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Foim 990

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)

OMB No 1545-0047

2010

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

A		2010 cale	endar year, or tax year beginning , 2010, and ending			, 20					
В		applicable	C Name of organization Hampshire Regional Young Men's Christian Assoc.		D Employer identification number						
	Address	• •	Doing Business As			04-2105887					
H		•	Number and street (or P O box if mail is not delivered to street address) Room/suite	, 	E Telepho	one number					
\exists	Name ch	_	286 Prospect Street			413-584-7086					
님	Initial ret		City or town, state or country, and ZIP + 4		110 00 11000						
님	Termina				C Cross .	eceipts \$ 2866983					
\vdash	Amende		Northampton, Ma 01060		G Gross r						
Ш	Applicat	ion pending	F Name and address of principal officer	1		for affiliates? Yes No					
				⊣ ''	ll affiliates i	ncluded? Yes No list (see instructions)					
<u></u>		mpt status	✓ 501(c)(3) 501(c) () ◀ (insert no) 4947(a)(1) or 527	-		_					
<u>J</u>		 	w.hrymca.org			n number >					
K	_	organization		ion 1880	M State	of legal domicile MA					
P	art I	Summ									
	1		escribe the organization's mission or most significant activities: HR YM0								
a			s that seeks to build a healthy spirit, mind and body for all through quality pr								
Activities & Governance		honesty,	respect, responsibility, character building, fun and friendship. Membership	and prograr	n particip	ation is					
Ë		open to i	individuals and families of all ages, genders, abilities, incomes, religions and	races.							
Š	2	Check th	his box > I if the organization discontinued its operations or disposed of more than 25% of	of its net assets	S						
Ğ	3	Number	of voting members of the governing body (Part VI, line 1a)		3	18					
S	4	Number	of independent voting members of the governing body (Part VI, line 1b)		4	18					
ij	5		mber of individuals employed in calendar year 2010 (Part V, line 2a)		5	269					
疲	6		mber of volunteers (estimate if necessary)		6	12					
ĕ	7a		related business revenue from Part VIII, column (C), line 12		7a	0					
	Ь		lated business taxable income from Form 990-T, line 34		7b	NA					
	1	1101 01110	actor business taxable mostle from the state of the state	Prior Ye		Current Year					
	8	Contribu	tions and grants (Part VIII, line 1h)		101250	132505					
Revenue	9		service revenue (Part VIII, line-2g)	2572229	2682348						
Ve		_	· · · · · · · · · · · · · · · · · · ·	10322	(10879)						
æ	10			ne (Part VIII, column (A) lines 3, 4, and 7d)							
	11		venue (Part VIII, column (A) ilines 5, 6d, 8c, 9c, 10c, and 11e)	10634	12249						
	12		enue—add lines 8 through 11/(must equal Part VIII, column (A), line 12)	2694435 71531	2816223 78265						
	13			similar amounts paid (Part IX, column (A), Jines 1-3)							
	14		paid to or for members (Part IX) column (A) line 4)	0							
es	15		other compensation, employee benefits (Part IX, column (A), lines 5-10)		1352530	1397650					
Expenses	16a		onal fundraising fees (Part IX, column (A), line 11e)		0	0					
ğ	b		idraising expenses/(Part IX; column (D), line 25) ▶	12 Sig.	THE C						
ш	17	Other ex	penses (PartNX, column (A), lines 1/4 a-11d, 11f-24f)		1352335	1383972					
	18	Total exp	penses. Add lines (3–17. (must egual Part IX, column (A), line 25)		2776396	2859887					
	19	Revenue	eless expenses. Subtract line 18 from line 12		(81961)	(43664)					
0 9	3		В	eginning of Cu	irrent Year	End of Year					
\$ E	20	Total ass	sets (Part X, line 16)		8653932	7169868					
Z B	21	Total liab	oilities (Part X, line 26)		3807046	2356900					
Net Assets Fund Baland	22	Net asse	ets or fund balances. Subtract line 21 from line 20		4846886	4812968					
	art II	Signa	ture Block	· ·							
Ur	nder pena		ury, I declare that I have examined this return, including accompanying schedules and statem	ents, and to t	he best of	ny knowledge and belief, it is					
			lete Declaration of preparer (other than officer) is based on all information of which preparer			•					
_			A CNICK PIPE								
Sig	an	Sign	nature of officer	Da	ite	/ /					
He	_		Dabal Bank Das der		7	117/1					
Type or print name and title											
_		17 	/pe preparer's name Preparer's signalure Dat	e, .	T	PTIN					
Pa		10.11.	$i = i \times $	Mylin	Check self-em	□					
	epare		WELLY DOOF DO	 '' \ _		- <u>-</u>					
Us	se Onl				n's EIN ▶	55-0809940					
Ma	v tha If		address PO BOX 1260 EASTHAMPTON MA 01027-5260	Pho	one no	413-586-4306					
ivid	y uie it	10 UISCUS	s this return with the preparer shown above? (see instructions)			· · 🗹 Yes 🗌 No					

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form **990** (2010)

9111 33	0 (2010)							raye z
Part		t of Program Ser chedule O contair			is Part III			. 🗆
1	Briefly describe see part I, line 1	the organization's r						
			***************************************				•••••	
	5.1							
2		ition undertake any or 990-EZ? . . .				vere not listed on th	ne □Yes	[Z] No
		e these new service					□ 1es	<u>v</u> 140
3	·				es in how it con	ducts, any progra	m	
	services? .			•			☐ Yes	✓ No
		e these changes or						
4	501(c)(3) and 50		s and section 494	47(a)(1) trusts are re	equired to report t	orogram services by the amount of grant		
4a	(Code: 713940) (Expenses \$	1020431 incl	luding grants of \$	42665) (Revenue \$	1797747)
						nd well-being of the		
						2010) , and 8 percer		
						families in the Pion members include out		
						ching room, a 6-lane,		
						cker rooms, and adu		
	rooms with saun	as and steam rooms	We also provide	extensive childcare	to help parents tal	ke advantage of our (facilities. Men	nbers
		*******************		· • • • • • • • • • • • • • • • • • • •		litness plan to help t		
	**************					n play in our Amaze		
						they have approxim p, and classes for se		
						ach, and 137 acres o		
4b	(Code: 713940			luding grants of \$) (Revenue \$	614655	
					ith, to members an	d non-members for	a fee. Our	
						ting the YMCA core		
						nds and create support		nities
						d fitness training. Ou private. Kids who wa		ate in
						gymnastics teams pa		
						ns are all from the H		
			cs programs, 829	in gym and dance, 4	28 in youth sports	, and 72 on the gymr	nastic teams,	and
	156 on the swim	team.						
	•••••		•					
4c	(Code: 624410) (Expenses \$	365584 incl	uding grants of \$	35699) (Revenue \$	269946)
						mp Norwich, availab		
				· • • • • • • • • • • • • • • • • • • •		7 acres of lake, wood	·	
						hrough late August. ing, archery, fishing,		
						campers develop se		
						s. Norwich also provi		
	ın Traıning (CIT)	program for youth e	ntering grades 9 a	nd 10, which helps t	hem build exceller	nt leadership skills. F	or parents,	
						np lasts from 9:00 a.		each
			e main building. T	o make Norwich acc	essible to all fami	lies, the YMCA will a	djust fees	
	according to inco	me.						
							••••••	
4d	Other program s	ervices. (Describe i	n Schedule O)					
	(Expenses \$		ing grants of \$) (Re	evenue \$)		
4.	Total programs	amilaa avnanaaa		12025				

₽art	V 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	√	
2	Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions) Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to	2	✓	
•	candidates for public office? If "Yes," complete Schedule C, Part I	3		1
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4_		1
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		1
6	Did the organization maintain any donor advised funds or any similar funds or 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	-	1
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		1
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		1
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		1
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi- endowments? If "Yes," complete Schedule D, Part V	10	1	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable		100	
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	/	
b		11b	•	1
С	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		,
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		1
e f	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11e		1
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a	✓	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b		1
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		1
I4a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		1
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Parts I and IV	14b		1
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, Parts II and IV	15		1
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? If "Yes," complete Schedule F, Parts III and IV	16		1
7	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		1
8	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		√
9	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		✓
20 a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		<u> </u>
b	If "Yes" to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		NA

Part	Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations		Yes	No
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	ļ 	1
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	1	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		1
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 lines 24b through 24d and complete Schedule K. If "No," go to line 25	24a	1	
b c	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24b 24c		√
d 25a	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 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	24d 25a		√
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		1
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		1
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		1
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a	L	/ _
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV			√
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete	28a 28b 28c	✓	√
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	√	✓ ✓ ✓
b c 29	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29	√	√ √
29 30	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29 30	✓	
29 30	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29 30 31	✓	✓ ✓ ✓
29 30 31 32 33 34	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29 30 31 32 33	✓	√ √
29 30 31 32 33 34	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29 30 31	✓	✓ ✓ ✓
29 30 31 32 33 34 35 a	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b 28c 29 30 31 32 33	√	✓ ✓ ✓
29 30 31 32 33 34 35 a	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, Iine 1 Les any related organization a controlled entity within the meaning of section 512(b)(13)? Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? Tyes V No Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	28b 28c 29 30 31 32 33 34 35	✓	✓ ✓ ✓
29 30 31 32 33 34 35 a 36	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1 Is any related organization a controlled entity within the meaning of section 512(b)(13)? Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 Yes No Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization conduct more than 5% 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,	28b 28c 29 30 31 32 33	✓	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
29 30 31 32 33 34 35 a 36	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1 Is any related organization a controlled entity within the meaning of section 512(b)(13)? Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization conduct more than 5% of its activities through an entity that is not a related organization	28b 28c 29 30 31 32 33 34 35	✓	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \

Part				
	Check if Schedule O contains a response to any question in this Part V	$\dot{-}\dot{-}$	Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 12			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	-		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and			!i
	reportable gaming (gambling) winnings to prize winners?	1c	/	
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 269	_		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	✓	
3а	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions) Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		-/
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		NA
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	-		1
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	1		
	account)?	4a		1
b	If "Yes," enter the name of the foreign country: NA			
_	See instructions for 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 5b		1
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		NA
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	-		N/.
	organization solicit any contributions that were not tax deductible?	6a		✓_
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			410
	gifts were not tax deductible?	6b		NA
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		√
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		NA
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			1.51
	required to file Form 8282?	7c		✓
d	If "Yes," indicate the number of Forms 8282 filed during the year			ŊÃ
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7f 7g		VA
9 h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		NA
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8		NA
9	Sponsoring organizations maintaining donor advised funds.			
a b	Did the organization make any taxable distributions under section 4966?	9a 9b		NA
10	Section 501(c)(7) organizations. Enter:	0.0		N/V
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b NA			
11	Section 501(c)(12) organizations. Enter:	, ,		
a b	Gross income from members or shareholders			
	against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. is the organization filing Form 990 in lieu of Form 1041?	12a		NA
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b NA			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		NA
_	Note. See the instructions for additional information the organization must report on Schedule O. Enter the amount of reserves the organization is required to maintain by the states in which			
b	About a management of the control to the control of			
С	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		√
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b		MA
		Form	990	(2010)

Part	WI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b b "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or chang O. See instructions. Check if Schedule O contains a response to any question in this Part VI	elow, es in	and Sche	for a
Secti	ion A. Governing Body and Management			
0001	on A. Governing body and Management		Yes	No
1a b 2	Enter the number of voting members of the governing body at the end of the tax year Enter the number of voting members included in line 1a, above, who are independent . 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?		√	35.4
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?	3		1
4 5 6 7a	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? Did the organization become aware during the year of a significant diversion of the organization's assets?. Does the organization have members or stockholders?	4 5 6 7a	1	1
8	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	7b		/
a b 9	The governing body?	8a 8b 9	1	1
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Rever	ue C		
			Yes	No
10a b	Does the organization have local chapters, branches, or affiliates?	10a		NA
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filling the form?	11a	1	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	1	<u> </u>
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	1	
C	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done.	12c	1	
13	Does the organization have a written whistleblower policy?	13	1	
14 15	Does the organization have a written document retention and destruction policy?	14		
а	The organization's CEO, Executive Director, or top management official	15a	✓	
b	Other officers or key employees of the organization	15b		NA
16a	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)	16a		√
	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		WA
	on C. Disclosure			
17 18	List the states with which a copy of this Form 990 is required to be filed MA Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3 for public inspection Indicate how you make these available. Check all that apply.)s onl	y) ava	ilable
19	Own website Another's website Upon request Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of and financial statements available to the public.	of inter	rest p	olicy,
20	State the name, physical address, and telephone number of the person who possesses the books and records organization: ► see page 1 C	of the		

_	-
Page	

_			٠.
Form	990	(201	n

Part VII	Compensation of Officers, D	Directors, Trustees,	Key Employees,	Highest (Compensated	Employees,
	and Independent Contractor	rs				

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- 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, and 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.

Check this box if neither the organization no	r any relate	d org	aniz	atic	n c	ompe	nsa	ited any currer	nt officer, directo	r, or trustee.
(A)	(B)			•	C)			(D)	(E)	(F)
Name and Title	Average hours per week (describe hours for related organizations in Schedule O)	Individual tr		Officer	Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
(1) Bob Brick	Varies	,		,				0	0	0
Co Vice President	ļ	1		✓	<u> </u>		_			
(2) David Bloomberg	Varies	١,						о	o	0
Director	 	<u> </u>		⊢			-	 	 	
(3) Karen Curran Director	Varies	1			_			0	0	0
(4) Peter Elsea	Varies							0	0	0
Director	Valles	1			L					
(5) Robert Ethier Director	Varies	1						o	, 0	0
(6) Bob Fazzi Director	Varies	1						o	0	0
(7) Jason Foster Co Vice President	Varies	1		1				0	O	0
(8) Natalie Georges Director	Varies	1						0	0	0
(9) Sean Glennon Director	Varies	1						0	0	0
(10) Sally Griggs Director	Varies	1						0	0	0
(11) Steve Harrington Treasurer	Varies	1		1				0	0	0
(12) Nancy Lapointe Clerk	Varies	1						0	0	0
(13) Kevin McAllister Director	Varies	1						0	o	0
(14) Andrew Pollack Director	Varies	1						0	0	0
(15) Paula Sakey Director	Varies	1						0	0	0
(16) Jon Schwab Director	Varies	1						0	0	0

Part	VII Section A. Officers, Directors, Trus	stees, Key	Emplo	уес	 es, a	and	Highe	est	Compensated	Employees (con	tinued)
	(A)	(B)				C)			(D)	(E)	(F)
	Name and title		Posit	ion (d	chec	k ali	that ap	ply)	Reportable	Reportable	Estimated
		Average hours per	9 =	Γ <u>=</u>	0	7	QΙ	Ī	compensation	compensation from	amount of other
		week (describe	호호	IST.	Officer	Key C	불	Former	from the	related organizations	compensation
		hours for	SE	둙	P	employee	e st	9	organization	(W-2/1099-MISC)	from the
•		related	약품	20		ğ	မီရိ		(W-2/1099-MISC)		organization
		organizations	Individual trustee or director	Ę		8	Highest compensat employee				and related organizations
		In Schedule O)	*	Institutional trustee			nsate				Organizations
(47) \$	arah Tanner				_	_	<u>ē</u>	-			
J	resident	Varies	1		1				0	0	0
	prraine Yasınski		<u> </u>		Ė						0
2	irector	Varies	✓			1			0	0	0
(19) Da	avid Marks	40.							101970	0	20666
С	EO	40+					1		101970		20000
(20)		-									
(21)											
(22)		_		_	_			-			
<u> </u>		<u> </u>									
(23)		-									
(24)											
(25)				-		-					
3297											
(26)		<u> </u> 							1		
(27)											
(00)			ļ		_			-		 	
(28)		-		ļ							
1b	Sub-total			•	•				101970	0	20666
С	Total from continuation sheets to Part	VII, Sectio	n A					>	0	0	0
d	Total (add lines 1b and 1c)							>	101970	0	20666
2	Total number of individuals (including but	t not limited						e) w	ho received m	ore than \$100,0	00 in
	reportable compensation from the organ	zation ► 1									Yes No
3	Did the organization list any former of	fficer, direc	tor o	r tr	uste	98.	kev e	eme	olovee, or high	est compensat	
	employee on line 1a? If "Yes," complete										3 ✓
4	For any individual listed on line 1a, is the	sum of re	portal	ble :	con	npe	nsatio	n a	nd other comp	ensation from t	he Sas Sas
•	organization and related organizations	greater th	an \$1	150,	000	7 1	f "Ye	s,"	complete Sch	nedule J for su	ch Ch
	individual										4 1
5	Did any person listed on line 1a receive of	or accrue co	ompe	nsa	tion	fro	m any	un,	related organiz	zation or individu	ual See See See
	for services rendered to the organization	? If "Yes," c	ompi	ete	Scr	nedi	ile J 1	ors	such person	· · · · ·	_ 5 √
	on B. Independent Contractors Complete this table for your five highest	nomnonnat	od in	don	ond	ont	contr	act	ore that receive	ad more than \$1	00 000 of
1	compensation from the organization.	compensar	ea m	aep.	ena		COITE	acı	ors that receive	sa more man pr	
	(A) Name and business add	ress							(B) Description of s	ervices	(C) Compensation
NONE											
								+			
				_				Ĺ.,		196.80	Sing Phys. Day ar passible consection was
2	Total number of independent contractor received more than \$100,000 in compens) th	iose listed ab	ove) wno	

Par	Vill	Statement of Rev	enue				· · · · · · · · · · · · · · · · · · ·		
			·		,	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
10 10	1a	Federated campaigns		1a	20633		Tevendo		
anta	ь	Membership dues .		1b	2000				
و ق	C	Fundraising events .		1c					الما الله الله الما الما الما الما الما
ifts	d	Related organizations		1d				`	19.59
s, g	e	Government grants (con		1e					
sin	f	All other contributions, gi				-			· .,
ber her	·	and similar amounts not inc		1f	111872				
	g	Noncash contributions includ							,
Contributions, gifts, grants and other similar amounts	h	Total. Add lines 1a-1			•	132505		-	
					Business Code				
Program Service Revenue	2a	Membership fees			713940	1797747	1797747		
8	b	School aged child care)		624410	285230	285230		
<u>Ķ</u>	С	Camp Norwich			624410	269946	269946		
æ	d	Other programs			713940	329425	329425		
Ę	е								
og.	f	All other program sen				2000010			
<u>-</u> -	g	Total. Add lines 2a-2			· · · •	2682348		, i , i	
	3	Investment income				6101			6191
		and other similar amo				6191		_	0.51
	4	Income from investment	t of tax-exer	npi be	ona proceeds				
	5	Royalties .	(ı) Real	•	(ii) Personal				
	6a	Gross Rents	(7						,
	b	Less rental expenses				5 5		· minter	The state of the s
	C	Rental income or (loss)				ļ	inter ju	. *. *	
	d	Net rental income or (•				
	7a	Gross amount from sales of	(i) Securit	es	(ii) Other	· 1 ()			100
		assets other than inventory		32899	17460	, · · ·	1967, 15 A 5		1604, ·
	b	Less. cost or other basis					,	1	
		and sales expenses		32108	35321	£i	*	l Burg to Area	· · · · · · · · · · · · · · · · · · ·
	С	Gain or (loss)		791	(17861)		* .		
	d	Net gain or (loss) .			· · · ·	(17070)			(17070)
Φ	_					- * **	***		19.00
evenue	8a	Gross income from fu	indraising				·		
eve		events (not including \$		-7-					
Other R		of contributions reported See Part IV, line 18 .				٠	*	1	
۽	L	Less direct expenses		a . b					
Ò		Net income or (loss) fi							
		Gross income from ga			1 2				
		See Part IV, line 19 .							
	ь	Less ⁻ direct expenses	i	. b					
		Net income or (loss) f			vities .				
	10a	Gross sales of in	ventory,	less					
		returns and allowance	es .	а				,	
	b	Less. cost of goods s		b		ļ			
	С	Net income or (loss) f		of inve		ļ			
		Miscellaneous R			Business Code				
	11a	Vending Machine Reve			713940	3823			
	b	Other			713940	8426	8426		
	C				<u> </u>				
	d	All other revenue .		•	L	12249			
	е 12	Total. Add lines 11a- Total revenue. See in		•		2816223			(10879)
	14	i Juli i evellue. Jee II	ion donorio	·		2010223	2007007		(10070)

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).

	All other organizations must complete co				
	not include amounts reported on lines 6b, 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	78265	78265		
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
	· ·				
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	101970	13999	65978	21993
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	1295680	1173254	115927	6499
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	20713	15863	3645	1205
9	Other employee benefits	103715	73786	24639	5290
10	Payroll taxes	107502	90432	17070	3200
11	Fees for services (non-employees)	10,002	- 33,02		
a	Management				
b	Legal	4144	2844	1300	
C	Accounting	17290		17290	
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion	54614	54614		
13	Office expenses	41233	15822	25411	
14	Information technology				
15	Royalties				
16	Occupancy	375833	366109	9724	
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .				
20 21	Interest	80347	80347		
22	Depreciation, depletion, and amortization .	300606	294711	5895	
23	Insurance	54883	50412	4471	
24	Other expenses. Itemize expenses not covered	**************************************			
27	above (List miscellaneous expenses in line 24f. If line 24f amount exceeds 10% of line 25, column				
_	(A) amount, list line 24f expenses on Schedule O.)	24525	20724		e en
a	equipment lease/maintenance	61595	60761	834	
b	program supplies	47759 24520	47759		·
4	camp transportation dues/fees/assessments/misc	24520 81780	24520 62882	44270	7525
d e	licences/permits	2130	1358	11373 772	/525
f		5308	5187	121	
25	All other expenses bad debt Total functional expenses. Add lines 1 through 24f	2859887	2512925	304450	42512
<u>25</u> 26	Joint costs. Check here ▶ ☐ if following	203300/	2312323	304450	42312
20	SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation	NA			

	art X	<u></u>			rage I I
	art A	balance sneet	(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing	49838	1	193945
	2	Savings and temporary cash investments	321526	2	318765
	3	Pledges and grants receivable, net	168847	3	87571
	4	Accounts receivable, net	41606	4	29938
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
zt S	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)	,	6	
Assets	7	Notes and loans receivable, net		7	
Ř	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	27696	9	17938
	10a	Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D 10a 9079010	ú- 1, a		
	b	Less: accumulated depreciation 10b 2810903	6220301	10c	6268107
	11	Investments—publicly traded securities	148824	11	176093
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments – program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	1675294	15	77511
	16	Total assets. Add lines 1 through 15 (must equal line 34)	8653932	16	7169868
	17	Accounts payable and accrued expenses	218630		137070
	18	Grants payable		18	
	19	Deferred revenue	301360	19	333430
	20	Tax-exempt bond liabilities		20	
ies	21	Escrow or custodial account liability. Complete Part IV of Schedule D .	14798	21	18736
Liabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		***	And the second s
-		<u> </u>	4000400	22	1007004
	23 24	Secured mortgages and notes payable to unrelated third parties	1668429	23	1867664
	24 25	Unsecured notes and loans payable to unrelated third parties	1603829	25	
	26	Other liabilities Complete Part X of Schedule D	3807046	26	2356900
es	20		3607046		2530900
200	27	Unrestricted net assets	4739222	27	4705304
3ak	28	Temporarily restricted net assets		28	
9	29	Permanently restricted net assets	107664	29	107664
Net Assets or Fund Balances		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.		- Q	
3	30	Capital stock or trust principal, or current funds		30	
Se	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
AS	32	Retained earnings, endowment, accumulated income, or other funds .		32	
ē	33	Total net assets or fund balances	4846886	33	4812968
_	34	Total liabilities and net assets/fund balances	8653932	34	7169868
					Form 990 (2010)

orm 9	90 (2010)			Pı	age 12
	Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI				<u> </u>
1	Total revenue (must equal Part VIII, column (A), line 12)	1		28	16223
2	Total expenses (must equal Part IX, column (A), line 25)	2		28	59887
3	Revenue less expenses. Subtract line 2 from line 1	3		(4	3664)
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		484	46886
5	Other changes in net assets or fund balances (explain in Schedule O)	5	/		9746
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		48	12968
Part	Financial Statements and Réporting Check if Schedule O contains a response to any question in this Part XII			•	. 🛮
1	Accounting method used to prepare the Form 990: Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," ex Schedule O.	plain in		Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		√
b	Were the organization's financial statements audited by an independent accountant?		2b	1	
C	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over of the audit, review, or compilation of its financial statements and selection of an independent account		2c	1	
	If the organization changed either its oversight process or selection process during the tax year, ex Schedule O.	plaın in			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the years issued on a separate basis, consolidated basis, or both:	ar were			
	☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				(. Ke. 5

Form **990** (2010)

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?
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2010

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

HAMPSHIRE REGIONAL YOUNG MEN'S CHRISTIAN ASSOCIATION

Employer identification number 04-2105887

Pa	t I Reason f	or Public Cha	rity Status (All orga	nization	ns must o	complete	e this pa	rt.) See	instructio	ns.		
The			ation because it is: (Fo									
1	7		hes, or association of		-		_	-	i).			
2	A school desc	ribed in section	170(b)(1)(A)(ii). (Attac	ch Sched	dule E.)							
3	☐ A hospital or a	a cooperative ho	spital service organiza	ation des	cribed in	section	170(b)(1)	(A)(iii).				
4	_	-	on operated in conjun	ction wit	h a hospi	tal descri	ibed in se	ction 17	0(b)(1)(A)	(iii). Ente	r the	
		ne, city, and stat										
5	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)											
6 7	An organization	on that normally	nment or government receives a substantial (A)(vi). (Complete Par	al part of					nit or fron	n the gei	neral	public
8			n section 170(b)(1)(A		mplete Pa	art II.)						
9			receives: (1) more that		-		om contr	ibutions.	members	hip fees	, and	gross
	receipts from support from	activities related gross investme	d to its exempt funct ent income and unre lifter June 30, 1975. Se	tions—su lated bu	ibject to siness ta	certain e xable in	xceptions come (les	s, and (2 ss sectio) no more	than 3	31/3%	of its
10		-	operated exclusively						(4).			
			nd operated exclusive							or to ca	mv o	ut the
	purposes of o	one or more put	olicly supported organ	nizations	describe	d in sect	tion 509(a	a)(1) or s	ection 50	9(a)(2). S		
	a 🗌 Type		= :				integrate			Type	III-O	ther
e	• • •		that the organization			•	•					
_			ers and other than one									
	or section 509				, ,		-					
f	If the organization	ation received a	a written determination	on from	the IRS	that it is	а Туре	I, Type	II, or Typ	e III sup	porti	ng
	organization, o	check this box										. [
8	Since August following pers		he organization accep	pted any	gift or c	ontributio	on from a	iny of the	€			
	(i) A person v	who directly or i	ndirectly controls, eitl	her alone	or toget	ther with	persons	describe	d in (ii) ar	nd	Yes	No
	(iii) below,	the governing b	ody of the supported	organıza	tion?					11g(i)		
	(ii) A family m	ember of a pers	on described in (i) abo	ove? .						11g(ii		
	(iii) A 35% cor	ntrolled entity of	a person described in	ı (ı) or (iı)	above? .					11g(iii	<u> </u>	<u></u>
<u>h</u>	Provide the fo	llowing informat	on about the support	ed organ	ization(s)			,				
(i)	Name of supported organization			(iv) Is the organization in col (i) listed in your governing document?		In your the organization in		zation in organiza of your (i) organi			mount ipport	of
			,	Yes	No	Yes	No	Yes	No			
(A)			ΛΙΔ									
(B)			7017									
(C)												
(D)												
(E)												
				I	1 7 to 16 . 5 3 to 1 hours	Acres 22.6	120 .0	15 to C C 25	II TO THE TANK !			

Total

18

instructions .

Support Schedule for Organizations Described in Sections 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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.) Section A. Public Support (a) 2006 (b) 2007 (c) 2008 (d) 2009 (e) 2010 (f) Total Calendar year (or fiscal year beginning in) Gifts, grants, contributions, membership fees received. (Do not 435349 132505 1568074 580611 318359 101250 include any "unusual grants.") . revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge. Total. Add lines 1 through 3. . . . 435349 580611 318359 101250 132505 1568074 The portion of total contributions by each person (other than governmental unit or publicly 306998 supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) Public support. Subtract line 5 from line 4. 1261076 Section B. Total Support (a) 2006 **(b)** 2007 (c) 2008 (f) Total (d) 2009 (e) 2010 Calendar year (or fiscal year beginning in) Amounts from line 4 580611 318359 101250 132505 1568074 435349 Gross income from interest, dividends, payments received on securities loans, 11118 29960 21606 14226 6982 83892 rents, royalties and income from similar sources Net income from unrelated business activities, whether or not the business is regularly carried on 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) 1651966 11 Total support. Add lines 7 through 10 12 13264463 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here Section C. Computation of Public Support Percentage Public support percentage for 2010 (line 6, column (f) divided by line 11, column (f)) 76.34 % 15 Public support percentage from 2009 Schedule A, Part II, line 14 15 331/3% support test - 2010. If the organization did not check the box on line 13, and line 14 is 331/3% or more, check this \square 331/3% support test-2009. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization 17a 10%-facts-and-circumstances test - 2010. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization b 10%-facts-and-circumstances test-2009. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly

Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

Schedu	, ile A (Form 990 or 990-EZ) 2010						Page 3
Part	Support Schedule for Organization (Complete only if you checked the lifth organization fails to qualify	e box on line	e 9 of Part I o	r if the organ	ization failed	to qualify unc	ler Part II.
Secti	on A. Public Support						
Calen	dar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose		NA				
3	Gross receipts from activities that are not an unrelated trade or business under section 513		10.				
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6 7a	Total. Add lines 1 through 5 Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
8 8	Add lines 7a and 7b Public support (Subtract line 7c from line 6)						
Secti	on B. Total Support						
Calen	dar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.		NA				
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	Add lines 10a and 10b				[
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						· -
14	First five years. If the Form 990 is for the organization, check this box and stop her	e					
Secti	on C. Computation of Public Suppor						
15	Public support percentage for 2010 (line 8		-	3, column (f))			/ %
16	Public support percentage from 2009 Sch	edule A Part	III line 15			16	/ %

Section D. Computation of Investment Income Percentage

18

20

19a

Investment income percentage for 2010 (line 10c, column (f) divided by line 13, column (f)) . . .

Investment income percentage from 2009 Schedule A, Part III, line 17

331/3% support tests-2010. If the organization did not check the box on line 14, and line 15 is more than 331/3% and line

17 is not more than 331/8%, check this box and stop here. The organization qualifies as a publicly supported organization

17

%

%

P	'n	A	4

Part IV	Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).
••••	
•••••	
•••••	
•	
••••	
•••••	
•	

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

Department of the Treasury

► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

► Attach to Form 990. ► See separate instructions.

Internal Reve Name of the	organization	to Form 990. See separate instructions.	Employer identification number
	RE REGIONAL YOUNG MEN'S CHRISTIAN A	SSOCIATION	04-2105887
Part I		r Advised Funds or Other Similar Fu	inds or Accounts. Complete if the
		(a) Donor advised funds	(b) Funds and other accounts
1 To	tal number at end of year	NONE	
2 Ag	gregate contributions to (during year).		
3 Ag	gregate grants from (during year) .		
	gregate value at end of year		
		donor advisors in writing that the assets to the organization's exclusive legal cont	
oni	y for charitable purposes and not for the	nors, and donor advisors in writing that gr benefit of the donor or donor advisor, or	for any other purpose
	nferring impermissible private benefit?	· · · · · · · · · · · · · · · · · · ·	
Part II		lete if the organization answered "Yes	" to Form 990, Part IV, line 7.
	rpose(s) of conservation easements held be Preservation of land for public use (e.g., r Protection of natural habitat Preservation of open space	ecreation or education) Preservation	of an historically important land area of a certified historic structure
		tion held a qualified conservation contribut	tion in the form of a conservation
eas	sement on the last day of the tax year.	k \ .	
		NA	Held at the End of the Tax Yea
a Tot	al number of conservation easements		2a
	•	ements	
		tified historic structure included in (a)	
hist	toric structure listed in the National Regist		· · 2d /
	mber of conservation easements modified year ▶	I, transferred, released, extinguished, or te	rminated by the organization during the
5 Do		conservation easement is located cy regarding the periodic monitoring, ir ion easements it holds?	
6 Sta	ff and volunteer hours devoted to monitor	ring, inspecting, and enforcing conservatio	on easements during the year
7 Am		inspecting, and enforcing conservation eas	sements during the year
		on line 2(d) above satisfy the requirements	s of section 170(h)(4)(B)
bal	· · · · · · · · · · · · · · · · · · ·	ports conservation easements in its revent text of the footnote to the organization's f asements.	
Part III	Organizations Maintaining Collection	ctions of Art, Historical Treasures, c ered "Yes" to Form 990, Part IV, line 8	
wor	rks of art, historical treasures, or other s	er SFAS 116 (ASC 958), not to report in is similar assets held for public exhibition, of the footnote to its financial statements the	education, or research in furtherance o
wo: pub	rks of art, historical treasures, or other solic service, provide the following amounts	- A 147	
	Revenues included in Form 990, Part VIII,	line 1	▶ \$
	Assets included in Form 990, Part X		
		of art, historical treasures, or other similander SFAS 116 (ASC 958) relating to these	
a Rev	venues included in Form 990, Part VIII, line	91	> \$ /

b Assets included in Form 990, Part X

Pari	III Organizations Maintaining	Collections of	Art, Histo	rical T	reasures	, or Ot	her Similar <i>A</i>	sse	ts (conti	nued)
3	Using the organization's acquisition,	accession, and ot	her records	, check	k any of th	e follov	ving that are a	sign	ificant us	e of its
	collection items (check all that apply):		/							
а	Public exhibition	NH	d /□		n or excha	nge pro	grams			
b	Scholarly research		∕ € □	Othe	er					
C	Preservation for future generation		/							in Dark
4	Provide a description of the organizat	tion's collections,	ind explain	how th	ney further	the org	janization's exi	empt	purpose	in Pan
_	XIV.							.:		
5	During the year, did the organization								□ v ••	□ No
Dovi	assets to be sold to raise funds rather IV Escrow and Custodial Arra								Yes	
Part	line 9, or reported an amoun				anization	answe	ieu res lo i	OIII	1 330, 1 6	art iv,
1a	Is the organization an agent, trustee,				r contribut	ions or	other assets	not		
10	included on Form 990, Part X?								☐ Yes	□No
b	If "Yes," explain the arrangement in Pa						/	•		
b	ii res, explain the arrangement iii r	an Aiv and comple	ste tile lollo	wing to	1016.		/	Amo	unt	
С	Beginning balance			. \ \	<u>.</u>	1/0	:			
d	Beginning balance Additions during the year			NT	1	/id				
e	Distributions during the year					/ 1e				
f	Ending balance					1f				
2a	Did the organization include an amour	nt on Form 990, Pa	art X, line 2	1?		.] .			☐ Yes	☐ No
b	If "Yes," explain the arrangement in Pa									
Par	V Endowment Funds. Comple	ete if the organiz								
		(a) Current year	(b) Prior y	/ear	(c) Two year			ack	(e) Four yea	rs back
1a	Beginning of year balance .	307499		283027		255838		77.9		100
b	Contributions					11655	-9,3471	46		207
С	Net investment earnings, gains, and									
	losses	16501		24825		15534			0.00	
d	Grants or scholarships						17 40 1040			toe e
е	Other expenditures for facilities and									
	programs	(2440)		(252)				36 to 38		e de la companya de l
f	Administrative expenses . End of year balance	(2116) 321884		(353) 307499		283027		*9300 (c)		
g 2	End of year balance [Provide the estimated percentage of t					203027		CONTRACTOR OF THE PARTY OF THE	/3467670 TQ 3	27 PAGE
a a	Board designated or quasi-endowmer									
b	Permanent endowment ► 33									
c	Term endowment ▶ %									
	Are there endowment funds not in the	e possession of th	e organizat	tion tha	t are held	and ad	ministered for	the		
	organization by:								Ye	s No
	(i) unrelated organizations							•	3a(i)	/
	(ii) related organizations								3a(ii)	1
b	If "Yes" to 3a(ii), are the related organi								3b	NA
4	Describe in Part XIV the intended uses									
Part	VI Land, Buildings, and Equip							-		
	Description of investment	(a) Cost or oti			r other basis her)		Accumulated epreciation	((d) Book va	lue
	Land		'		1243566					243566
b	Buildings				7217751		2647245			570506
c	Leasehold improvements					-				
d	Equipment				617693	-	163658			454035
e	Other									
Total.	Add lines 1a through 1e. (Column (d) m	nust equal Form 99	90, Part X, o	column	(B), line 10)(c).)			e	268107

Schedule D (Form 990) 2010	000 5 17	lin - 40	rage
Part VII Investments—Other Securities			
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of Cost or end-of-year	
(1) Financial derivatives			
(2) Closely-held equity interests			
(3) Other			
(A)			
(B) (I) A		<i>X</i>	
(C)		<u></u>	
(D)			
(E)			
(G)			
(H)	<u> </u>		<u> </u>
(I)			
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		Section 1995	A Company of the Comp
Part VIII Investments—Program Related	d Coo Form 000 Dort V		
(a) Description of investment type	(b) Book value	(c) Method of Cost or end-of-yea	
(1)		4	·
(2)	/		
(3)			
(4)	ļ		
(5)		<u> </u>	
(6)	ļ/	 	
(7)			
(8)	·		
<u>(9)</u> (10)			
Total. (Column (b) must equal Form 990, Part X, col (B) line 13.)			-
Part IX Other Assets. See Form 990, Pa	ert X. line 15		
	a) Description		(b) Book value
(1)	<u> </u>	,	
(2)			
(3) // //			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
(10)	-1 (0) (1 - 45)		
Total. (Column (b) must equal Form 990, Part X, co		<u> </u>	<u>' </u>
Part X Other Liabilities. See Form 990, 1. (a) Description of liability	(b) Amount		inganilia malamata, anda anda managimba digung pagamapanan
(1) Federal income taxes	(b) Amount		
(2) NONE	/	-	
(3)	-/	<u></u>	
(4)	 	-{	
(5)		-	1,000
(6)	/	-	
(7)	/		
(8)	/		
(9)	/		
(10)			
(11)			

Part	XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statement	ents	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	2816223
5	Total expenses (Form 990, Part IX, column (A), line 25)	2	2859887
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	(43664)
	Net unrealized gains (losses) on investments	4	9746
	Donated services and use of facilities	5	
	Investment expenses	6	
	Prior period adjustments	7	
	Other (Describe in Part XIV.)	8	
	Total adjustments (net). Add lines 4 through 8	9	9746
		10	(33918)
rt .	XII Reconciliation of Revenue per Audited Financial Statements With Revenue per	Return	
	Total revenue, gains, and other support per audited financial statements	1	2843830
	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
3	Net unrealized gains on investments		
b	Donated services and use of facilities		
0	Recoveries of prior year grants		
t	Other (Describe in Part XIV.)		
	Add lines 2a through 2d	2e	27607
	Subtract line 2e from line 1	3	2816223
	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
	Other (Describe in Part XIV)	20.55	
	Add lines 4a and 4b	4c	
	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5 Deture	2816223
	Reconciliation of Expenses per Audited Financial Statements With Expenses per Total expenses and losses per audited financial statements	1	2877748
	Amounts included on line 1 but not on Form 990, Part IX, line 25:		2077740
	Donated services and use of facilities		
	Prior year adjustments		
	Other losses		
	Other (Describe in Part XIV.)		
	Add lines 2a through 2d	2e	17861
	Subtract line 2e from line 1	3	2859887
	Amounts included on Form 990, Part IX, line 25, but not on line 1:	200	
	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
	Other (Describe in Part XIV.)		
	Add lines 4a and 4b	4c	
;	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2859887

Part XII Line 2d - loss on sale of asset/exercise equipment

Part XIII Line 2d - loss on sale of asset/exercise equipment

Schedule D (Form 990) 2010

Schedule D (Fo	m 990) 2010	Page 5
Part XIV	Supplemental Information (continued)	
		••••••
		~
		
	/	
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SCHEDULE 1 (Form 990)

Department of the Treasury Internal Revenue Service

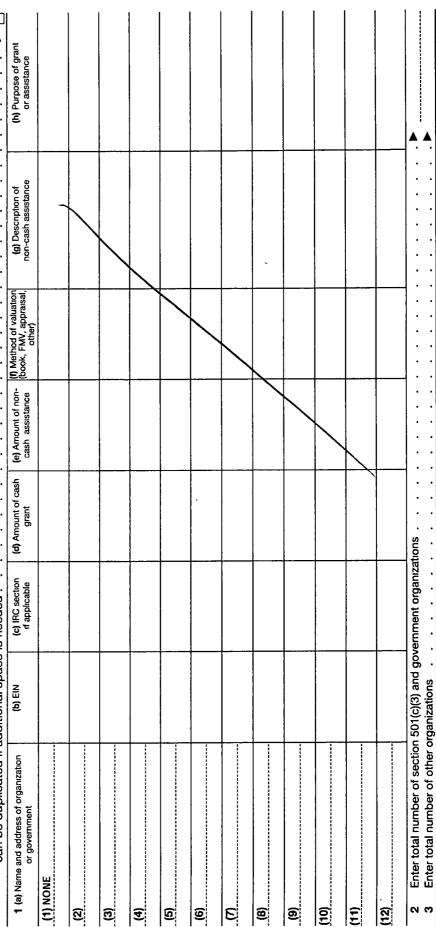
Governments, and Individuals in the United States Grants and Other Assistance to Organizations,

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

OMB No. 1545-0047 Open to Publi Inspection 2010

► Attach to Form 990.

% □ Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Part II **Employer identification number** Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to X Yes · 04-2105887 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. the selection criteria used to award the grants or assistance? can be duplicated if additional space is needed. General Information on Grants and Assistance Hampshire Regional Young Men's Christian Assoc. Name of the organization Part Part II



Schedule ((Form 990) (2010)

Cat No. 50055P

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

SCHEDULE L (Form 990 or 990-EZ)

(8) (9) (10) **Transactions With Interested Persons**

► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

OMB No 1545-0047

	nt of the Treasury venue Service	► Attach			-EZ, Part V, line 38a o orm 990-EZ. ▶ See se					le	ispec	o Pul tion	blic
Name of th	ne organization					ŧ	Employ	yer ider	ntificat	ion nu	mber		
HAMPSI	HIRE REGIONA	AL YOUNG MEN'S CHR	ISTIAN A	SSOCIA	TION				04-	21058	87		
Part I		Benefit Transactions of the organization are	(section nswered	501(c)(3 "Yes" or) and section 501(c)(n Form 990, Part IV, I	4) organizati ine 25a or 2	ons only). 5b, or For	rm 991	D-EZ,	Part	V, line	∍ 40b.	
1	(a) N	lame of disqualified person		···		(b) Description	of transacti					(c) Con	rected?
	(4)					, bosonption						Yes	No
	ONE				<u> </u>							 	ļ
(2)					 /-							<u> </u>	├
(3)					 								ļ
(4)		 -			 /							 	├
(5)	· · · · · · · · · · · · · · · · · · ·				 							 	ļ
(6) 2 E	ntor the amo	ount of tax imposed of	on the e	raanizat	on managers or dis	qualified pe	reone du	ring t	20. 1/0	or			<u> </u>
		4958						iliy u	ie ye	EZ.I ▶ §	<u>.</u>		
		unt of tax, if any, on lu								> 9			
• -	inci inc amo	ant or tax, if any, on in	10 Z, QDC	746, 16111	baraca by the organ	Zation .				•	<u>'</u>		
Part II	Loans to	and/or From Interes	sted Per	sons.									
		of the organization ar			Form 990, Part IV, I	ine 26, or Fo	orm 990-E	Z, Pa	rt V, I	ine 38	3a.		
(a)	Name of interests	ed person and purpose	(b) Loop	to or from	(c) Original	(d) Rolan	co duo	(e) in c	lefault?	ff) Ap	proved	(0) 14	/ritten
(a) i	Name of intereste	a person and purpose	(b) Loan to or from (c) Original (d) Balance due (e) the organization? principal amount		(6) 111 0	iciault i	by bo	oard or		ment?			
										comn	nittee?		
			To	From				Yes	No	Yes	No	Yes	No
(1) NC	ONE												
(2)											<u></u>		
(3)							<u></u>	<u> </u>					
_(4)								ļ	<u></u>			igsquare	<u> </u>
_(5)								ļ					<u> </u>
_(6)											<u> </u>		
(7)					/			ļ			↓		<u> </u>
(8)								ļ			 		<u> </u>
(9)								<u> </u>			<u> </u>	<u> </u>	
(10)				<u> </u>				7302-98	See See See See	CONTRACTOR			
Total Part III													
r ar t iii		r Assistance Benefit e if the organization ar				ine 27.							
	(a) Name of in	terested person	(b) Re	elationship	between interested persor organization	and the	(c) A	Amount	and ty	pe of a	ssistan	ce	
(1) NO)NE		1			,							
(2)													
(3)													
(4)													
(5)													
(6)					7								
(7)					7								

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sha organia rever	zatioi nues'
William Grinnell	DIRECTOR	54002	Insurance Underwriting	Yes	N.
William Giffilien	DIRECTOR	34003	msurance order writing		┪
					
					\vdash
					†
					Γ
					L
V Supplemental Information					L
	le additional information for res	sponses to question	ns on Schedule L (see instruction	ns).	
n Grinnell left the board during 2010	(may)				
	7				

SCHEDULE K (Form 990) Department of the Treasury Internal Revenue Service

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Supplemental Information on Tax-Exempt Bonds

► Complete if the organization answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part V.

► See separate instructions. ▶ Attach to Form 990.

OMB No. 1545-0047 201

Open to Public Inspection

(i) Pooled financing Yes No Employer identification number ĝ (h) On behalf of issuer 04-2105887 No Yes No Yes (g) Defeased Yes ŝ Land, bldg acquisition and capital ပ (f) Description of purpose Yes ş 1,625,000 improvements 8 Yes e) Issne buce 1,625,000 2006 1,625,000 ဍ ⋖ Yes (d) Date Issued 9/28/06 Does the organization maintain adequate books and records to support the (c) CUSIP# ž Were the bonds issued as part of an advance refunding issue? Were the bonds issued as part of a current refunding issue? (b) Issuer EIN 04-3431814 Has the final allocation of proceeds been made? . . Working capital expenditures from proceeds Year of substantial completion . . . Capital expenditures from proceeds . Other spent proceeds Hampshire Regional Young Men's Association Credit enhancement from proceeds Proceeds in refunding escrows. Capitalized interest from proceeds Amount of bonds legally defeased Gross proceeds in reserve funds Issuance costs from proceeds . Mass Development Finance Agency final allocation of proceeds? Other unspent proceeds . Amount of bonds retired Total proceeds of issue (a) Issuer name **Bond Issues** Proceeds Name of the organization Part II Partl

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13

F

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

bond-financed property? .

N

Are there any lease arrangements that may result in private business use of

Was the organization a partner in a partnership, or a member of an LLC,

Private Business Use

Part III

9

14 5 which owned property financed by tax-exempt bonds? .

Cat. No. 50193E

Schedule K (Form 990) 2010

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Yes

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Yes

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Yes

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Yes

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Schedule K (Form 990) 2010	98			
tructions).	Schedule K (see inst	ırt to provide addıtıonal information for responses to questions on Schedule K (see instructions)	I information for resp	Part V Supplemental Information. Complete this part to provide addition
_			>	6 Did the bond issue qualify for an exception to rebate?
				d was the regulatory sale harbor tor establishing the fair market value of the GIC satisfied?
				- 1
				b Name of provider
				4a Were gross proceeds invested in a GIC?
				e Was the hedge terminated?
				d Was the hedge superintegrated?
				c Term of hedge
				b Name of provider
			>	hedge with respect to the bond issue?
			\	
			>	
Yes No	Yes No	Yes No	Yes No	1 Has a Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of
O	ပ	8	A	1
,				Part IV Arbitrage
%	%	%	%	6 Total of lines 4 and 5
%	%	%	%	result of unrelated trade or business activity carried on by your organization, another section 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
%	%	%	%	4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government ■
				c 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?
				b Are there any research agreements that may result in private business use of bond-financed property?
				business use of bond-financed property?
Yes	Yes No	QN C	Yes No	3a Are there any management or service contracts that may result in private
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Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.

Use Part IV and Schedule I-1 (Form 990) if additional space is needed. Schedule I (Form 990) 2009
Part III Grants al

e)	(a) Type of grant or auxistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
Financial aid fo	Financial aid for members, camp & program			71531		reduction in fees
						:
Part IV Su	Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.	te this part to pro	ovide the information	on required in Part	I, line 2, and any other	additional information.

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Page 1 Part I Line 2: Financial assistance to individuals are not paid in cash. Financial assistance reduces the fees owed by the person receiving the financial	
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Page 1 Part I Line 2: Financial assistance to individe	assistance.
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SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

2010

OMB No. 1545-0047

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization
Hampshire Regional Young Men's Christian Association

Employer identification number 04-2105887

Page 6 Part VI Section B Line 11b: The Finance Director reviews the 990 for accuracy. The finance committee reviews
the 990 and approves it.
Page 6 Part VI Section B Line 12c: The procedures for determining whether a conflict of interest exists are as follows:
The Board or a Committee appointed by the Board shall determine by a majority vote of disinterested directors whether
the disclosed Interest may result in a conflict of interest after meeting and voting on the matter. To identify Conflicts
of Interest the Board or Commitee shall: 1. review responses to the Annual Questionnaire and any continuing
disclosures that are made during the year; 2. steps are taken as necessary to identify Interests; 3. the matter will
be investigated further if necessary; and 4. if any such Interest gives rise to a Conflict of Interest the Board or
Committee will determine the course of action necessary to ensure compliance with the Organization's Conflict
of Interest Policy.
Page 6 Part VI Section B Line 15a: The HR YMCA follows guidelines issued by the YUSA for setting executive
Compensation. An annual review of the CEO is also conducted by the personnel committee. The finance committee
determines the CEO's salary based on the preliminary work of the personnel committee.
Page 6 Part VI Section C Line 19: The HR YMCA's conflict of interest policy is made available to the public when requested.
X
Page 12 Part X1: unrealized gains on investments
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Schedule O (Form 990 or 990-EZ) (2010)	Page 2
Schedule O (Form 990 or 990-EZ) (2010) Name of the organization	Employer identification number
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