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Form **990**

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements

2008

Open to Public Inspection

A Fo	r the 2	2008 ca	lendar yea	r, or tax year beginning 09-0	01-2008 and ending 08-31-200	19		
B Che	eck if ap	pplicable	Please	C Name of organization Young Mens Christian Associati	on of the		D Employer ide	entification number
☐ Add	lress ch	ange	use IRS label or	Greater Houston Area			74-110973	
┌ Nar	ne char	nge	print or	Doing Business As			E Telephone nu	ımber
┌ Inıt	ıal retur	rn	type. See Specific	Number and street (or P O bo	x if mail is not delivered to street addre	ess) Room/suite	(713) 659-	
┌ _{Ter}	mınatıo	n	Instruc- tions.	1600 Louisiana		, , , , , , , , , , , , , , , , , , , ,	G Gross receipt	ts \$ 135,770,871
┌ Am	ended r	return		City or town, state or country,	and ZIP + 4		1	
		pending		Houston, TX 77002				
,			E Nam	Lne and address of Principal	O #	l ,		
			r Nan Clark B	•	Officer		ıs a group return ates?	for
				ouisiana.			1163	1 163 1 140
	, avam	ıpt status		n, TX 77002)/1) -: [[27	H(b) Are a	ll affiliates include	ed?
<u> </u>	x-exem	ipi status	Jo 201(c))(3) ◀ (Insert no)	(1) or 527	7 .	•	See instructions)
J W	eb site	e: 🕨 wwv	w ymcahou:	ston org		H(c) Grou	ıp Exemption Nu	mber F
К Тур	e of org	janization	✓ Corporat	ion trust association oth	er 🕨	L Year of Fo	ormation 1886 M	State of legal domicile TX
Pa		Sum		o organization's mission in	most significant activities			
w	•	•		e organization's mission or i	most significant activities to improving the quality of life t	hrough progra	me and corvices	: which provide
Governance					potential, appreciate good heal			
Ë		•	l awarenes					
§	2	Checkt	his box	if the organization discontin	ued its operations or disposed	of more than 2		
					ody (Part VI, line 1a)			56
Activities &				_	governing body (Part VI, line 1	b)	_	55
₽				nployees (Part V , line 2a)			5 _	7,808
Ę				olunteers (estimate if necess		_	16,238	
đ		_			Part VIII, line 12, column (C)		_	0
	ь	Net unre	elated busi	ness taxable income from F	orm 990-T, line 34		7b	
						Pri	or Year	Current Year
<u>o</u>	8						24,537,986	20,545,522
Revenue	9			revenue (Part VIII, line 2g)	'	86,062,849	80,747,150	
F	10			me (Part VIII, column (A), l		-6,005,484	6,362,142	
	11 12		-		5, 6d, 8c, 9c, 10c, and 11e) equal Part VIII, column (A), lir		192,523	219,123
	12	12)	evenue u	aa iiiles o tiiioagii 11 (iiiast	equal rate viii, column (A), m		104,787,874	107,873,937
	13	Grants	and simila	ar amounts paid (Part IX, co	lumn (A), lines 1–3)		378,143	785,316
	14	Benefit	ts paid to o	or for members (Part IX, colu	ımn (A), line 4)			0
ø	15		es, other co	ompensation, employee bend	efits (Part IX, column (A), lines	5 –	62.063.303	E0 700 430
Expenses		10)			/A \ \		62,063,392	59,799,430
<u>क</u>	16a			raising fees (Part IX, colum			+	0
五	ь	•	-	penses, Part IX, column (D), line 2		15 5 5 7 1 1 1	45.500.044	
	17			(Part IX, column (A), lines 1		46,657,114	45,590,341	
	18		•	, ,	al Part IX, line 25, column (A))		109,098,649	106,175,087
<i>y</i> ∞	19	keveni	ue iess exp	penses Subtract line 18 from	n mie 12	B!	-4,310,775	1,698,850
වී විරි		- · ·		+ V Long 4.5 \		ведіпп	ing of Year	End of Year
989 899	20			rt X, line 16)			342,864,758	361,277,287
Net Assets or Fund Balances	21		•	Part X, line 26)			219,377,744	234,943,497
	22			d balances Subtract line 2:	123,487,014	126,333,790		
Par	t II		ature Blo					
					ned this return, including accompanying of preparer (other than officer) is base			
Plea	se	****		, .	,	1		,
Sign		Signa	ature of office	er		Date		
Here	•	Micha	ael Emmons	Sr VP & CFO				
		Туре	or print nam	e and title				
		Preparer'			Date	Check If	Preparer's PTIN ((See Gen Inst)
Paid		signature	Jody B	siazek		self- empolyed ▶ ✓		
Prepa	arer's		ame (or yours	s Blazek & Vetterling		•		
Use (Only		nployed), and ZIP + 4	2900 Weslayan Suite 200			EIN 🕨	
							Phone no 🕨 (7	13) 439-5739
May t	he IR	L S discus	s this retu	rn with the preparer shown a	bove? (See instructions)			

Form 990 (2008) Part III Statement of Program Service Accomplishments (See the instructions.)

ise of recreational far ise of recreational far is and Africa Tempor insorship 5) YMCA 5 insabilities 6) YMCA is promote internation intries around the wi	Special Populations - Th International Programs onal understanding throu orld	: - The YMCA is a work	dwide movement with a goal pment, overseas opportunities) (Revenue \$	of promoting int	ernational understandin training in cooperation
nvironment designe ise of recreational fa and Africa Tempor insorship 5) YMCA S Iisabilities 6) YMCA s promote internatio	Special Populations - Th International Programs onal understanding throi	- The YMCA is a work	dwide movement with a goal	of promoting int	ernational understandin
nvironment designe ise of recreational fa and Africa Tempor insorship 5) YMCA S Iisabilities 6) YMCA s promote internatio	Special Populations - Th International Programs onal understanding throi	- The YMCA is a work	dwide movement with a goal	of promoting int	ernational understandin
velop self-esteem a ogram stresses a thr dences - The YMCA	i, Financial assistance p and good values, includ ree-way approach to w offers decent housing a oyed or retired people, ed to foster good citizen acilities 4) YMCA Casev	ing cooperation, respe orking with seniors, in and shelter- both perm members of the arme ship and sound charac work - International se I to those arriving dire	785,316) (Rever YMCA Teen Leadership - YMCA ct for the body, good citizenship volving health and fitness, soch hanent and temporary - for fred d forces, merchant marines in teer A variety of services are provides offers immigration cour ctly from refugee camps oversty of programs and services to	A youth and teer hip, and a strong hal activities and he or at an afford transit and fore provided including hiseling to new in heas Volunteers	work ethic 2) YMCA opportunities for dable fee to young ign visitors. The purposing counseling, job referring rants and refugees provide pro bono legal
it only in children buents play an importa y employed, while k ion is available 2)YI that foster understar	sistance provided \$1,193 it also in their parents a ant role in policy and pro knowing that their childr MCA Parent/Child - The	and families These ediogram decisions. In motion in a sa ten are thriving in a sa tese programs help peo ip Activities are plann) (Rever Care - The central focus of all vucational programs help kids dany instances, Y Child Care all fe, supportive environment Fiple grow as reasonable membed to bring groups of families	YMCA Child Care levelop moral ar ows parents of t or parents who o pers of families	nd ethical behavior, self the children in our cannot afford the full fe They provide children a
ss as a family Addition families and offers for the free and open to a	ionally, the YMCA of Gre amilies a chance to play all Everyone belongs at	eater Houston is an ac y together and learn n the YMCA of Greater	Moreover, YMCA programs ena tive participant in YMCA Healtl nore about ways to promote w Houston At the YMCA, we stri health and wellness, or a vet	ny Kids Day It is vellness and hea ve to be more t	s the nation's largest Ithier living YMCA han just a place to
e YMCA is a commu he rich diversity of c ie YMCA of Greater I iest to make YMCA Financial assistance des healthy solution e programs are geal a, martial arts, cycli	unity service organization our Greater Houston colling the Houston offers a Memb membership available the offered through this such as the for every age grouping and cardio strengthes	n which promotes its in mmunity in our memb ership For All plan. Un 'for all", last year 24 d rogram totaled \$2,520 the rise in childhood of boand all levels of physening. Building a health	bers Financial assistance provinission and core values througership base at our 35 facilities der this plan, the membership low of our members qualified a 3,635 YMCA Membership has ribesity, increased stress and chisical fitness. Programs include by lifestyle is also taught and a Morgover VMCA programs and charges and charges and stress and charges and stress.	th programs that Because we be rate is adjusted and benefited fro lever been more ironic illnesses re strength training encouraged thro	t build a healthy spirit, elieve a healthier lifestyl based on annual participation in the relevant in our elated to unhealthy diet i, aerobics, group ugh nutrition programs,
4) organizations	and 4947(a)(1) tro , if any, for each pro	usts are required t	o report the amount of g	rants and allo	
				·	s ✓ No
se conducting o		changes in how it o	conducts any program		
90-EZ?		/ices during the ye	ear which were not listed	on	s 🔽 No
ne se	-EZ?	-EZ?	-EZ?	-EZ?	w services on Schedule O conducting or make significant changes in how it conducts any program

Form **990** (2008)

Part IV	Checklist of	Required	Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		N o
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		Νο
5	Section $501(c)(4)$, $501(c)(5)$, and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		Νο
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		Νο
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		Νο
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Νο
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		Νο
10	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part V	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Νο
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		Νο
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If "Yes," complete Schedule F, Part I	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>	16		N o
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		N o
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νo
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νο
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Νο
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		Νo
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		Νο
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		No

Part VI

Part IV Checklist of Required Schedules (Continued)

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV	28a	Yes	
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		Νο
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV.	28c		Νo
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Νo
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		Νo
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		Νo
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		Νο
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Νο
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R.	37		Νo

Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal			
	of U.S. Information Returns. Enter -0- if not applicable			
	1a 70			
D	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable			
-	gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return			
ь	If at least one is reported in 2a, did the organization file all required federal employment tax returns?			
_	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a		No
ь	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		Νο
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country			
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
С	If "Yes," to 5a or 5b, did the organization file Form 8886-T, <i>Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?</i>	5c		No
6a	Did the organization solicit any contributions that were not tax deductible?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		No
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	7a	Yes	
ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to			
_	file Form 8282?	7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Νo
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g	Yes	
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h	Yes	
8	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds and section $509(a)(3)$ supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		No
9	Section $501(c)(3)$ and other sponsoring organizations maintaining donor advised funds.			
а	Did the organization make any taxable distributions under section 4966?	9a		No
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		No
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		No
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section .	Α.	Governing	Body	and	Management	

			Yes	No				
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.							
1a	Enter the number of voting members of the governing body 1a 56							
b	Enter the number of voting members that are independent 1b 55							
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		Νο				
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?							
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?							
5	Did the organization become aware during the year of a material diversion of the organization's assets?							
6	Does the organization have members or stockholders?							
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?							
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No				
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following							
а	the governing body?	8a	Yes					
b	each committee with authority to act on behalf of the governing body?	8b	Yes					
9a	Does the organization have local chapters, branches, or affiliates?	9a	Yes					
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b	Yes					
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes					
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		Νο				

Section B. Policies

			Yes	No
Do	pes the organization have a written conflict of interest policy? If "No", go to line 13	12a	Yes	
	e officers, directors or trustees, and key employees required to disclose annually interests that could give rise conflicts?	12b	Yes	
	pes the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," scribe in Schedule O how this is done	12c	Yes	
Do	pes the organization have a written whistleblower policy?	13	Yes	
Do	pes the organization have a written document retention and destruction policy?	14	Yes	
	d the process for determining compensation of the following persons include a review and approval by dependent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
Τh	e organization's CEO, Executive Director, or top management official?	15a	Yes	
0 t	ther officers or key employees of the organization?	15b	Yes	
De	escribe the process in Schedule O			
	d the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a xable entity during the year?	16a		No
рa	"Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its rticipation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the ganization's exempt status with respect to such arrangements?	16b		No
		TOD		,

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
- Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply own website. another's website. upon request
- 19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

Michael Emmons CPA 1600 Louisiana Houston, TX 77002 (713) 758-9115

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

Check this box if the organization did not compensate any officer, director, trustee or key employee

- * List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- * List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- * List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- * List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

The check this box in the organization and i	(B) Average hours per week	Posit	(C) chec	:k al				(E)	(F)
(A) Name and Title		Individual Trustee or Chrector	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
							_			

Part VII Continued

	(B) Average hours per week	(C) Position (check all that apply)							(E)	(F)
(A) Name and Title		Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
			-							
		-	+							
			-	\vdash	\vdash		\vdash			
			+							
1b Total				-			>	3,331,597	7	234,376

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►40

			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If</i> " <i>Yes</i> ," <i>complete Schedule J for such individual</i>	3	Yes	
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule I for such person	5		Νο

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
Tellepsen Builders 777 Benmar Dr Ste 400 Houston, TX 77060	Construction	17,348,057
Sehgal & Sons Enterprises 10501 Corporate Drive Stafford, TX 77477	Cleaning	1,127,271
JE Dunn South Central Inc 3500 S Gessner Houston, TX 77063	Construction	1,169,556
Fretz Construction 6301 Long Drive Houston, TX 77078	Construction	6,184,542
Durotech Inc 11931 Wickchester 300 Houston, TX 77043	Construction	1,137,422
2 Total number of independent contractors (including those in 1) where from the organization	. ,	31

Part

Other Revenue

Statement of Revenue (C) (A) (B) (D) Total Revenue Related or Unrelated Revenue Exempt Business Excluded from Function Revenue Tax under IRC Revenue 512, 513, or 514 3,543,276 **1**a Federated campaigns . . Contributions, gifts, grants and other similar amounts ь Membership dues . 138,395 Fundraising events . **1**c 28,714 d Related organizations . . . 1d Government grants (contributions) 6,077,333 10,757,804 All other contributions, gifts, grants, and similar amounts not included above 1f Noncash contributions included in lines 1a-1f \$ _____ 20,545,522 Total (Add lines 1a-1f) . . . h Business Code Program Service Revenue 2a Program fees 713,940 34,041,689 34,041,689 Ь Membership Dues & Assessments 812,900 46,705,461 46,705,461 All other program service revenue Total. Add lines 2a-2f . **\$** 80,747,150 3 Investment income (including dividends, interest 5,359,396 5,359,396 other similar amounts) Income from investment of tax-exempt bond proceeds $\ \ .$ 4 12,728 12,728 5 Royalties . (II) Personal (ı) Real **Gross Rents** 6a Less rental b expenses Rental income or (loss) Net rental income or (loss) . . d (ı) Securities (II) Other Gross amount 26,039,737 2,565,365 7a from sales of assets other than inventory 26,096,214 1,506,142 Less cost or b other basis and sales expenses -56,477 1,059,223 Gain or (loss) 1,002,746 1,002,746 d Net gain or (loss) 8a Gross income from fundraising events (not including 422,133 of contributions reported on line 1c) See Part IV, line 18 Attach Schedule G if total exceeds \$15,000 a 138,395 b Less direct expenses . . .b 294,578 Net income or (loss) from fundraising events . 127,555 127,555 c 9a Gross income from gaming activities See part IV, line 19 Complete Schedule G ıf total exceeds \$15,000 b Less direct expenses . . .b Net income or (loss) from gaming activities c 10a ${\sf Gross\ sales\ of\ inventory,\ less}$ returns and allowances . b Less cost of goods sold . . ${\bf b}$ Net income or (loss) from sales of inventory . c Business Code Miscellaneous Revenue 78,840 78,840 11a Interest N/R TX Southern b c All other revenue d Total. Add lines 11a-11d \$ 78,840 6,581,265 107,873,937 80,747,150 12 **Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 9c, 10c, and 11e

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).							
Do ı	not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses		
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0					
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	785,316	785,316				
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16	0					
4	Benefits paid to or for members	0					
5	Compensation of current officers, directors, trustees, and key employees	2,968,020	2,556,964	355,215	55,841		
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0					
7	Other salaries and wages	47,319,762	40,766,204		890,287		
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	3,145,983	2,376,790	683,622	85,571		
9	Other employee benefits	2,428,344	1,795,447	563,808	69,089		
10	Payroll taxes	3,937,321	3,363,122	471,265	102,934		
11	Fees for services (non-employees)						
а	Management	0					
b	Legal	128,851		128,851			
c	Accounting	76,617		76,617			
d	Lobbying	0					
e	Professional fundraising See Part IV, line 17	0					
f	Investment management fees	263,419		263,419			
g	Other	3,454,968	1,818,399	1,636,497	72		
12	Advertising and promotion	606,670	79,534	526,469	667		
13	Office expenses	7,506,629	6,469,701	1,014,568	22,360		
14	Information technology	210,443	202,025	8,418			
15	Royalties	0					
16	Occupancy	10,837,684	10,432,329	384,314	21,041		
17	Travel	1,544,529	1,400,636	115,707	28,186		
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0					
19	Conferences, conventions and meetings	240,117	1,596	207,224	31,297		
20	Interest	5,300,975	4,834,489	466,486			
21	Payments to affiliates	283,769		283,769			
22	Depreciation, depletion, and amortization	7,037,958	6,419,828	615,047	3,083		
23	Insurance	2,259,626	2,175,116	79,991	4,519		
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)						
а	Printing and Publications	938,590	123,001	814,444	1,145		
b	O ther expenses	392,763	305,677	87,048	38		
c	Job placement expenses	1,233,935	1,233,935				
d	Equipment purchases & repairs	2,058,835	1,976,218	82,392	225		
е	Camp and other program expense	598,368	598,368				
f	All other expenses	615,595	306,122	294,267	15,206		
25	Total functional expenses. Add lines 1 through 24f	106,175,087	90,020,817	14,822,709	1,331,561		
26	Joint Costs. Check if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation						

Part X	Balance	Shoot
	Balance	Sneer

					(A) Beginning of year		(B End of	
	1	Cash—non-interest-bearing			196,578	1		94,954
	2	Savings and temporary cash investments			22,866,263	2	2	3,235,945
	3	Pledges and grants receivable, net			11,530,365	3	!	9,687,954
	4	Accounts receivable, net			598,554	4		1,037,102
	5	Receivables from current and former officers, directors, trustee other related parties Complete Part II of Schedule L				5		0
	6	Receivables from other disqualified persons (as defined under spersons described in section 4958(c)(3)(B) Complete Part II of	sectioi	n 4958(f)(1)) and		6		0
	7	Notes and loans receivable, net			965,573	7		579,070
	8	Inventories for sale or use				8		0
<u> 92</u>	9	Prepaid expenses and deferred charges			1,008,377	9		1,397,320
ssets	10a	Land, buildings, and equipment cost basis	10a	276,935,591				
4	ь	Less accumulated depreciation Complete Part VI of	104	27 0,000,001	-			
	"	Schedule D	10Ь	69,352,420	177,926,730	10c	20	7,583,171
	11	Investments—publicly traded securities			52,736,439	11	5	8,566,404
	12	Investments—other securities See Part IV, line 11 <i>Complete I Schedule D</i>	Part VI	I of		12		0
	13	Investments—program-related See Part IV, line 11 $\it Complete$ of $\it Schedule D$.	II		13		0	
	14	Intangible assets				14		0
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule D	75,035,879	15	5	9,095,367		
	16	Total assets. Add lines 1 through 15 (must equal line 34)			342,864,758	16	36	1,277,287
	17	Accounts payable and accrued expenses .			8,776,082	17		8,310,628
	18	Grants payable		18				
	19	Deferred revenue	1,931,037	19		1,924,261		
	20	Tax-exempt bond liabilities	200,000,000	20	20	0,000,000		
es	21	Escrow account liability Complete Part IV of Schedule D				21		
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified						
<u> </u>		persons Complete Part II of Schedule L				22		
	23	Secured mortgages and notes payable to unrelated third partie	s.			23		
	24	Unsecured notes and loans payable				24		
	25	Other liabilities Complete Part X of Schedule D			8,670,625	25	2	4,708,608
	26	Total liabilities. Add lines 17 through 25			219,377,744	26	23	4,943,497
<u>ب</u>	1	Organizations that follow SFAS 117, check here 🕨 🔽 and com	plet e l	lines 27				
μÇ		through 29, and lines 33 and 34.			107 707 007	<u></u>	40	7 220 000
Balance	27	Unrestricted net assets			107,767,687	27		7,329,963
ă	28	Temporarily restricted net assets			15,719,327	28	1:	9,003,827
Fund	29	Permanently restricted net assets	•			29		
or Fi		Organizations that do not follow SFAS 117, check here ► ☐ a lines 30 through 34.	nd con	nplete				
	30	Capital stock or trust principal, or current funds		30				
Assets	31	Paid-in or capital surplus, or land, building or equipment fund				31		
	32	Retained earnings, endowment, accumulated income, or other f			32			
Ŋet	33	Total net assets or fund balances			123,487,014	33	12	6,333,790
_	34	Total liabilities and net assets/fund balances			342,864,758	34	36	1,277,287
Pa	rt XI	Financial Statements and Reporting						
							Yes	No

ParitXI	Financial	Statements	and Reporting

1	Accounting method used to prepare the Form 990			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3b	Yes	

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As Filed Data -

DLN: 93493095007040

Employer identification number

OMB No 1545-0047

SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)nonexempt charitable trusts. Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

		Christian Associ ton Area	ation of the					74	-110973	7		
Par	tΙ	Reason	for Public Cl	harity Status (to be co	mpleted	by all or	ganızatıo					
				ation because it is (Please								
1	\sqcap	A church, c	onvention of ch	iurches, or association of ch	urches de	scribed in	Section 1	L70(b)(1)((A)(i).			
2	Γ	A school de	escribed in Sect	ion 170(b)(1)(A)(ii). (Attac	ch Schedu	ıle E)						
3	Γ	A hospital	or a cooperative	e hospital service organizati	on descril	bed in Sec	t ion 170(Ł	o)(1)(A)(i	ii). (Attac	h Schedul	le H)	
4	Γ	A medical i	A medical research organization operated in conjunction with a hospital described in Section 170(b)(1)(A)(iii). Enter the									
		hospital's r	hospital's name, city, and state									
5	Γ	An organiza	ation operated f	or the benefit of a college or	universit	y owned o	r operated	by a gove	ernmental	unıt desc	rıbed ın	
		Section 170	D(b)(1)(A)(iv).	(Complete Part II)								
6	Γ	A federal, s	tate, or local go	overnment or governmental	unıt descr	ıbed ın Se	ction 170	(b)(1)(A)	(v).			
7	\sqcap	An organiza	ation that norma	ally receives a substantial p	art of its s	support fro	m a gove	rnmental u	ınıt or fron	n the gene	eral public	:
		describedi	n Section 170(b	o)(1)(A)(vi) (Complete Par	tII)							
8	\sqcap	A communi	ity trust describ	ed in Section 170(b)(1)(A)	(vi) (Com	plete Par	tII)					
9	▽	An organiza	ation that norma	ally receives (1) more than	331/3% 0	fits supp	ort from co	ontribution	ıs, membe	rship fees	s, and gro	s s
		receipts fro	m activities rel	ated to its exempt functions	s—subject	to certair	exceptio	ns, and (2) no more	than 331/	′3% of	
		ıts support	from gross inve	estment income and unrelate	ed busines	s taxable	ıncome (l	ess sectio	on 511 tax	() from bu	sınesses	
		acquired by	the organization	on after June 30, 1975 See	Section 5	09(a)(2).	(Complete	e Part III)			
10	\sqcap	An organiza	atıon organızed	and operated exclusively to	test for p	ublic safe	ty See Se	ct ion 509((a)(4). (Se	ee instruc	tions)	
11	\sqcap	An organiza	atıon organızed	and operated exclusively fo	r the bene	fit of, to p	erform the	functions	of, or to o	arry out t	he purpos	ses of
				orted organizations describe						Section 5	09(a)(3).	Check
		a T		type of supporting organiza Type II c		- Function			n d	□ Type	III - Otl	ner
e	\vdash		• •	rtify that the organization is			-			, ,,		
_	'	•	-	agers and other than one or			•					
		section 50	9(a)(2)									
f				d a written determination fro	m the IRS	that it is	a Type I,	Type II o	r Type III	supportir	ng organiz	ation,
g		check this		as the organization accepted	d any dift	or contrib	ution from	any of the	ì			ı
9		following pe		as the organization decepted	a any gne	or continu	4011 110111	any or the	•			
		(i) a perso	n who dırectly o	r indirectly controls, either a	alone or to	gether wi	th persons	describe	d ın (ıı)		Yes	No
		and (III) bel	low, the governı	ng body of the the supported	d organiza	tion?				11g	(i)	
		(ii) a family	/ member of a p	erson described in (i) above	7					11g((ii)	
		(iii) a 35%	controlled enti	ty of a person described in (i) or (ii) al	bove?				11g(iii)	
h		Provide the	following inforr	nation about the organizatio	ns the org	janization	supports					
	/:\ N:		/::> = T.N.	(III) Tomas of	/: \ -		() 5. 1			- 41	(==> A	
1	• •	ame of orted	(ii) EIN	(iii) Type of organization (described on lines 1-9		s the	l 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ou notify nization	l	s the ation in	(vii) Am supp	
C) of your		rganized	3477	011				
(See Instructions)) your governing support?				ort?	ın the	US?						
document?				1		1	_					
					Yes	No	Yes	No	Yes	No		
								1				

Total

Part II	Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
	(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Pι	ıblic Support		, ,	,				
Cale	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and							
	membership fees received (Do not							
	include any "unusual grants ")							
2	Tax revenues levied for the organization's							
	benefit and either paid to or expended on							
_	its behalf The value of services or facilities					 		
3	furnished by a governmental unit to the							
	organization without charge							
4	Total. Add line 1-3					1		
5	The portion of total contribution by each							
5	person (other than a government unit or							
	publicly supported organization) included							
	on line 1 that exceed 2% of the amount							
	shown on line 11, column							
	· (f)							
6	Public Support subtract line 5 from line							
	4							
	otal Support		1		T			
	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) :	2008	(f) Total
7	A mounts from line 4							
8	Gross income from interest, dividends,							
	payments received on securities loans,							
	rents, royalties and income from similar							
_	sources							
9	Net income from unrelated business							
	activities, whether or not the business is regularly carried on							
10	Other income Do not include gain or loss							
10	from the sale of capital assets (Explain in							
	Part IV)							
11	Total Support (Add lines 7 through 10)							
12	Gross receipts from related activities, etc	(See instructio	ns)		•	12		
13	First Five Years. If the Form 990 is for the	organization's f	irst second thu	d fourth or fifth	ntay vearas a F		3)	
	organization, check this box and stop here		mat, second, tim	u, rouren, or mer	rtax year as a s	/O1(C)(C	• •	▶ □
								•
Co	omputation of Public Support Perc	entage						
14	Public Support Percentage for 2008 (line 6	5 column (f) dıvı	ded by line 11 c	olumn (f))		14		
15	Public Support Percentage for 2007 School	dule A , Part IV -	A, line 26f			15		
16a	33 1/3% Test - 2008. If the organization di	d not check the	box on line 13.	and line 14 is 3	3 1/3% or more.		this box	
	and stop here. The organization qualifies a				,			▶ □
b	33 1/3% Test - 2007. If the organization d				15 is 33 1/3% d	r more,	check th	
	box and stop here. The organization qualifi	es as a publicly	supported orga	nızatıon				▶ □
17a	10% Facts and Circumstances Test - 2008.							
	more, and if the organization meets the "fa		•					· —
	organization meets the "facts and circums							► □
Ь	10% Facts and Circumstances Test - 2007.							
	more, and if the organization meets the "fa		•					_
4.0	the organization meets the "facts and circu							n ▶
18	Private Foundation. If the organization did	not check the b	oux on line 13, 1	oa, 100, 1/a or	1/D, Check this	oox an	u see	▶ □
	ınstructions							F-1

Part III Support Schedule for Organizations Described in IRC 509(a)(2)

	(Complete only if you check	ed the box or	ı lıne 9 of Part	I.)				
Se	ction A. Public Support							
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and							
	membership fees received (Do not	13,845,772	21,114,800	19,298,426	24,537,986	2	20,545,522	99,342,506
	ınclude any "unusual grants ")							
2	Gross receipts from admissions,							
	merchandise sold or services performed,	75 4 47 0 47	77.660.222	05 101 316	06.063.040		00 747 450	404 700 204
	or facilities furnished in any activity that	75,147,847	77,660,232	85,181,316	86,062,849		30,747,150	404,799,394
	is related to the organization's tax-							
3	exempt purpose Gross receipts from activities that are							
3	not an unrelated trade or business under							0
	section 513							
4	Tax revenues levied for the							
-	organization's benefit and either paid to							0
	or expended on its behalf							
5	The value of services or facilities							
	furnished by a governmental unit to the							0
	organization without charge							
6	Total Add lines 1-5	88,993,619	98,775,032	104,479,742	110,600,835	10	1,292,672	504,141,900
7a	A mounts included on lines 1, 2, and 3	454,557	604,950	794,258	126,296		147,536	2,127,597
	received from disqualified persons	,		,	,			
b	A mounts included on lines 2 and 3							
	received from other than disqualified							0
	persons that exceed the greater of 1% of							U
	the total of lines 9, 10c, 11, and 12 for the year or \$5,000							
_	Total of lines 7a and 7b	454,557	604,950	794,258	126,296		147,536	2,127,597
8	Public Support (Substract line 7c from	13 1,337	00 1,330	731,230	120,230		117,550	
8	line 6)							502,014,303
Τn	tal Support							
	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
9	A mounts from line 6	88,993,619	98,775,032	104,479,742	110,600,835		1,292,672	504,141,900
	Gross income from interest, dividends,	00,550,025	30,110,002	20 1, 11 3,1 12	220,000,000			
10a	payments received on securities loans,							
	rents, royalties and income from similar	2,479,796	3,136,970	4,271,359	3,688,865		5,450,964	19,027,954
	sources							
ь	Unrelated business taxable income (less							
	section 511 taxes) from businesses							0
	acquired after 30 June, 1975							
C	Add lines 10a and 10b	2,479,796	3,136,970	4,271,359	3,688,865		5,450,964	19,027,954
11	Net income from unrelated business							
	activities not included in line 10b,							0
	whether or not the business is regularly							
	carried on						-	
12	Other income Do not include gain or loss							0
	from the sale of capital assets (Explain in Part IV)							O
13	Total Support (Add lines 9, 10c, 11 and							
13	12)							523,169,854
14	First Five Years If the Form 990 is for the o	rganization's fir	st. second, third	, fourth, or fifth t	tax vear as a 50	01(c)(3) organiza	ation.
	check this box and stop here	. .	,	,	,	- (-)(,	▶ □
	·							•
Co	mputation of Public Support Perce	ntage						
15	Public Support Percentage for 2008 (line 8		ed by line 13 co	olumn (f))		15		95 960 %
16	Public Support Percentage for 2007 Schedu	ıle Δ Part IV-Δ	line 27a	-				
	. abile Support i creentage for 2007 Schedt	alo A, I diciv - A	, IIIC 2 / g			16		96 340 %
		D						
Co	mputation of Investment Income Investment Income Percentage for 2008 (III					ı		3 640 %
17						17		

Investment Income Percentage from 2007 Schedule A, Part IV-A, line 27h

17	3 640	%
18	3 060	%

19a 33 1/3% Tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

33 1/3% Tests - 2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and

line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions



►V

Part IV	Supplemental Information. Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)					
	Facts and Circumstances Test					

Schedule A (Form 990 or 990-EZ) 2008

Software ID: Software Version:

EIN: 74-1109737

Name: Young Mens Christian Association of the Greater Houston Area

Form 990, Part VII - Section Aaa

Torin 990, Part VII - Section Add												
		Posit t	(C non (hat a	chec		1		(n)	(E)	(F)		
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations		
Willoughby C Williams , Director	1 00	Х						0	0	0		
V alerie Williams , Director	1 00	Х						0	0	0		
Tommy M Parker , Chair	1 00	Х		Х				0	0	0		
Tom Sımmons , Dırector	1 00	Х						0	0	0		
Thomas H Estus , Director	1 00	Х						0	0	0		
Thomas Gee , Director	1 00	Х						0	0	0		
Theresa Chang , Director	1 00	Х						0	0	0		
Terry Rathert , Director	1 00	Х						0	0	0		
Steven Peterson , Grp Executive Dir	40 00					Х		148,313	0	16,823		
Skip Wagner , Director	1 00	Х						0	0	0		
Shaun Taylor , Director	1 00	Х						0	0	0		
Scott Halliday , Director	1 00	Х						0	0	0		
Roger Moon , Grp Executive Dir	40 00					Х		132,484	0	15,950		
Robert J Doyle , Director	1 00	Х						0	0	0		
Robert E McFadden , Director	1 00	Х						0	0	0		
Richard W Weekley , Director	1 00	Х						0	0	0		
Richard G Rawson , Director	1 00	Х						0	0	0		
Richard Blades , Director	1 00	Х						0	0	0		
Rev Kırbyjon Caldwell , Dırector	1 00	Х						0	0	0		
Mike Plank , Director	1 00	Х						0	0	0		
Mike Logan , Director	1 00	Х						0	0	0		
Michael K Emmons , Sr VP/CFO	40 00			Х				193,110	0	12,923		
Mıchael Hagan , VP Mktg / Mmbshp	40 00					Х		145,609	0	14,026		
Marc Watts , Director	1 00	Х						0	0	0		
Laura R Jaramillo , Director	1 00	Х						0	0	0		
Larry W Kellner , Dırector	1 00	Х						0	0	0		
Khambrel Marshall , Director	1 00	Х						0	0	0		
Kevin McGinnis , Director	1 00	Х						0	0	0		
Kenneth G Harris , Sr VP Facility	40 00				Х			171,795	0	17,937		
Karen Huff , Dırector	1 00	Х						0	0	0		

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Aa	a T									1
		(C) Position (check all that apply)							(E)	I FETIMATAN
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
Judge Richard Hill , Director	1 00	Х						0	0	0
Joseph T Walsh , Director	1 00	Х						0	0	0
John Vıdalın , Dırector	1 00	Х						0	0	0
John S Arnoldy , Director	1 00	Х						0	0	0
John Gaylord , Director	1 00	Х						0	0	0
John C Bass , Director	1 00	Х						0	0	0
Joe Rothbauer , Director	1 00	Х						0	0	0
Jeffrey L Bundy , CIO	40 00				Х			157,339	0	13,685
Jack Clark , Director	1 00	Х						0	0	0
Howard Tellepsen , Director	1 00	Х						0	0	0
Harry J Phillips Jr , Director	1 00	Х						0	0	0
Gloria Jackson , Grp Executive Dir	40 00					Х		143,374	0	7,603
Glen H Clements , Dırector	1 00	Х						0	0	0
Gerrı Ayers , Dırector	1 00	Х						0	0	0
George Yang PHD , Director	1 00	Х						0	0	0
Gail Glasser , Sr V P Financial Dev							Х	176,939	0	15,886
Eric D Mullins , Vice Chair	1 00	Х		Х				0	0	0
Elvin Franklin , Director	1 00	Х						0	0	0
Dionel E Aviles , Director	1 00	Х						0	0	0
David Steiner , Director	1 00	Х						0	0	0
David Ley , Director	1 00	Х						0	0	0
David L Snow , Sr VP Finance	40 00				Х			193,089	0	12,840
Darwin Barnett , Grp Executive Dir	40 00					Х		134,278	0	16,040
Dale Walters , Sr VP Group Ex	40 00			Х				233,607	0	18,008
Curtis V Flowers Jr , Director	1 00	Х						0	0	0
Clark Baker , President & CEO	40 00			Х				648,050	0	18,003
Charles W Cleveland , Exec VP/Assn	40 00			Х				314,484	0	20,521
Charles R Eskridge III , Director	1 00	Х						0	0	0
Charles E Comiskey , Director	1 00	Х						0	0	0
Caroline Baker Hurley , Director	1 00							0	0	0

Form 990, Part VII - Section Aaa

A belardo Saavedra , Dırector

Politi 990, Part VII - Section A	a a										
		(C) Position (check all that apply)							(E)	(F)	
(A) Name and Title	(B) A verage hours per week	Individual Trustee or Director	Institutional Trustee	Officel	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations	
Carlos Valdez , Dırector	1 00	Х						0	0	0	
C Wayne Brewer , Exec VP/COO	40 00			Х				334,074	0	18,008	
Bryd Larberg , Director	1 00	Х						0	0	0	
Beth Wolff , Dırector	1 00	Х						0	0	0	
Beth Shea , Director	1 00	Х						0	0	0	
Barron F Wallace , Director	1 00	Х						0	0	0	
Barnett L Gershen , Dırector	1 00	Х						0	0	0	
Ayse McCracken , Director	1 00	Х						0	0	0	
Ann Gibson , Sr VP Dev	40 00			X				205,052	0	16,123	
Albert Myres , Director	1 00	Х						0	0	0	

1 00 X

0

0

0

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

To put Judeo-Christian principles into practice through programs that build a healthy spirit, mind and body for all. The YMCA will partially implement this mission through the teaching of five core values in all of its programs: Respect, Responsibility, Caring, Honesty and Faith. Goals: 1) Strengthen the family, 2) Enhance self-esteem & sense of belonging, 3) Practice Judeo-Christian values & spiritual awareness, 4) Promote wellness for persons of all ages, 5) Support the care, development & education of children, 6) Provide for leadership development & volunteer services, 7) Reinforce human & community development, 8) Foster international & intercultural understanding. Our dedication to these goals is only realized through the philanthropic giving of Houstonians, partnerships and community leaders. These gifts have enabled YMCA staff and volunteers to further the YMCA's vision of building strong kids, strong families and strong communities. Strong Kids: Youth developed through teen progr

OMB No 1545-0047

Open to Public Inspection

SCHEDULE D (Form 990)

Department of the Treasury

Internal Revenue Service

► Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Supplemental Financial Statements

Name of the organization **Employer identification number** Young Mens Christian Association of the Greater Houston Area

74-1109737 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year Aggregate Contributions to (during year) 3 Aggregate Grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised □ No funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically importantly land area Preservation of certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year 2a Total number of conservation easements h 2b Total acreage restricted by conservation easements 2c c Number of conservation easements on a certified historic structure included in (a) 2d d Number of conservation easements included in (c) acquired after 8/17/06 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during 3 the taxable year 🕨 Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year 🕨 7 A mount of expenses incurred in monitoring, inspecting, and enforcing easements during the year 🕨 \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenues included in Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X

Revenues included in Form 990, Part VIII, line 1

Assets included in Form 990, Part X

following amounts required to be reported under SFAS 116 relating to these items

► \$

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the

Part	3 9 9 1	Organizations Maintaining Co	llections of Art,	His	<u>tori</u>	<u>cal Trea</u>	sures, or C)the	<u>r Similaı</u>	Asse	ts (co	ntınued)
3		ng the organization's accession and othe is (check all that apply)	r records, check any	of th	e foll	owing that	t are a sıgnıfıc	ant u	se of its co	llection	ו	
а	Γ	Public exhibition		d	Γ	Loan or e	exchange prog	rams				
b	Γ	Scholarly research		e	Γ	Other						
С	Γ	Preservation for future generations										
4	Prov Part	ride a description of the organization's co	ollections and explair	n how	v they	/ further th	ne organizatioi	n's ex	cempt purp	ose in		
5		ng the year, did the organization solicit o ets to be sold to raise funds rather than t							nılar	Г	Yes	┌ No
Par	t IV	Trust, Escrow and Custodial A Part IV, line 9, or reported an an						answ	ered "Yes	s" to Fo	orm 9	90,
1a		ne organization an agent, trustee, custod uded on Form 990, Part X?	ıan or other ıntermed	ıary	for c	ontributioi	ns or other ass	sets	not	Г	Yes	┌ No
b	If"Y	es," explain why in Part XIV and comple	te the following table				_					
										A mou	ınt	
С	Beg	inning balance						1c				
d	Add	itions during the year						1d				
е	Dıst	tributions during the year						1e				
f	End	ıng balance						1f				
2a	Did t	the organization include an amount on Fo	orm 990, Part X, line	21?						Γ	Yes	┌ No
b	If "Y	es," explain the arrangement in Part XIV										
Pa	rt V	Endowment Funds. Complete									.	
1a	Bogi	inning of year balance	(a)Current Year 5,778,395	(D)	Prior '	rear (c	c)Two Years Back	_ (a)	inree rears i	заск (е)Four Ye	ears back
ь		tributions	43,049									
c		estment earnings or losses	-866,428									
d		nts or scholarships	· ·									
e		er expenditures for facilities	12,074									
	and	programs										
f	Adm	ninistrative expenses	3,320									
g	End	of year balance	4,939,622									
2	Prov	ride the estimated percentage of the yea	r end balance held as	;								
а	Boar	rd designated or quasi-endowment 🕨	70 000 %									
b	Pern	nanent endowment 🕨 30 000 %										
c	Tern	n endowment 🕨										
3a		there endowment funds not in the posses	ssion of the organizat	ion t	hat a	re held ar	nd administere	d for	the			NI-
		nization by inrelated organizations								3a(i)	Yes	No No
		related organizations								3a(ii)		No
ь		'es" to 3a(II), are the related organizatio					· · · · ·			3b	Yes	
4	Des	cribe in Part XIV the intended uses of th	e organization's endo	wme	nt fu	nds						
Par	t VI	Investments—Land, Buildings	s, and Equipmen	t. S	ee F	orm 990,	, Part X, line	10.				
		Description of investment				Cost or othe (investmen			(c) Depreci	ation	(d) Boo	ok value
1a	Land					11,00	39,956	5,601			39	9,967,602
b I	Buildi	ngs					133,778	3,587	31,55	50,008	10	2,228,579
c I	_ease	ehold improvements					41,060),796	20,25	2,645	20	0,808,151
d I	Equip	ment					28,994	1,411	17,54	9,767	1:	1,444,644
е (Other		<u></u>				33,134	1,195			3:	3,134,195

Part VIII Investments—Other Securities. See	Form 990, Part X, line 1		
(a) Description of security or cateory (including name of security)	(b) Book value		d of valuation year market value
Financial derivatives and other financial products		Cost of end-of-	year market value
Closely-held equity interests			
Other			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)			
Total (column (b) should equal from 550, full 11, cor (b) mic 12)			
Part VIII Investments—Program Related. Se	e Form 990, Part X, line	13.	
(a) Description of investment type	(b) Book value		d of valuation
(a) Bescription of investment type	(b) book value	Cost or end-of-	year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	- 1 F		
Part IX Other Assets. See Form 990, Part X, II (a) Descri			(h) Rook value
	ption		(b) Book value
Due from Endowment Foundation			80,376
Bond proceeds held in trust			56,912,793
Bond Issuance costs			2,102,198
Total. (Column (b) should equal Form 990, Part X, col.(B) line	15.)		59,095,367
Part X Other Liabilities. See Form 990, Part X			
(a) Description of Liability	(b) A mount		
Federal Income Taxes			
Funds held in trust	214,354		
Deposit on land sale	16,509,875		
Construction Payable	7,984,379		
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	24,708,608		

2	let Assets from Form 990 to Financial Statements
3	(A), line 12) 1 107,873,937
A Net unrealized gains (losses) on investments	(A), line 25) 2 106,175,087
5	2 from line 1 3 1,698,850
5 Donated services and use of facilities 5 Content of the price o	s 4 1,147,926
Fig. Fig.	
7	6
8	7
9	8
10 Excess or (deficit) for the year per financial statements Combine lines 3 and 9 Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return 1 Total revenue, gains, and other support per audited financial statements	9 1,147,926
Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return 1 Total revenue, gains, and other support per audited financial statements	
1 Total revenue, gains, and other support per audited financial statements	tatements compile mass and s
Amounts included on line 1 but not on Form 990, Part VIII, line 12 a Net unrealized gains on investments	
Net unrealized gains on investments	
b Donated services and use of facilities	1990, Part VIII, line 12
c Recoveries of prior year grants	2a 1,147,926
d Other (Describe in Part XIV)	2b 43,000
Add lines 2a through 2d	<u>2c</u>
3 Subtract line 2e from line 1	<u>2d</u>
A mounts included on Form 990, Part VIII, line 12, but not on line 1 a Investment expenses not included on Form 990, Part VIII, line 7b . 4a 263,419 b Other (Describe in Part XIV)	
Investment expenses not included on Form 990, Part VIII, line 7b . 4a 263,419 b Other (Describe in Part XIV)	
b Other (Describe in Part XIV)	
c Add lines 4a and 4b	990, Part VIII, line 7b . 4a 263,419
Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	4b
Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return 1 Total expenses and losses per audited financial statements	
Total expenses and losses per audited financial statements	
A mounts included on line 1 but not on Form 990, Part IX, line 25 a Donated services and use of facilities	
a Donated services and use of facilities	
b Prior year adjustments	
c Losses reported on Form 990, Part IX, line 25	
d Other (Describe in Part XIV)	
e und lines la through la	<u> </u>
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:	
a Investment expenses not included on Form 990, Part VIII, line 7b 4a 263,419	
b Other (Describe in Part XIV)	
Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	hould equal Form 990, Part I, line 18) 5 106,175,087

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Ident if ier	Return Reference	Explanation
•	endowment fund	The YMCA Endowment Foundation exists for the purpose of furnishing assistance and support to the charitable and educational programs of the YMCA

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As Filed Data -

DLN: 93493095007040

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2008

OMB No 1545-0047

Department of the Treasury

(Form 990 or 990-EZ)

SCHEDULE G

Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17. 18. or 19. and by organizations that enter more than \$15.000 on Form 990-EZ, line 6a.

Supplemental Information Regarding

Fundraising or Gaming Activities

Open to Public Inspection

Internal Revenue Service						Inspection
Name of the organization					Employer ider	ntification number
Young Mens Christian As Greater Houston Area	sociation of the				74-1109737	
Part I Fundraisin	g Activities. Complete	e if the or	ganızat	ion answered "Yes" i	to Form 990, Part IV	<u>, line 17. </u>
1 Indicate whether the	e organization raised funds	through ar	y of the	following activities Che	eck all that apply	
a Mail solicitation	S			e Solicitation of r	non-government grants	
b Email solicitatio	ns				government grants	
c Phone solicitation	ons			g Special fundrais	sing events	
d In-person solicit	tations					
or key employees lis b If "Yes," list the ten	have a written or oral agrested in Form 990, Part VII highest paid individuals or at least \$5,000 by the orga	or entity in entity in entities (fi	n connec	ction with professional f rs) pursuant to agreeme	fundraising activities? ents under which the fur	
(i) Name of individua or entity (fundraiser	I (III) Δ ctινιτν	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) A mount paid to (or retained by) fundraiser listed in col (i)	(vi) A mount paid to (or retained by) organization
		Yes	No			
Total	I					
iviai						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Pa	rt II	Fundraising Events. Com more than \$15,000 on Form					repor	ted
			(a) Event #1 Events	(b) Event #2 Jingle Bell Run	(c) O ther Events	(d) To (Add col co		
ф	١.		(event type)	(event type)	(total number)	<u> </u>		0 520
Ĭ	1	Gross receipts	441,819	118,709	'			0,528
Revenue	2	Less Charitable contributions	82,820	,				8,395
	3	Gross revenue (line 1 minus line 2)	358,999	63,134	1	<u> </u>	42	2,133
	4	Cash Prizes						
Expenses	5	Non-cash Prizes						
p	6	Rent/Facility costs						
ற ப	7	Other direct expenses	230,683	63,895	;			4,578
Direct	8	Direct expense summary Add lin	_					4,578
	9	Net income summary Combine III						7,555
Par	t III	Gaming. Complete if the or \$15,000 on Form 990-EZ, lir		'Yes" to Form 990, Pa	irt IV, line 19, or repo	orted mor	e thar	1
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Total col (a) th		
<u>~</u>	1	Gross revenue						
9 9 9	2	Cash prizes						
Expenses	3	Non-cash prizes						
Direct B	4	Rent/facility costs						
ద	5	Other direct expenses						
	6	Volunteer labor	┌ Yes	┌ Yes% ┌ No	┌ Yes <u>%</u> ┌ No			
	7	Direct expense summary Add line	s 2 through 5 ın column (ı	d)				
	8	Net gaming income summary Com	bine lines 1 and 7 in colu	mn (d)				_
•							Yes	No
9 a		er the state(s) in which the organiza he organization licensed to operate				· 9a		
b	If"	No," Explain						
10a		re any of the organization's gaming l	ıcenses revoked, suspen	ded or terminated during	the tax year?	10a		
b	If "`	Yes," Explain						
11 12		es the organization operate gaming a he organization a grantor, beneficial				11	<u> </u> 	<u> </u>
		ned to administer charitable gaming				. 12		

			
13	Indicate the percentage of gaming activity operated in		
а	The organization's facility		
b	An outside facility		
14	Provide the name and address of the person who prepares the organization's gaming/special events books and records		
	Name •		
	Address •		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	15a	
Ь	If "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount of gaming revenue retained by the third party > \$		
c	If "Yes," enter name and address		
	Name •		
	Address 🟲		
16	Gaming manager information		
	Name 🟲		
	Gaming manager compensation 🕨 \$		
	Description of services provided 🟲		
	Director/officer Employee Independent contractor		
17	Mandatory distributions		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?	17a	
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year 📂 💲		

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DLN: 93493095007040

Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

2008

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

Open to Public Inspection

Name of the organization						Em	ployer identif	ication number
Young Mens Christian Associa Greater Houston Area	ition of the					74	-1109737	
Part I General Infor	mation on Gra	nts and Assistance	 :					
	ed to award the grain organization's proce ther Assistance	nts or assistance? edures for monitoring the to Governments	e use of grant funds in tand Organizations		tes. Complete if the c	organizatio	n answered	d "Yes" on
Part IV and Sch	redule I-1 if addi	tional space is			If no one recipient rec		e man \$5,0	ooo. Ose
1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)		cription of assistance	(h) Purpose of grant or assistance
2 Enter total number of seconganizations					•			
3 Enter total number of oth							•	•
For Paperwork Reduction Act Not				Cat No 500551				hedule I (Form 990) 2008

Part IIII Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	(b) Number of recipients	(c) A mount of cash grant	(d)A mount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
Refugee assistance	985	785,316			
Financial assistance - Other Programs	50170		1,003,390		Fee reduction
Financial assistance - Leadership	7114		142,287		Fee reduction
Financial assistance - Health & Wellness	71046		2,520,635		Fee reduction
Financial assistance - Family Life	11656		1,192,440		Fee reduction

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

See Additional Data Table

Ident if ier	Return Reference	Explanation
Grantmaker's Description of How Grants are Used		Because the demand for financial assistance is great, the YMCA must follow eligibility guidelines. Scholarships will be awarded on a first come, first served basis, subject to available resources. Applicants will be asked to pay some portion of the fees. If acceptable, a volunteer work program will be arranged. Applicants must complete a Financial Assistance. Information Form and are required to provide proof of income. Subsidies will be granted to the extent that funds are available. Financial assistance will be reviewed for eligibility minimally after a six month period for programs or at least annually for membership.

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As Filed Data -

DLN: 93493095007040

OMB No 1545-0047

Schedule J

Compensation Information

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service

(Form 990)

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

Attach to Form 990. To be completed by organizations

that answered "Yes" to Form 990, Part IV, line 23.

Name of the organization
Young Mens Christian Association of the
Greater Houston Area

Employer identification number
74-1109737

Рa	Questions Regarding Compensation	n				
					Yes	Νo
1a	Check the appropriate box(es) if the organization pro 990, Part VII, Section A, line 1a Complete Part II					
	First class or charter travel	Γ	Housing allowance or residence for personal use			
	Travel for companions	Г	Payments for business use of personal residence			
	Tax idemnification and gross-up payments	<u> - - </u>	Health or social club dues or initiation fees			
	Discretionary spending account	Γ	Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a w provision of all the expenses described above? If "N			1b	Yes	
2	Did the organization require substantiation prior to officers, directors, trustees, and the CEO/Executive			2	Yes	
3	Indicate which, if any, of the following the organization organization's CEO/Executive Director Check all the company of the c		y			
	Compensation committee Independent compensation consultant	 -	Written employment contract			
	Form 990 of other organizations	고	Compensation survey or study Approval by the board or compensation committee			
	Point 990 of other organizations	14	Approval by the board of compensation committee			
ļ	During the year, did any person listed in Form 990,	Part VII	I, Section A, line 1a			
а	Receive a severance payment or change of control	payment	:?	4a		Νo
b	Participate in, or receive payment from, a suppleme	ntal non	qualified retirement plan?	4b		Νo
c	Participate in, or receive payment from, an equity-b	ased co	mpensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and pi	rovide th	ne applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must co	mplete	lines 5-8.			
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the revenues of	line 1a,	, did the organization pay or accrue any			
а	The organization?			5a		Νo
b	Any related organization?			5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III					
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the net earnings of	line 1a,	, did the organization pay or accrue any			
а	The organization?			6a		Νo
b	Any related organization?			6b		Νo
	If "Yes," to line 6a or 6b, describe in Part III					
7	For persons listed in form 990, Part VII, Section A, payments not described in lines 5 and 6? If "Yes,"		•	7		No
8	Were any amounts reported in Form 990, Part VII, subject to the initial contract exception described in Part III			8		Νο

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(I)-(III) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of	W-2 and/or 1099-MIS	C compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation reported in prior Form
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	990 or Form 990-EZ
Steven Peterson	(ı) (ıı)	133,855	8,158	6,300		16,823	165,136	92,610
Michael K Emmons	(ı) (ıı)	156,404	30,000	6,706		12,923	206,033	99,299
Mıchael Hagan	(ı) (ıı)	132,511	6,798	6,300		14,026	159,635	
Kenneth G Harrıs	(ı) (ıı)	145,101	20,394	6,300		17,937	189,732	98,843
Jeffrey L Bundy	(ı) (ıı)	151,039		6,300		13,685	171,024	100,970
Gloria Jackson	(ı) (ıı)	128,916	8,158	6,300		7,603	150,977	
Gail Glasser	(ı) (ıı)	136,371	35,000	5,568		15,886	192,825	112,718
David L Snow	(ı) (ıı)	164,289	22,500	6,300		12,840	205,929	111,756
Darwin Barnett	(ı) (ıı)	121,480	12,798			16,040	150,318	
Dale Walters	(ı) (ıı)	175,987	50,000	7,620		18,008	251,615	117,692
Clark Baker	(ı) (ıı)	547,272	90,578	10,200		18,003	666,053	537,018
Charles W Cleveland	(ı) (ıı)	236,864	70,000	7,620		20,521	335,005	157,764
C Wayne Brewer	(1) (11)	246,454	80,000	7,620		18,008	352,082	167,760
Ann Gibson	(1) (11)	167,432	30,000	7,620		16,123	221,175	112,141
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Ref erence	Explanation
	Part I, Line 1a Relevant Information in regards to selections on 1a	

(F) Compensation reported in prior Form

990 or Form 990-EZ

221,175

16,123

112,141

Software ID: 08000091 Software Version: 2008v2.7

EIN: 74-1109737

Name: Young Mens Christian Association of the Greater Houston Area

compensation

(A) Name	(B) Breakdown o	f W-2 and/or 1099-MIS	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	i
	(i) Base	(ii) Bonus &	(iii) Other	compensation	benefits	(B)(ı)-(D)	ı

30,000

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Compensation

(1)

(11)

Ann Gibson

167,432

		compensation				
Steven Peterson (I		8,158	6,300	16,823	165,136	92,610
Michael K Emmons (ii		30,000	6,706	12,923	206,033	99,299
Mıchael Hagan (ı		6,798	6,300	14,026	159,635	
Kenneth G Harris (1		20,394	6,300	17,937	189,732	98,843
Jeffrey L Bundy (II			6,300	13,685	171,024	100,970
Gloria Jackson (ii		8,158	6,300	7,603	150,977	
Gail Glasser (II		35,000	5,568	15,886	192,825	112,718
David L Snow (II		22,500	6,300	12,840	205,929	111,756
Darwin Barnett (II		12,798		16,040	150,318	
Dale Walters (II		50,000	7,620	18,008	251,615	117,692
Clark Baker (II		90,578	10,200	18,003	666,053	537,018
Charles W Cleveland (II		70,000	7,620	20,521	335,005	157,764
C Wayne Brewer (II	246,454	80,000	7,620	18,008	352,082	167,760

7,620

DLN: 93493095007040

OMB No 1545-0047

Supplemental Information on Tax Exempt Bonds

Department of the Treasury Internal Revenue Service

Schedule K

(Form 990)

To be completed by organizations that answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Schedule O.

Open to Public Inspect ion

Name of the organization Employer identification number Young Mens Christian Association of the 74-1109737 Greater Houston Area Part I Bond Issues (Required for 2008) (h) O n (g) Defeased Behalf of (a) Issuer Name (b) Issuer EIN (c) CUSIP # (d) Date Issued (e) Issue Price (f) Description of Purpose Issuer Yes No Yes No Harris Cty Cultural Edu Facilities Х Corp 52-1284201 06-25-2008 25,000,000 | Construction/renovation Bldgs Χ Harris Cty Cultural Edu Facilities Х Х 52-1284201 06-25-2008 25,000,000 | Construction/renovation Bldgs Harris Cty Cultural Edu Facilities Χ Corp 52-1284201 06-25-2008 25,000,000 | Construction/renovation Bldgs Χ Harris Cty Cultural Edu Facilities Χ D Corp 52-1284201 06-25-2008 50,000,000 | Construction/renovation Bldgs Χ Harris Cty Cultural Edu Facilities 52-1284201 06-25-2008 Χ Χ Corp 75,000,000 | Construction/renovation Bldgs Proceeds (Optional for 2008) Part II Α В C D Ε Total Proceeds of Issue 2 Gross Proceeds in Reserve Funds Proceeds in Refunding or Defeasance Escrows 3 Other Unspent Proceeds 4 Issuance Costs from Proceeds 5 Working Capital Expenditures from Proceeds 6 Capital Expenditures from Proceeds 7 Year of Substantial Completion 8 Yes No Yes No Yes No Yes No Yes No Were the bonds issued as part of a current refunding issue? 9 Were the bonds issued as part of an advance refunding issue? 10 Has the final allocation of proceeds been made? 11 Does the organization maintain adequate books and records to support the 12 final allocation of proceeds? Private Business Use (Optional for 2008) С Ε Α Yes No Yes No Yes No Yes No Yes No Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?

which may result in private business use?

Are there any lease arrangements with respect to the financed property

Schedule K	(Form 990) 20	800	
Part III	Private Bu	siness Use	(Continued)

		4	A	E	3	(С	I	D	I	E
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts with respect to the financed property which may result in private business use?										
3b	Are there any research agreements with respect to the financed property which may result in private business use?										
3с	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?										
4	Enter the percentage of financed property used in a private business use by entities other than a 501(c)(3) organization or a state or local government										
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another 501(c)(3) organization, or a state or local government										
6	Total of lines 4 and 5										
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?										
Pai	rt IV Arbitrage (Optional for 2008)										
		ı	Α	E	3	(<u>c</u>	ı	<u> </u>	ı	Ε
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T been filed wth respect to the bond issue?										
2	Is the bond issue a variable rate issue?										
3a	Has the organization or the government issuer identified a hedge with respect to the bond issue on its books and records?										
ь	Name of provider										
С	Term of hedge										
4a	Were gross proceeds invested in a GIC?										
ь	Name of provider										
С	Term of GIC										
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?										
5											
	Were any gross proceeds invested beyond an available temporary period?										

DLN: 93493095007040

OMB No 1545-0047

Open to Public Inspection

Schedule L

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or Form 990-EZ. ► To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,

or Form 990-EZ, Part V lines 38b or 40b.

Transactions with Interested Persons

Name of the organization **Employer identification number** Young Mens Christian Association of the Greater Houston Area 74-1109737 Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only). To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b (c) Corrected? (a) Name of disqualified person 1 (b) Description of transaction Yes 2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under 3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization Loans to and/or From Interested Persons To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a (f) (b) Loan to or (e) In Approved (g)Written (a) Name of interested person and from the (c)Original principal default? by board or agreement? (d)Balance due organization? purpose amount committee? Τо From Yes No Yes No Yes No Part III Grants or Assistance Benefitting Interested Persons To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27. (b)Relationship between interested person (a) Name of interested person (c)A mount of grant or type of assistance and the organization

Business Transactions Involving Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of Interested person	(b) Relationship between interested person and the	(c) A mount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
	organization			Yes	No
Tellepsen Builders	O wner/Director	7,400,000	Building construction		Νο

OMB No 1545-0047

Open to Public Inspection

SCHEDULE 0

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

Name of the organization Young Mens Christian Association of the Greater Houston Area **Employer identification number**

74-1109737

ldentifier	Return Reference	Explanation
Form 990, Part VI, Line 19		These documents are available to the public upon request

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 15b	Form 990, Part VI, Line 15b Compensation Review and Approval Process for Officers and Key Employees	The President, EVP & COO, SVP & CFO and SVP Financial Development each have formal written performance evaluations annually, which are reviewed by the Board of Directors in executive session. The VP of Human Resources presents comparable for-profit and not-for-profit compensation for these senior level positions to the Executive Compensation Committee. The Executive Compensation Committee has reviewed and has deemed that the compensation of all key employees is reasonable and is in compliance with IRS regulations.

ldentifier	Return Reference	Explanation
Form 990, Part VI, Line 12c	Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	The YMCA of Greater Houston has adopted a comprehensive Conflict of Interest policy. The Policy requires each Director, Officer, Trustee, Volunteer and Employee of the Association to make full disclosure of any interest which might result in a conflict on their part. The Policy clearly defines potential conflicts of interest and requires disclosure of potential conflicting interests in certain business transactions. The Policy further requires Directors, Officers, Trustees, Selected Volunteers and selected Employees to review the policy annually and disclose any potential conflicts of which the Board should be made aware. The President will annually make a report to the Executive Committee based on the disclosure forms submitted.

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 10	Form 990, Part VI, Line 10 Form 990 Review Process	The Form 990 is reviewed by the CFO before presentation to the Finance Committee. The Finance Committee briefs the YMCA Board of Directors and makes their recommendation to the Board for approval to accept the Form 990.

ldentifier	Return Reference	Explanation
Form 990, Part III, Line 4d	Form 990, Part III, Line 4d Other Program Services Description	OTHER PROGRAM SERVICES 4 CAMPING SERVICES - 96,648 Participants Revering nature and the fullness of God's bounty is a major program goal for the YMCA YMCA camping programs are educational, they promote spiritual aw areness, mental development, physical well-being, social growth, and a respect for the environment Through a variety of activities and the use of natural surroundings, YMCA camping seeks to help participants achieve their fullest potential in spirit, mind and body. In many instances, camping programs serve as child care for parents in the summertime, allowing them to remain gainfully employed. Scholarships are offered to families unable to afford the full fee SPORTS AND RECREATION - 76,750 Participants 1) YMCA Youth Sports Program - These programs promote an appreciation of one's own worth. Whatever the sport, the focus is on full and equal participation of all every child plays in every game. Win or lose, YMCA youth sports programs emphasize development of skill, health and fitness, safety, cooperation, self-esteem and respect for others. 2) YMCA Adult Sports - The YMCA provides lifetime enjoyment of sports for adults to improve health, self-esteem and human relations. 3) Gymnastics - High quality progressive gymnastics instruction and team competition is offered to youths, ages 6 to 18, with experienced and certified instructors. AQUATICS - 49,596 Participants YMCA Aquatics programs are part of the Y's overall goal of building healthy spirit, mind and body. In addition to providing specific sw imming and water safety skills, they promote good health through regular exercise. They also promote teamwork, self-confidence and leadership. These programs are offered at fees affordable to the community at large, with waiver or reduction of fees for those who substantiate need HEALTH ENHANCEMENT - 151,004. Participants Well-being means a healthy body, mind and spirit. YMCA health enhancement programs are medically-based programs that stress the value of prevention through good exercise habits and health, i

DLN: 93493095007040

OMB No 1545-0047 2008

Open to Public Inspection

Employer identification number

SCHEDULE R

(Form 990)

Name of the organization

Department of the Treasury Internal Revenue Service

Attach to Form 990. To be completed by organizations that answerd "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37. ► See separate instructions.

Related Organizations and Unrelated Partnerships

Young Mens Christian Association of the Greater Houston Area				74-1109737	
Part I Identification of Disregarded Entities					
(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income	(E) End-of-year assets	(F) Direct controlling entity
Part II Identification of Related Tax-Exempt Organizat	tions				
(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	Public charity sta (if section 501(c))	tus (F) Direct controlling (3)) entity
Young Mens Christian Assoc Endowment Fd					
1600 Louisiana Houston, TX77002 76-0555562	Endowment	TX	501c3	509a3	N/A
For Paperwork Reduction Act Notice, see the Instructions for Form 990.		Cat No 5013!	5Y		Schedule R (Form 990) 2008

(A) Name, address, and EIN of related organization	Prim	(B) nary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	incom	(E) lominant le(related, lestment, related)	Share	(F) e of total income	(G) Share of end-of- year assets	(H Disprop allocat	l) ortionate tions?	(I) Code V—UBI amount on Box 20 of K-1	Gene mana part	agıng
										Yes	No		Yes	No
Part IV Identification of R	Related	l Organizations	Taxable as	a Corporation	ı or Tr	ust								
(A) Name, address, and EIN of related organ		(B) Primary activity		(C) Legal domicile (state or foreign country)		(D) Direct contro	olling	(E) Type of entity (C corp, S corp or trust)	(F) Share of total income	end	(G) hare of l-of-yea assets	(H) Percentage r ownership		

No

No No

No No

No No No No

No

No

No

No

No

1j

1k Yes

11

1n

1p

1m Yes

Part \	Transactions with Related Organizations	
	- Consolete long 4 of any analytic of lated in Darks II III and IV	_

P	Part V Transactions with Related Organizations		
	Note. Complete line 1 if any entity is listed in Parts II, III or IV		Yes
1 [During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
а	a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	1a	
b	b Gift, grant, or capital contribution to other organization(s)	1b	
c	c Gift, grant, or capital contribution from other organization(s)	1 c	Yes
d	d Loans or loan guarantees to or for other organization(s)	1d	
e	e Loans or loan guarantees by other organization(s)	1e	
f	f Sale of assets to other organization(s)	1f	
g	g Purchase of assets from other organization(s)	1 g	
h	h Exchange of assets	1h	
i	i Lease of facilities, equipment, or other assets to other organization(s)	1i	

j	Lease of facilities,	equipment,	or other assets	from other organization(s)

- k Performance of services or membership or fundraising solicitations for other organization(s)
- I Performance of services or membership or fundraising solicitations by other organization(s)
- m Sharing of facilities, equipment, mailing lists, or other assets
- n Sharing of paid employees

(5)

(6)

- Reimbursement paid to other organization for expenses
- **p** Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)			1q	No
r O ther transfer of cash or property from other organization(s)			1r	No
2 If the answer to any of the above is "Yes," see the instructions for information on who r	nust complete this line, including covered relationship	s and transaction thresholds		
(A) Name of other organization(s)	(B) Transaction type(a-r)	(C) Amount Involved		
(1) Young Mens Christian Assoc Endowment Fd	с		28	,714
(2)				
(3)				
(4)				

Part VI Unrelated Organizations Taxable as a Partnership

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

									_					
(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Are all partners section 501(c)(3) organizations?		partners section 501(c)(3) organizations?		partners section 501(c)(3) organizations?		(E) Share of end-of-year assets			(G) Code V—UBI amount on Box 20 of K-1	(H) General o managing partner?)
			Yes	No		Yes	No		Yes	No				
			•	•		•		Cabadul	D / Form					