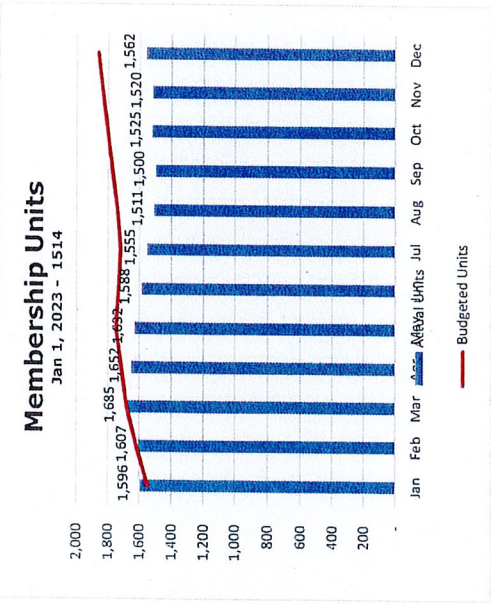
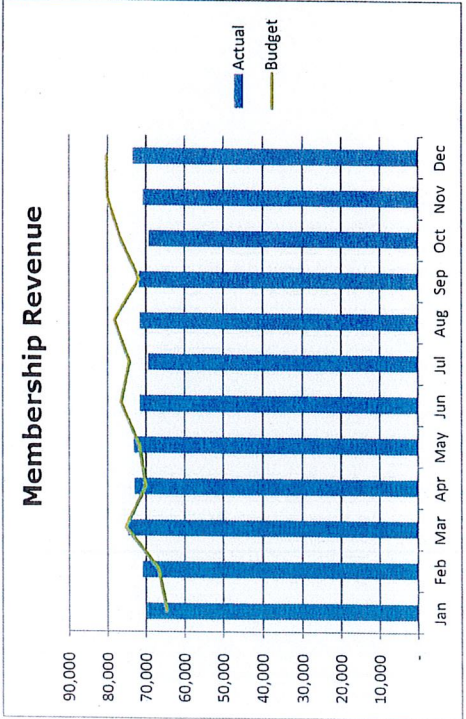
- I. Meeting Minutes approved for June, July, August, September, October, and November 2023 Finance Committee Meeting
 - a. Motion to accept minutes, made by Bob Scarbrough, Seconded by Marie Nellenbeck
 - b. Approved Unanimously
- II. Revised October's 2023 Dashboard and Balance Sheet
 - a. October 2023's Balance sheet was ran excluding some assets that fall under the umbrella of the Auburn YMCA. This was noticed when running the report for November 2023.
 - b. Reporting issue only. Does not change the Statement of Activity for October nor the Cash reported under our Operating Fund 01.
 - c. Revised Balance Sheet for October has a Financial Position of \$10,462,736.97.
 - d. Dashboard updated accordingly to reflect complete Assets
- III. November 2023 Dashboard and Statement of Activity
 - a. Revenue for the month is \$220,068 while expenses are \$276,751 which resulted in a deficit of (\$56,683). This month was budgeted to experience a loss of (\$42,827) for the month.
 - b. Revenue under budget due to the following:
 - i. Contribution budget included \$5,000 of Annual Support Campaign Dollars not recognized; however, YTD the Annual Support Campaign is strong at \$91,950 at the end of November 2023. YMCA did receive \$1,000 for giving Tuesday with an additional \$1,200 pledged to receive in December.
 - ii. Contracts and Grants had a surplus over budget due to OCFS Grant dollars of \$10,228 used to match OCFS Grant Stabilization incentives paid in this period.
 - iii. Membership Fees is less than budget but revenue surpasses last year's Membership Revenue for the same time period by \$7,725. YTD Membership Revenue is within 98% of our budget goal and exceeds Last Year's YTD revenue by \$92,247.
 - iv. Program Revenue is down due to timing items in:
 1. Aquatics where Registration revenue collected for USA Swim in October were carved out to be passed on in November. In addition, the Swim Team budgeted revenue in November that was recognized in October. These two items accounted for \$4,935.
 2. Budgeted Revenue for the Month included \$18K for (3) SACC sites that were closed earlier in the year. Important to note that the SACC sites that were in operation exceeded their budgeted revenue by \$15,666.
 - v. Investment Income posts interest income from Tompkins Trust Accounts specifically from our Savings account and Maintenance Reserve Accounts.

- c. Actual Expenses exceed budgeted expenses:
 - i. Noted Salaries are within Budget but Salaries include \$10,228 of OCFS Grant Stabilization incentive payouts. Also benefit payouts were provided for (4) employees.
 - ii. Benefit census for the month changed, lowering the monthly premium. This census change is consistent with the benefit payouts provided above.
 - iii. Professional Services are up for the month due in part because of the YCNY Management Agreement. Also there was a need to relocate our network equipment driving additional IT support costing approximately \$3k. There was an out of period invoice from June in the amount of \$2,200 for the Preschool Wireless Expansion. It is unclear why this invoice was not booked but noted that there was a reimbursement for this same expense in the prior period under the CSLFRF Grant.
 - iv. Occupancy was \$8,781 over budget due to repairs and maintenance required for the Steam Room (\$3,503), two different HVAC Units (\$2,964), Swimming Pool pump (\$904), an Electrical Panel Move (\$2,243.19), and electrical service upgrades in new network equipment area (\$1,454). The Electrical panel work and Network Equipment move were required to stay in compliance with Code regulations.
 - v. Dues are under budget but this is because YMCA of the USA paid the Auburn YMCA \$4,814 towards a credit on our Fair Share Dues. This credit is related to the \$11,751 balance due payment we made to the Y-USA earlier this year regarding 2022's dues.
 - d. Balance Sheet for November has a Financial Position of \$10,368,183
 - e. Bob Scarbrough pointed out a discrepancy in the reporting for the Scholarship Reporting by Department for November 2023. Preschool (Dept 8) YTD Budget amount does not appear right. Michael Barrigar double checked reports and concurred that the dollar amount used was not correct.
 - i. Report was corrected and disbursed during the meeting via email and explanation for the discrepancy provided.
- IV. Budget Review for November 19, 2023 Board Meeting
- a. Budget Review - Anne Marie Smith shared that this was added to the agenda to provide an opportunity for additional questions or discussion on the budget for the full year.
 - b. Bob Scarbrough questioned how we see 2023 wrapping up. Does management think they will need to draw from investment income?
 - i. Michael Barrigar responded that we will review things in the week. There is only one pay period left and if Cash is needed we could draw from the Savings Account. If we need money, maybe it will occur during our budgeted draws for 2024.
 - c. Anne Marie Smith thanked the committee for their work and the addition of the budget narrative as it provided clarity to the staff, leadership and board on the thought process and expectations.

Meeting adjourned at 5:07pm

Auburn YMCA-WEIU Financial Dashboard

12/31/2023 INTERIM REPORT



Productivity Ratio
 Salaries+Related/Operating Revenue

Productivity Ratio =	$\frac{2,612,723}{3,436,790}$
	76.0%

(YUSA Benchmark ≤ 60%)
 12 month Rolling Ratio

Association Summary

	Actual	MTD Budget	Variance	Actual	YTD Budget	Variance
Revenue						
Contributions	7,083	5,646	1,438	97,128	122,750	(25,622)
Foundations	15,473	19,792	(4,319)	205,832	169,168	36,664
Annual Campaign	5,163	10,714	(5,552)	97,114	75,000	22,114
Special Events	(4,810)	-	(4,810)	81,270	83,000	(1,730)
Contracts/Grants	103,785	61,652	42,133	971,883	798,836	173,047
Membership	73,527	80,451	(6,924)	859,758	885,930	(26,172)
Program:						
Aquatics	(500)	3,160	(3,660)	94,757	90,728	4,030
Wellness/Sports	967	4,000	(3,033)	44,324	64,660	(20,336)
Child Care	49,326	48,086	1,240	597,904	560,655	37,249
Camp	-	4,632	(4,632)	268,299	314,700	(46,401)
Other	5,353	2,956	2,397	118,520	163,080	(44,560)
TOTAL	255,367	241,089	14,278	3,436,790	3,328,507	108,283
Expenses						
Salaries	176,095	173,998	(2,096)	2,182,402	2,145,958	(36,444)
Benefits & Taxes	28,510	33,784	5,274	430,320	428,030	(2,290)
Professional Svc	25,930	9,973	(15,957)	231,794	147,324	(84,470)
Supplies	8,945	10,194	1,249	184,944	176,252	(8,693)
Occupancy	20,917	15,121	(5,796)	281,614	240,989	(40,625)
Other	10,573	9,928	(646)	196,290	164,954	(31,336)
TOTAL	270,971	252,998	(17,973)	3,507,365	3,303,506	(203,859)
Net Change in Assets	(15,604)	(11,909)	(3,694)	(70,576)	25,000	(95,576)

Statement of Financial Position

Operating Cash	570,122
Board Designated Cash	575,381
Other Current Assets	198,882
Noncurrent Assets	8,919,871
Total Assets	10,264,257
Current Liabilities	272,269
Noncurrent Liabilities	262,981
Total Liabilities	535,250
Net Assets	9,729,007
Unrestricted	6,199,816
Temporarily Restricted	2,132,407
Permanently Restricted	1,396,784
Total Liabilities & Net Assets	10,264,257

Investment Accounts

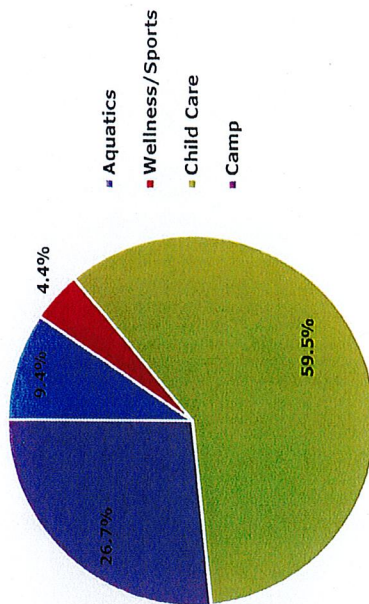
	12/31/2022	12/31/2023	Variance
General Endowment	3,075,563	3,416,721	341,158
Capital Endowment	837,549	920,195	82,646
	3,913,112	4,336,917	423,805

YUSA Benchmarks

Unrestricted Net Assets as % of Total Assets	≥ 60%
Current Ratio (liquidity)	≥ 1.5
Annual Charitable as % of Operating Revenue	≥ 15%
Operating Margin	≥ 3%

Current	63.7%
	4.21
	11.6%
	-2.1%

Program Revenue



Statement Of Activities Report
Auburn YMCA-WEIU
INTERIM STATEMENT: 12/01/2023 - 12/31/2023
Period 12 December 2023

Account Group Number	Account Group Name	Period 12 December 2023					Year to Date 2023				
		Actual	Budget	\$ Variance	Last Year	\$ Variance	Actual	Budget	\$ Variance	Last Year	\$ Variance
Revenue											
01	Contributions	27,719.40	36,152.10	-8,432.70	56,758.21	-29,038.81	400,073.85	366,918.00	33,155.85	243,023.06	157,050.79
03	Special Events	-4,810.00	0.00	-4,810.00	0.00	-4,810.00	81,270.13	83,000.00	-1,729.87	78,538.24	2,731.89
05	Legacies & Bequests	0.00	0.00	0.00	848.90	-848.90	0.00	0.00	0.00	848.90	-848.90
07	Rental Revenue	2,984.00	2,600.00	384.00	1,485.00	1,499.00	33,416.00	32,935.00	481.00	37,504.00	-4,088.00
10	Contracts & Grants	103,784.58	61,652.00	42,132.58	55,220.23	48,564.35	971,883.09	798,836.00	173,047.09	975,838.41	-3,955.32
11	Membership Revenue	73,527.26	80,451.00	-6,923.74	68,413.14	5,114.12	859,758.27	885,930.00	-26,171.73	762,396.39	97,361.88
13	Program Revenue	49,792.87	59,877.56	-10,084.69	55,587.32	-5,794.45	1,005,284.70	1,030,742.50	-25,457.80	856,893.48	148,391.22
14	Sales	1,128.11	296.03	832.08	398.10	730.01	7,403.43	9,425.00	-2,021.57	8,287.71	-884.28
15	Investment Income	1,222.45	30.00	1,192.45	459.18	763.27	76,511.89	120,360.00	-43,848.11	1,011.59	75,500.30
16	Miscellaneous Revenue	18.38	30.00	-11.62	68.98	-50.60	1,203.24	360.00	843.24	2,797.30	-1,594.06
19	Board Appropriations	0.00	0.00	0.00	-30.00	30.00	-15.00	0.00	-15.00	-255.00	240.00
Total Unrestricted Revenue		255,367.05	241,088.69	14,278.36	239,209.06	16,157.99	3,436,789.60	3,328,506.50	108,283.10	2,966,884.08	469,905.52
Total Restricted Revenue		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenue		255,367.05	241,088.69	14,278.36	239,209.06	16,157.99	3,436,789.60	3,328,506.50	108,283.10	2,966,884.08	469,905.52
Expenses											
21	Salaries & Wages	176,094.81	173,998.35	-2,096.46	177,655.29	1,560.48	2,182,402.28	2,145,957.94	-36,444.34	1,892,613.62	-289,788.66
22	Employee Benefits	13,812.64	19,025.92	5,213.28	20,774.08	6,961.44	230,892.56	242,598.00	11,705.44	208,938.17	-21,954.39
23	Payroll Taxes	14,697.69	14,758.22	60.53	12,858.59	-1,839.10	199,427.81	185,431.98	-13,995.83	162,156.99	-37,270.82
24	Professional Services	25,930.23	9,972.97	-15,957.26	7,659.79	-18,270.44	231,794.40	147,324.00	-84,470.40	128,682.03	-103,112.37
25	Supplies	8,944.81	10,194.03	1,249.22	21,255.64	12,310.83	184,944.41	176,251.51	-8,692.90	183,244.15	-1,700.26
26	Telephone	958.99	816.66	-142.33	808.43	-150.56	12,050.23	9,800.00	-2,250.23	9,728.35	-2,321.88
27	Postage	200.00	500.00	300.00	500.00	300.00	1,783.89	3,000.00	1,216.11	2,841.72	1,057.83
28	Occupancy	20,917.29	15,120.93	-5,796.36	10,535.99	-10,381.30	281,613.98	240,989.47	-40,624.51	229,997.26	-51,616.72
29	Equipment	2,238.20	1,944.32	-293.88	1,518.07	-720.13	27,352.49	27,440.00	87.51	41,554.36	14,201.87
31	Printing & Publications	833.79	2,250.00	1,416.21	242.00	-591.79	18,644.07	29,200.00	10,555.93	3,901.56	-14,742.51
32	Travel Expenses	154.55	41.66	-112.89	106.25	-48.30	49,539.01	33,613.57	-15,925.44	33,632.66	-15,906.35
33	Conference & Meetings	1,202.76	316.66	-886.10	999.80	-202.96	15,709.60	7,500.00	-8,209.60	5,314.82	-10,394.78
35	Dues & Fees	4,960.06	4,058.33	-901.73	5,588.71	628.65	65,461.89	50,400.00	-15,061.89	44,271.73	-21,190.16
36	Awards & Grants	0.00	0.00	0.00	0.00	0.00	5,000.00	4,000.00	-1,000.00	4,000.00	-1,000.00
39	Miscellaneous Expenses	25.00	0.00	-25.00	0.00	-25.00	748.49	0.00	-748.49	31.00	-717.49
Total Unrestricted Expenses		270,970.82	252,998.05	-17,972.77	260,502.64	-10,468.18	3,507,365.11	3,303,506.47	-203,858.64	2,950,908.42	-556,456.69
Total Restricted Expenses		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expenses		270,970.82	252,998.05	-17,972.77	260,502.64	-10,468.18	3,507,365.11	3,303,506.47	-203,858.64	2,950,908.42	-556,456.69
Change in Net Assets		-15,603.77	-11,909.36	-3,694.41	-21,293.58	5,689.81	-70,575.51	25,000.03	-95,575.54	15,975.66	-86,551.17

Variance Report
Auburn YMCA-WEIU
12/1/2023 - 12/31/2023 (INTERIM REPORTING and REVIEW)

Account Group Variance Explanation

Revenue

Contributions	Dash Board's Annual Support Campaign posted amount is at \$97,114. There are two 2023 commitments totalling \$3,000 must be booked as Pledge Receivables for year end. With these generous amounts, they YMCA achieved its \$100K goal for 2023.
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Special Events	MTD there is a loss of Bon Ton Revenue for 2023's race event in the amount of \$4,810. Cortland YMCA provided a invoice for T-shirts after our group performed a Reconciliation for 2023's event. In addition we received a contribution of \$850 towards 2023's Bon Ton event from a vendor, Comfy Cozy. This is the net result of this activity.
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Contracts & Grants	MTD surplus is driven by \$37,681 of OCFS grant dollars that was distributed in December. This is an offset to the Salary Expenses for childcare.
	YTD, Contracts and Grants surplus is directly related to OCFS grant dollars received and distributed in 2023.
	YTD there is a timing issue with revenue posting to 3pk and UPK where 11 months are recognized in 2023 for this 10 month program. This is a culmination of how revenue was budgeted on a month by month basis and how revenue was actually recognize over the course of the year in 2023. Revenue earned for a period should be recognized for that period. Prior to July 2023, revenue earned is a period was recognized in a subsequent period. When there was a CFO change, the posting of revenue timing changed. Revenue in the program is very similiar on a month to month basis that it was not a significant issue. This issue was brought to the attention of the auditors. Their recommendation is to record revenue in the period in which it is earned, matching revenue and expenses. This is the timing that has been followed the past 4 months. Auditors noted that in order to correct timing, 2023 would have 11 months of revenue but going forward, 2024 and forward, timing would level out to 10 months of revenue again. Auditors also noted that this issue was not material to their audit and scope of work.
	It is also important to recognize that clarity on this revenue timing issue was pursued by the Branch Director with the Director of Finance. With the change in CFO role from interim to permanent, appreciation to the matter was absent for a moment in time. The Director of Finance investigated the matter and worked with the Auditors for recommendation.

Membership Fees	YTD Membership was within 3.0% of our Budgeted Goal. Our new Insurance Reimbursement Program, partnered with Renew Active (United Health Care - Supplemental for Medicaid/Medicare) and One Pass - which is private insurance; has seen some revenue. One member in particular was a monthly Scholarship of \$27 and is now a Reimbursed Membership of \$28. Another member that is now participating under an insurance reimbursement program at a regular rate, used the opportunity to upgrade to a Health Club membership. 2024 Rate Increases have been communicated to members.
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Variance Report
Auburn YMCA-WEIU
12/1/2023 - 12/31/2023 (INTERIM REPORTING and REVIEW)

Account Group Variance Explanation

Program Revenue	MTD Program fees are under budget but this includes the closed SACC sites of \$18,000. In addition to this Camp Budgeted \$4,638 of Y Owasco Day Camp Fees for December 2023.
	YTD Program Revenue is within 2.47% of budgeted goal through December 2023; surpassing last year's revenue by \$148,391.
Investment Income	Investment Income posts interest income from Tompkins Trust Accounts specifically our Savings Account and our Maintenance Reserve Account.

Expenses

Salaries	MTD Salaries are under budget. Please note, \$37,681 of OCFS Incentives were paid out for the period. See Contracts/Grants Revenue note above. YTD, in addition to the OCFS Incentives paid out throughout the year, there were Benefit Payouts on personnel that left the YMCA, totalling over \$30K.
Benefits	MTD the census for Employee Medical Benefits have changed, lowering the monthly Premium.
Professional Svc	MTD - includes the CNY Management Service Agreement. Additionally, this includes additional IT hours that were considered out of Contract. 2023 only budgeted for 150 hours of IT hours with SDF. The cost of these contractual hours are paid for over 12 months. The additional hours amounted to \$3,000. 2024's budget is based on 185 hours of IT Contract hours.
	Please note, that this category also includes Board Training fees, Employment Expenses, and Bank Services Fees related to Active. YTD, these fees are \$16,000 over budget.

Occupancy	MTD - Utilities are within budget for the second straight month. Liability Insurance was not budgeted for the month of Dec 2023, this accounts for \$7,213.
	YTD, Utilities finished \$15,241 over budget, Maintenance and Repairs for the Auburn YMCA Building was \$6,549 over budget, and Camp Maintenance and repairs were \$8,100 over budget. Liability Insurance lacked a budgeted amount for December 2023 in the amount of \$7,213.
Dues & Fees	YTD amount of budget of \$15,062 is driven by the Fair Share payback from 2022 as well as the Fairshare amount being slightly more than budgeted each month through out 2023.

Change in Net Assets	This is an Interim Report. There is an initial loss to for the Period of (\$15,603). The period budgeted a loss of (\$11,909.36). YTD's financial statements are not finalized. There are YE adjustments that will need to be made including but not limited to: Payroll Accrual, Investment Activity, and an entry for Depreciation. Other reclass entries could occur as needed through the audit process.
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Variance Report
Auburn YMCA-WEIU
12/1/2023 - 12/31/2023 (INTERIM REPORTING and REVIEW)

<u>Account Group</u>	<u>Variance Explanation</u>
ADDITIONAL NOTES	Michael Barrigar's name will need to added to Tompkins Trust accounts and he will work towards getting this done. This includes Operating, Payroll, and Savings Accounts. Currently Michael has access to the online cash management system for Tompkins Trust so he can monitor and transfer dollars as needed. Michael is not an authorized signer.
	Michael Barrigar will also need access to Tompkins Trust Investment Accounts.
	A banking transfer occurs mid month from our Operating Account into our Maintenance Reserve account in the amount of \$5,000. (\$2,500 for Auburn YMCA Building Maintenance and \$2,500 for Camp Y-Owasco Maintenance). It is my understanding that this recurring transfer expired at the end of December 2023.
	Dannible and McKee sent YE Audit Client Package documentation. YE Audit scheduled for the week of March 4, 2024.

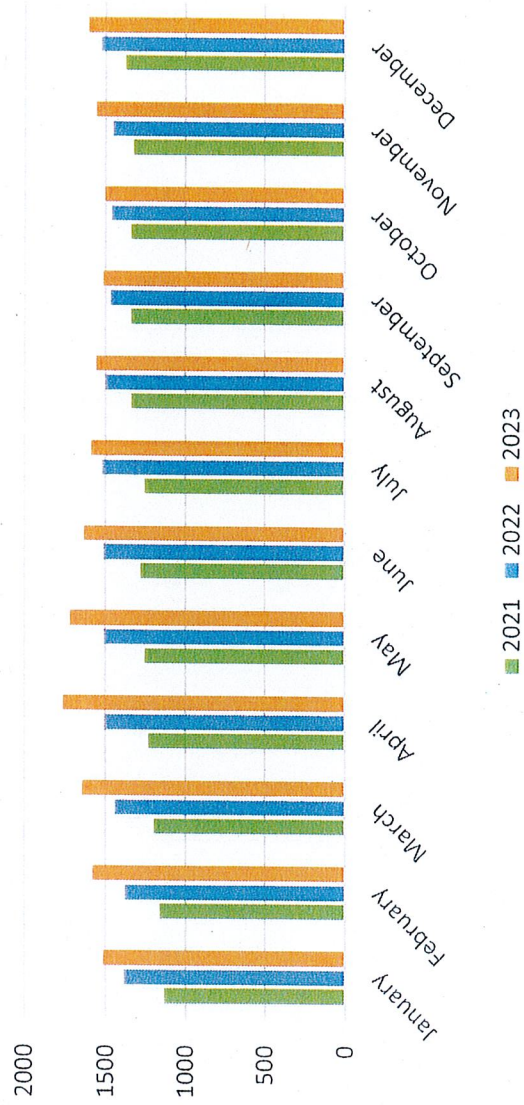
Statement Of Financial Position Report
Auburn YMCA-WEIU
12/31/2023 INTERIM REPORT

Account Number	Account Name	Dec 31 2023	Dec 31 2022
		Account Balance	Account Balance
6030	Petty Cash Funds	400.00	400.00
6110	Operating Cash	193,854.89	316,539.50
6111	Cash Payroll	19,076.16	5,818.68
6112	Camp Maintenance Reserve	206,612.29	172,863.54
6113	Auburn Maintenance Reserve	135,928.57	120,476.87
6114	Money Market Cash	356,791.07	403,922.31
6117	Bon-Ton Roulet (6117)	0.00	4,490.17
6118	Bon-ton Checking	5,190.00	2,818.24
6120	M&T Checking	37,489.83	137,873.83
6121	Courtney Komanecy Scholarship	17,151.40	17,419.37
6130	General Maintenance Reserve	130,703.14	129,492.12
6150	Special Club Account	42,306.12	55,609.48
6161	Skaneateles Special Acct	0.00	170.81
6301	Accounts Receivable (6301)	64,819.20	315.00
6305	Customer Accounts Receivable	84,478.85	168,912.20
6307	Future Customer Accounts Receivable	262,981.40	354,439.86
6320	Accr. Interest Receivable	4,156.05	1,019.95
6390	Allowance for Uncollectible Debt	-6,960.00	0.00
6410	Contributions Receivable	19,792.87	0.00
6500	Inventory	5,847.37	5,847.37
6610	Prepaid Insurance	14,068.67	19,299.00
6620	Prepaid Expenses - Other General	570.00	0.00
6690	Prepaid Expenses - Other	12,108.88	5,437.50
6700	Long-Term Investments	3,880,886.50	4,554,525.70
6710	Heritage Club Investments	26,562.76	26,562.76
6810	Beneficial interest in perpetual trusts	1,656,472.18	0.00
6911	Land	669,774.56	669,774.56
6912	Land Improvements	18,573.10	18,573.10
6919	A/D Land Improvements	-18,573.10	-18,573.10
6921	Building	2,521,083.00	2,521,083.00
6922	Building Improvements	6,838,371.68	6,767,280.34
6928	A/D Buildings	-2,391,333.00	-2,386,833.00
6929	A/D Building Improvements	-4,623,105.55	-4,489,324.96
6930	Maintenance Equip	33,069.71	44,112.35
6931	Program Equipment	602,593.32	794,021.55
6932	Furniture & Fixtures	207,803.60	208,727.60
6933	Office Equipment	171,997.37	165,443.50
6934	Camp Equipment	95,880.32	95,880.32
6935	A/D Maintenance Equip	-28,426.78	-35,039.56
6936	A/D Program Equipment	-557,768.59	-711,153.26
6937	A/D Furniture & Fixtures	-206,678.81	-206,826.20
6938	A/D Office Equipment	-153,073.47	-149,424.69
6939	A/D Camp Equipment	-93,718.81	-89,674.98
6960	Other Assets (6960)	6,500.00	6,500.00
Total Assets		10,264,256.75	9,708,800.83

Statement Of Financial Position Report
Auburn YMCA-WEIU
12/31/2023 INTERIM REPORT

Account Number	Account Name	Dec 31 2023	Dec 31 2022
		Account Balance	Account Balance
7110	Accounts Payable (trade)	26,932.86	88,163.20
7120	Customer Account Credits	10,758.36	11,559.15
7200	Accrued Expenses	2,280.00	0.00
7210	Accrued Salaries & Wages	76,051.65	176,338.81
7221	Accrued Employer FICA	0.00	7,661.52
7251	Accrued YMCA Retirement	0.00	19,870.30
7343	NYS Disability Withheld	716.36	1,269.22
7344	NYS Paid Family Leave	2,257.42	3,340.23
7370	Sales Tax Payable	124.11	0.00
7371	County Sales Tax Payable	204.20	0.00
7410	Deferred Contributions	91,609.92	0.00
7421	Contract Liabilities - Gift Certs	12,221.65	10,512.00
7430	Contract Liabilities- Membership	31,603.07	33,760.30
7440	Contract Liabilities- Bon Ton	19,649.26	11,295.91
7450	Contract Liabilities - Programs	1,665.00	5,315.00
7455	Contract Liabilities - Camp/CC	259,176.27	328,280.46
Total Liabilities		535,250.13	697,366.10
8000	Net Assets Without Donor Restr	5,166,292.60	4,545,931.80
8010	Net Assets With Donor Restrict	3,529,191.00	2,095,370.00
8011	Net Income	1,117,222.02	2,368,401.54
Total Net Assets		9,812,705.62	9,009,703.34
Total Net Assets without Donor Restrictions		6,283,514.62	6,914,333.34
Total Net Assets with Donor Restrictions		3,529,191.00	2,095,370.00
Total Net Assets		9,812,705.62	9,009,703.34
2022 Income Over Expenses		0.00	
2023 Income Over Expenses		-83,699.00	1,731.39
Adjusted Net Assets		9,729,006.62	9,011,434.73
Total Liabilities and Net Assets		10,264,256.75	9,708,800.83

Auburn Y Membership 2021-2023 Comparisons





Auburn YMCA-WEIU
Membership Report
December 2023

Category	Yearly	Monthly	11/30/2023	12/31/2023	Diff
Youth	\$ 312.00	\$26.00	275	287	12
Young Adult	408.00	34.00	95	98	3
Senior	540.00	45.00	190	200	10
Adult	552.00	46.00	349	356	7
Health Center	672.00	56.00	206	201	-5
Family	1044.00	87.00	360	376	16
Family/HC	1284.00	107.00	45	44	-1
Memberships (units)			1520	1562	42

Auburn YMCA

Scholarship Reporting by Dept for December 2023 Year to Date

	YTD Actual	YTD Budget	Prior YTD
Aquatics - (Dept 2)			
Program Revenue	95,097.38	90,727.50	80,267.72
Scholarships	-340.00	0.00	-140.63
Net Revenue	\$ 94,757.38	\$ 90,727.50	\$ 80,127.09
	0.4%		0.2%
Wellness / Sports - (Dept 3 & 5)			
Program Revenue	44,324.00	64,660.00	39,169.96
Scholarships	0.00	0	0.00
Net Revenue	\$ 44,324.00	\$ 64,660.00	\$ 39,169.96
Youth Childcare (Dept 7)			
Program Revenue	15,355.00	7,000.00	7,201.00
Scholarships	48.00	0.00	0.00
Net Revenue	\$ 15,403.00	\$ 7,000.00	\$ 7,201.00
Preschool (Dept 8)			
Program Revenue	186,361.99	165,655.00	173,417.91
Scholarships	-13,226.52		-12,042.69
Net Revenue	\$ 173,135.47	\$ 165,655.00	\$ 161,375.22
	7.1%		6.9%
SACC (Dept 9)			
Program Revenue	442,710.60	388,000.00	315,465.32
Scholarships	-33,345.10	0.00	-28,865.16
Net Revenue	\$ 409,365.50	\$ 388,000.00	\$ 286,600.16
	7.5%		9.2%
Camp (Dept 10)			
Program Revenue	308,031.85	314,700.00	304,145.45
Scholarships	-39,732.50	0.00	-21,725.40
Net Revenue	\$ 268,299.35	\$ 314,700.00	\$ 282,420.05
	12.9%		7.1%
Total Programs			
Program Revenue	\$ 1,091,880.82	\$ 1,030,742.50	\$ 919,667.36
Scholarships	\$ (86,596.12)	\$ -	\$ (62,773.88)
Net Revenue	\$ 1,005,284.70	\$ 1,030,742.50	\$ 856,893.48
% of Scholarship	7.9%		6.83%
Membership (Dept 13)			
Program Revenue	978,704.68	885,930.00	867,194.92
Scholarships	-118,946.41	0.00	-104,798.53
Net Revenue	\$ 859,758.27	\$ 885,930.00	\$ 762,396.39
% of Scholarship	12.15%		12.08%
Total Scholarship			
	\$ (205,542.53)	\$ -	\$ (167,572.41)

YMCA-WEIU
Board of Directors Meeting Minutes
Date: December 19, 2023 @ 5pm

This meeting was at Next Chapter Brewpub 100 Genesee St., Auburn, NY 13021

Present	Staff Present
Bob Scarbrough Dan Walter Chris White Dawn Wayne Lucas Ferrin Will Page Kelley Gridley Ryan Donahoe Jessica Kolodzie Ray McKee Gary Guariglia Anne Marie Smith Marie Nellenback Maggie Janish Stephanie DeVito	Cheryl Pusztai Josh Royce Amy Wallner Stephanie Bales Michael Barrigar Jeff Herrick Laura Clary Erin Johnson Brenda Salico Audra Jakaub Kim Cuipyllo
Excused	Documents distributed by email
Patrick Carbonaro Claire Petrosino	1. December Meeting Agenda 2. November Board Meeting Minutes 3. November 2023 Finance Committee Meeting Minutes 4. November 2023 Financial Report 5. Auburn YMCA 2024 Budget Packet 6. Final Strategic Plan

Call to order at 5:06pm by Bob Scarbrough

Item	Decision & Action Required
Consent Agenda: Acknowledgement of any conflicts of interest	No Conflicts of Interest
Approval of the November 21, 2023 Board Meeting Minutes and Approval of Committee Minutes	Approved Unanimously
Finance/HR Director shares November financial report. Revenue just under budget by \$6,700. Expenses over budget by. We budgeted for a deficit. Deficit we experienced has been due to timing issues. Expenses-approximately \$9k in maintenance and repairs we did not budget for mostly related to codes/regulations and IT support. Also had electric service upgrades. Facility Director had to repair work to HVAC and steam room. Annual Support Campaign at \$91,950. Membership revenue within 98% of our annual goal and noted that it was an aggressive budget for membership. Paid OCSF incentive payouts. Revenue for Giving Tuesday was \$1,200.	

<p>Motion to Approve November Financial Report</p> <p>2024 Budget Presentation: Finance/HR Director refers to 2024 budget cover sheet and hard copy distributed at meeting. This is more realistic budget than 2023. Total revenue over \$3m and includes new membership rates. Total expenses \$3,176,537. Projecting \$26k net surplus for 2024. Does not include any capital expenditures.</p> <p>Motion to Approve 2024 Budget Discussion question, are we drawing endowment in 2024? Yes, 4% and still depositing \$2,500 per month in each of two maintenance reserve accounts.</p> <p>Staff Introductions Full-time staff give brief background/introduction. Michael Barrigar-HR and Finance Director Jeff Herrick- Facility Director Stephanie Bales- Membership & Marketing Director Brenda Salico- Preschool Director Audra Jakaub-School Aged Childcare Director (Y-Pals, Schools-out, and Summer Programming) Laura Clary-Health and Wellness Director Kim Cuipyo-Director of Youth Development Amy Wallner- Branch Executive commends staff on work on the time/effort put into 2024 budget. A realistic budget with \$100k goal for annual support campaign. Bob S. and Dawn as board co-chairs. Erin and Laura as staff co-chairs for campaign. Cheryl Pusztai commends staff on work. Josh Royce shares that this is an honest budget that the team can rally towards and feel good about. It is an achievable budget. Bottom line is better than break even for 2024. Not many 2024 not-for-profits will receive government subsidized funding this year. There will be pivots needed throughout the year.</p>	<p>Approved Unanimously</p> <p>Approved Unanimously</p>
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Board Chair Report:

Board Chair provides update on board member, Scott Booth resignation from board. Looking for new board member addition to bylaw committee. Also looking for new board members, meeting with David Tehan as new board member candidate. He was prior Y board Chair President. Also talking with City of Auburn, Christina Selvek as a potential board member. Looking for balanced diversity on the board. Please give names soon so governance committee can go through vetting process. Doodle poll coming on dates for board retreat in January

Strategic Plan:

Strategic Planning Committee Chair reports on final version draft plan. Documents sent out ahead of this meeting for review. Will see draft goals before next board meeting. Then goals will be turned to staff again for strategy on how staff/board should get this out to the community. The hope is to share on or around the annual meeting to drive the annual support campaign and share where the Y is headed. Goal is for routine check-ins throughout the year to drive conversations and provide opportunity for questions. Board and staff to share ownership, fundraising, and to help carry the mission forward.

Motion to Accept the Strategic Plan**Approved unanimously****Bylaw Task Force:**

Bob Scarbrough and Kelley to co-chair since Scott Booth departure.

Motion to adjourn at 5:49pm**Approved Unanimously**

Respectfully Submitted,

Dan Walter