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Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

☐

1

Briefly describe the organization’s mission

YWCA OF KALAMAZOO IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN, AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If “Yes,” describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If “Yes,” describe these changes on Schedule O

4

Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a

(Code) (Expenses \$ 1,130,496 including grants of \$ 421,270) (Revenue \$)

THE YWCA DOMESTIC ASSAULT PROGRAM - THE ONLY PROGRAM IN KALAMAZOO COUNTY OFFERING A COMPREHENSIVE CONTINUUM OF SERVICES DESIGNED EXCLUSIVELY FOR VICTIMS/SURVIVORS OF DOMESTIC VIOLENCE AND THEIR DEPENDENT CHILDREN SERVICES INCLUDE A SECURE ON-SITE CRISIS SHELTER (46 BED CAPACITY) WITH EMERGENCY OFF-SITE OVERFLOW CAPACITY, A 24-HOUR CRISIS LINE, INDIVIDUAL COUNSELING, SUPPORT GROUPS, ADVOCACY THROUGH THE LEGAL, LAW ENFORCEMENT, AND JUDICIAL PROCESSES, INFORMATION, REFERRAL AND ASSISTANCE REGARDING HOUSING, EMPLOYMENT AND OTHER SUPPORT SERVICES, AND THREE POST-SHELTER HOUSING OPTIONS AS PART OF THE YWCA'S WOMEN'S ECONOMIC EMPOWERMENT PROGRAM (TRANSITIONAL SUPPORTIVE HOUSING, TENANT BASED RENTAL ASSISTANCE, AND PERMANENT SUPPORTIVE HOUSING) THAT ADDRESS THE ONGOING HOUSING NEEDS OF VICTIMS/SURVIVORS AND THEIR CHILDREN

4b

(Code) (Expenses \$ 669,550 including grants of \$ 24,517) (Revenue \$ 149,369)

THE YWCA CHILDREN'S CENTER - A COMPONENT OF THE YWCA'S WOMEN'S ECONOMIC EMPOWERMENT PROGRAMMING - NATIONALLY-ACCREDITED (BY THE NATIONAL ASSOCIATION FOR THE EDUCATION OF THE YOUNG CHILD), LICENSED BY THE STATE OF MICHIGAN AND SERVES CHILDREN FROM THE AGES OF 6 WEEKS THROUGH SCHOOL-AGE, IN FIVE DEVELOPMENTALLY-SEQUENCED ROOMS INFANT, TODDLER, PRE-SCHOOL, OLDER PRE-SCHOOL AND SCHOOL-AGE DESIGNED TO MEET CHILDREN'S SOCIAL, EMOTIONAL, PHYSICAL, AND COGNITIVE NEEDS, THE YW-CHILDREN'S CENTER PROVIDES A VARIETY OF ACTIVITIES THAT ENCOURAGE INDIVIDUAL DEVELOPMENT AND LEARNING AND NURTURE SOCIAL AND EMOTIONAL GROWTH IN A RESPECTFUL, DIVERSE ENVIRONMENT THE YW-CHILDREN'S CENTER IS ONE OF VERY FEW CHILD CARE CENTERS IN THE KALAMAZOO COMMUNITY WHICH OFFERS TUITION ASSISTANCE AND ACCEPTS GOVERNMENT SUBSIDIES THE CENTER LINKS WITH OTHER YWCA SERVICES TO ENSURE ACCESS TO CHILD CARE FOR ALL ELIGIBLE PROGRAM PARTICIPANTS A NEW COMPONENT, READY TO LEARN AND GROW, PROVIDES CHILDCARE AND EDUCATION FOR CHILDREN OF HOMELESS, TRANSIENT, AND PRECARIOUSLY HOUSED FAMILIES IN ORDER TO PREPARE THE CHILDREN FOR SCHOOL READINESS

4c

(Code) (Expenses \$ 348,636 including grants of \$ 361) (Revenue \$)

THE YWCA SEXUAL ASSAULT PROGRAM - THE ONLY PROGRAM IN KALAMAZOO COUNTY OFFERING A COMPREHENSIVE CONTINUUM OF SERVICES DESIGNED EXCLUSIVELY FOR VICTIMS/SURVIVORS OF SEXUAL ASSAULT AND THEIR FAMILY MEMBERS SERVICES INCLUDE A 24-HOUR CRISIS LINE, INDIVIDUAL COUNSELING, SUPPORT GROUPS, ADVOCACY THROUGH THE LEGAL, LAW ENFORCEMENT AND JUDICIAL PROCESSES, INFORMATION, REFERRAL AND ASSISTANCE FOR OTHER SUPPORT SERVICES, AND NON-HOSPITAL-BASED, STATE-OF-THE-ART, ON-SITE FORENSIC EXAMINATIONS FOR SURVIVORS BY SPECIALLY-TRAINED NURSES IN ADDITION, AWARENESS AND PREVENTION EDUCATION IS PROVIDED FOR SCHOOLS (KINDERGARTEN THROUGH COLLEGE) AND THE COMMUNITY AT-LARGE

(Code) (Expenses \$ 174,800 including grants of \$) (Revenue \$)

THE YWCA MENTORING PROGRAM - A COMPONENT OF THE YWCA'S WOMEN'S ECONOMIC EMPOWERMENT PROGRAMMING - PROVIDES SUPPORT AND ENCOURAGEMENT TO WOMEN SEEKING ECONOMIC AND PERSONAL SELF-SUFFICIENCY AND GIRLS AT RISK FOR NOT COMPLETING HIGH SCHOOL, BY MATCHING THEM WITH TRAINED MENTORS MENTORS PROVIDE INDIVIDUALIZED PERSONAL SUPPORT, ENCOURAGEMENT, GUIDANCE AND FRIENDSHIP, WHILE HELPING MENTEES IDENTIFY AND ACHIEVE GOALS AND POSITIVELY DIRECT THEIR OWN FUTURES MENTEES SET EDUCATIONAL/EMPLOYMENT AND PERSONAL GOALS AND WORK TO ACHIEVE THEM IN ADDITION, THE PROGRAM PROVIDES INDIVIDUAL RESOURCE ASSISTANCE AND JOB/SCHOLARSHIP APPLICATION ASSISTANCE TECHGYRLS, A YWCA OF THE USA PROGRAM MODEL OFFERS GIRLS AGES 9 TO 13 ACCESS TO COMPUTER TECHNOLOGY TRAINING AT AN AGE WHEN GIRLS HAVE TYPICALLY LOST INTEREST IN MATH, SCIENCE, AND TECHNOLOGY YWCA COMMUNITY SERVICES - ADDRESSES THE YWCA'S FOCUS ON CHANGING UNJUST SYSTEMS THAT PERPETUATE RACISM, SEXISM, VIOLENCE AND POVERTY, IN ORDER TO ACHIEVE OUR VISION OF PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL PEOPLE WE ACCOMPLISH THIS BY EDUCATING THE COMMUNITY AND ACTIVELY ENGAGING IN PUBLIC POLICY ADVOCACY ON THESE ISSUES RACIAL JUSTICE COMPONENTS INCLUDE ELIMINATING RACISM TRAINING, SUMMIT ON RACISM ACTIVITIES (IMPLEMENTING AN ANNUAL WORK PLAN FOCUSED ON DISMANTLING INSTITUTIONAL RACISM IN HOUSING, EDUCATION AND EMPLOYMENT, CULMINATING IN AN ANNUAL CONFERENCE), INTERVENTION AND ADVOCACY COMMUNITY AWARENESS EVENTS REGARDING GENDER EQUITY INCLUDE THE ANNUAL YWCA WOMEN OF ACHIEVEMENT AWARDS, WOMEN'S EQUALITY DAY, PAY EQUITY DAY, ETC

4d

Other program services (Describe in Schedule O)

(Expenses \$ 174,800 including grants of \$) (Revenue \$)

4e

Total program service expenses ▶ 2,323,482

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 (see instructions)? 	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	No
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	No
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	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which 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	No
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	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, 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	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	No
c 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	No
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	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e	No
f 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 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a	No
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 and XII is optional 	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	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, Parts II and IV	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? If "Yes," complete Schedule F, Parts III and IV	16	No
17 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	No
18 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 Yes	
19 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	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
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? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
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? <i>If "Yes," complete Schedule J</i>	23		No
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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
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? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
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? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
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)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
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		No
c	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? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . .	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
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		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the 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? <i>If "Yes," complete Schedule R, Part VI</i> . . .	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	18	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c 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.	2a	106
b If at least one is reported on line 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 (see instructions).		2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.		3b	
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 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	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		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	
7 Organizations that may receive deductible contributions under section 170(c).			
a 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	No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	
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.		7d	
e Did the organization 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	No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h	
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	
9 Sponsoring organizations maintaining donor advised funds.			
a Did the organization make any taxable distributions under section 4966?		9a	
b Did the organization make a distribution to a donor, donor advisor, or related person?		9b	
10 Section 501(c)(7) organizations. Enter			
a 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.		10b	
11 Section 501(c)(12) organizations. Enter			
a Gross income from members or shareholders.		11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		13b	
c Enter the amount of reserves on hand.		13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a	No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	12	
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
1b	Enter the number of voting members included in line 1a, above, who are independent	12	
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	No
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	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	8a	Yes
8b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, 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	9	No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
11b	Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	Yes
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	MI
18	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 made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization	KAREN SCHWARZWALDER 353 EAST MICHIGAN KALAMAZOO, MI (269) 345-5595

Part VII

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

Check if Schedule O contains a response to any question in this Part VII

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, 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

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PATRICIA COLES-CHALMERS DIRECTOR	3 00	X						0	0	0
(2) ANN FERGEMANN DIRECTOR	2 00	X						0	0	0
(3) JILLIAN GREEN DIRECTOR	2 00	X						0	0	0
(4) DARLENE HYBELS BOARD TREASURER	3 00	X		X				0	0	0
(5) LISA RODRIGUEZ BOARD SECRETARY	3 00	X		X				0	0	0
(6) LEIGH ANN SAYEN DIRECTOR	2 00	X						0	0	0
(7) NAMITA SHARMA BOARD VICE CHAIR	3 00	X		X				0	0	0
(8) JULIE SULLIVAN DIRECTOR	2 00	X						0	0	0
(9) WENDY VAN PEENAN BOARD CHAIR	5 00	X		X				0	0	0
(10) LUPE VELAZQUEZ DIRECTOR	2 00	X						0	0	0
(11) GAIL GRIFFIN DIRECTOR	2 00	X						0	0	0
(12) JO WOODS DIRECTOR- JAN 2012 TO SEPT 2012	2 00	X						0	0	0
(13) MARGARET PATTON DIRECTOR	2 00	X						0	0	0
(14) LISA PRASHER BOARD TREASURER - THROUGH APRIL 2012	2 00	X		X				0	0	0
(15) JENNIFER A SHOUB CEO - THROUGH OCTOBER 2012	40 00			X				120,539	0	12,850
(16) KAREN SCHWARZWALDER INTERIM CEO - SINCE OCTOBER 2012	40 00			X				20,000	0	0

Part VII

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								140,539	0	12,850

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ►1

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

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. Report compensation for the calendar year ending with or within the organization's tax year.

(A)	(B)	(C)
Name and business address	Description of services	Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►0

Part VIII

Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514		
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a	355,442	1,875,237				
	b	Membership dues	1b	2,975					
	c	Fundraising events	1c	79,375					
	d	Related organizations	1d						
	e	Government grants (contributions)	1e	825,443					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	612,002					
	g	Noncash contributions included in lines 1a-1f \$							
	h	Total. Add lines 1a-1f							
Program Service Revenue			Business Code						
	2a	PROGRAMS/CLASS FEES	624200	149,369	149,369				
	b								
	c								
	d								
	e								
	f	All other program service revenue							
	g	Total. Add lines 2a-2f			149,369				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		118,660			118,660		
	4	Income from investment of tax-exempt bond proceeds . .							
	5	Royalties							
	6a	(i) Real		(ii) Personal	2,494			2,494	
		2,494							
		b Less rental expenses		0					
		c Rental income or (loss)		2,494					
	d	Net rental income or (loss)							
	7a	(i) Securities		(ii) Other	83,916			83,916	
		150,800							
		b Less cost or other basis and sales expenses		66,884					
		c Gain or (loss)		83,916					
	d	Net gain or (loss)							
	8a	Gross income from fundraising events (not including \$ 79,375 of contributions reported on line 1c) See Part IV, line 18 . . .			-23,168			-23,168	
		a		5,967					
		b Less direct expenses		29,135					
	c	Net income or (loss) from fundraising events . .							
	9a	Gross income from gaming activities See Part IV, line 19							
		a							
		b Less direct expenses							
	c	Net income or (loss) from gaming activities . .							
	10a	Gross sales of inventory, less returns and allowances							
a									
b Less cost of goods sold									
c Net income or (loss) from sales of inventory . .									
Miscellaneous Revenue		Business Code							
11a	MISCELLANEOUS	900099	9,759			9,759			
b									
c									
d	All other revenue								
e	Total. Add lines 11a-11d			9,759					
12	Total revenue. See Instructions			2,216,267	149,369	0	191,661		

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).

Check if Schedule O contains a response to any question in this Part IX

Do 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 United States. See Part IV, line 21.				
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.	446,148	446,148		
3	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	153,388	13,339	106,702	33,347
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.	1,208,607	926,549	206,320	75,738
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	38,656	29,707	7,759	1,190
9	Other employee benefits.	222,324	158,503	59,670	4,151
10	Payroll taxes.	111,250	79,138	23,727	8,385
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	39,449	7,262	32,187	
c	Accounting.	72,430	1,550	70,880	
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	31,161	14,169	12,667	4,325
12	Advertising and promotion.	74,286	71,232		3,054
13	Office expenses.	57,825	26,429	14,058	17,338
14	Information technology.				
15	Royalties.				
16	Occupancy.	390,300	281,081	106,219	3,000
17	Travel.	28,090	16,564	10,201	1,325
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.				
20	Interest.				
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	174,923		174,923	
23	Insurance.	32,866	9,482	23,384	
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O):				
a	REPAIRS AND MAINTENANCE	73,163	14,357	51,825	6,981
b	FOOD COSTS	61,804	42,101	1,708	17,995
c	REGIONAL DUES	21,277	1,834	19,443	
d	PROGRAM SUPPLIES	13,261	10,972	675	1,614
e	All other expenses	-492,826	173,065	-585,430	-80,461
25	Total functional expenses. Add lines 1 through 24e.	2,758,382	2,323,482	336,918	97,982
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

Check if Schedule O contains a response to any question in this Part X

☐

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		910,845	1	773,409
	2	Savings and temporary cash investments		845,666	2	777,296
	3	Pledges and grants receivable, net		590,314	3	131,505
	4	Accounts receivable, net		14,187	4	3,249
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other 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) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use		992	8	1,308
	9	Prepaid expenses and deferred charges		42,576	9	86,232
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a8,105,472			
	b	Less accumulated depreciation	10b3,585,052	4,632,487	10c	4,520,420
	11	Investments—publicly traded securities		4,196,653	11	4,804,406
	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		59,309	15	65,408
	16	Total assets. Add lines 1 through 15 (must equal line 34)		11,293,029	16	11,163,233
Liabilities	17	Accounts payable and accrued expenses		127,208	17	209,884
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D			25	
	26	Total liabilities. Add lines 17 through 25		127,208	26	209,884
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		6,809,438	27	6,369,325
	28	Temporarily restricted net assets		2,649,396	28	2,877,037
	29	Permanently restricted net assets		1,706,987	29	1,706,987
	Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		11,165,821	33	10,953,349
	34	Total liabilities and net assets/fund balances		11,293,029	34	11,163,233

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,216,267
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,758,382
3	Revenue less expenses Subtract line 2 from line 1	3	-542,115
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	11,165,821
5	Net unrealized gains (losses) on investments	5	329,643
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	10,953,349

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		Yes	No
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," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
2c	If "Yes," to line 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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	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?	Yes	
3b	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	Yes	

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

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

2012

Open to Public
Inspection

Name of the organization YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF KALAMAZOO MI	Employer identification number 38-1360598
--	--

Part I

Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

1	☐	A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
2	☐	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E)
3	☐	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
4	☐	A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state _____
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	☐	A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7	☐	An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II)
8	☐	A community trust described in section 170(b)(1)(A)(vi) (Complete Part II)
9	☒	An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2). (Complete Part III)
10	☐	An organization organized and operated exclusively to test for public safety See section 509(a)(4).
11	☐	An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h a ☐ Type I b ☐ Type II c ☐ Type III - Functionally integrated d ☐ Type III - Non-functionally integrated
e	☐	By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
f	☐	If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
g	☐	Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons? (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? (ii) A family member of a person described in (i) above? (iii) A 35% controlled entity of a person described in (i) or (ii) above?
h	☐	Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of monetary support
			Yes	No	Yes	No	Yes	No	
Total									

Part II

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						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(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						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7 Amounts 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 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 instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage						
14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))		14				
15 Public support percentage for 2011 Schedule A, Part II, line 14		15				
16a 33 1/3% support test—2012. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						▶
b 33 1/3% support test—2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						▶
17a 10%-facts-and-circumstances test—2012. 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—2011. 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 supported organization						▶
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions						▶

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	4,265,435	2,394,977	2,367,109	2,461,000	1,875,237	13,363,758
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	200,691	240,027	247,709	270,680	149,369	1,108,476
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
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 Total. Add lines 1 through 5	4,466,126	2,635,004	2,614,818	2,731,680	2,024,606	14,472,234
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
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						0
c Add lines 7a and 7b						0
8 Public support (Subtract line 7c from line 6.)						14,472,234

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6	4,466,126	2,635,004	2,614,818	2,731,680	2,024,606	14,472,234
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	68,175	40,566	106,364	132,443	121,154	468,702
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	68,175	40,566	106,364	132,443	121,154	468,702
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.)	1,580	4,768	208	9,352	9,759	25,667
13 Total support. (Add lines 9, 10c, 11, and 12.)	4,535,881	2,680,338	2,721,390	2,873,475	2,155,519	14,966,603
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage			
15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	96.700%	
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	96.840%	

Section D. Computation of Investment Income Percentage			
17	Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17	3 130 %
18	Investment income percentage from 2011 Schedule A, Part III, line 17	18	3 050 %
19a	33 1/3% support tests—2012. 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		☒
b	33 1/3% support tests—2011. 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		☐
20	Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions		☐

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).

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF KALAMAZOO MI

Employer identification number

38-1360598

Part I

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
1	Total number at end of year	
2	Aggregate contributions to (during year)	
3	Aggregate grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes☐ No	

Part II

Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education)☐ Preservation of an historically important land area☐ Protection of natural habitat☐ Preservation of a certified historic structure☐ Preservation of open space

2

Complete lines 2a through 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
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶_____

4

Number of states where property subject to conservation easement is located ▶_____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶_____

7

Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶\$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes☐ No

9

In Part XIII, 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.

1a

If the organization elected, as permitted under SFAS 116 (ASC 958), 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 XIII, the text of the footnote to its financial statements that describes these items

b

If the organization elected, as permitted under SFAS 116 (ASC 958), 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

▶ \$ _____

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a

Revenues included in Form 990, Part VIII, line 1

▶ \$ _____

b

Assets included in Form 990, Part X

▶ \$ _____

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

Cat No 52283D

Schedule D (Form 990) 2012

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other
- 4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No
- b

If "Yes," explain the arrangement in Part XIII and complete the following table

	Amount
1c	
1d	
1e	
1f	
- 2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No
- b

If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

☐

Part V

Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance	4,395,650	3,931,309	3,384,345	2,588,779	581,731
b Contributions		603,680	248,738	705,984	2,000,000
c Net investment earnings, gains, and losses	275,527	-30,373	407,672	160,403	7,048
d Grants or scholarships					
e Other expenditures for facilities and programs	144,058	108,966	109,446	70,821	
f Administrative expenses					
g End of year balance	4,527,119	4,395,650	3,931,309	3,384,345	2,588,779

- 2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a

Board designated or quasi-endowment

13 880 %

b

Permanent endowment

36 510 %

c

Temporarily restricted endowment

49 610 %

The percentages in lines 2a, 2b, and 2c should equal 100%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

3a(i)

Yes

No

(ii) related organizations

3a(ii)

No

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

3b

4

Describe in Part XIII the intended uses of the organization's endowment funds
- Part VI

Land, Buildings, and Equipment. See Form 990, Part X, line 10.
- | Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | 217,104 | | 217,104 |
| b Buildings | | 7,297,207 | 3,111,280 | 4,185,927 |
| c Leasehold improvements | | | | |
| d Equipment | | 347,275 | 270,174 | 77,101 |
| e Other | | 243,886 | 203,598 | 40,288 |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).) | | | | 4,520,420 |
- Schedule D (Form 990) 2012

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return					
1	Total revenue, gains, and other support per audited financial statements			1	2,603,053
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	329,643		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d	28,008		
e	Add lines 2a through 2d			2e	357,651
3	Subtract line 2e from line 1			3	2,245,402
4	Amounts 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			
b	Other (Describe in Part XIII)	4b	-29,135		
c	Add lines 4a and 4b		4c		
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)			5	2,216,267
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return					
1	Total expenses and losses per audited financial statements			1	2,821,152
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d	62,770		
e	Add lines 2a through 2d			2e	62,770
3	Subtract line 2e from line 1			3	2,758,382
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			
b	Other (Describe in Part XIII)	4b			
c	Add lines 4a and 4b		4c		
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)			5	2,758,382

Part XIII Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Identifier	Return Reference	Explanation
DESCRIPTION OF INTENDED USE OF ENDOWMENT FUNDS	PART V, LINE 4	THE ORGANIZATION INTENDS TO USE THE ENDOWMENT FUNDS TO SUPPORT THE VARIOUS PROGRAMS AND OPERATIONS OF THE ORGANIZATION
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X, LINE 2	THE ORGANIZATION IS EXEMPT FROM INCOME TAX UNDER PROVISIONS OF INTERNAL REVENUE CODE SECTION 501(C)(3). ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE ORGANIZATION AND RECOGNIZE A TAX LIABILITY IF THE ORGANIZATION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE IRS OR OTHER APPLICABLE TAXING AUTHORITIES. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE ORGANIZATION AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2012 AND 2011, THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS. MANAGEMENT BELIEVES IT IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS FOR YEARS PRIOR TO 2009.
PART XI, LINE 2D - OTHER ADJUSTMENTS		REVENUE RELATED TO SUPPORTING ORGANIZATION 28,008
PART XI, LINE 4B - OTHER ADJUSTMENTS		FUNDRAISING EXPENSE NETTED AGAINST REVENUE - 29,135
PART XII, LINE 2D - OTHER ADJUSTMENTS		EXPENSES RELATED TO SUPPORTING ORGANIZATION 33,635 FUNDRAISING EXPENSE NETTED AGAINST REVENUE 29,135

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		FULL CIRCLE (event type)	YWCA WOMEN OF ACHIEVEMENT (event type)	(total number)	(add col (a) through col (c))
Revenue	1	Gross receipts	40,125	45,217	85,342
	2	Less Contributions . .	38,505	40,870	79,375
	3	Gross income (line 1 minus line 2)	1,620	4,347	5,967
Direct Expenses	4	Cash prizes			
	5	Noncash prizes . .			
	6	Rent/facility costs . .	3,850		3,850
	7	Food and beverages .	3,730	13,270	17,000
	8	Entertainment			
	9	Other direct expenses .	2,117	6,168	8,285
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶			
	11	Net income summary Combine line 3, column (d), and line 10 ▶			
					(29,135)
					-23,168

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenue	1	Gross revenue			
Direct Expenses	2	Cash prizes			
	3	Non-cash prizes			
	4	Rent/facility costs			
	5	Other direct expenses . . .			
	6	Volunteer labor	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
	7	Direct expense summary Add lines 2 through 5 in column (d) ▶			
	8	Net gaming income summary Combine lines 1 and 7 in column (d) ▶			

9 Enter the state(s) in which the organization operates gaming activities _____

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain _____

Does the organization operate gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity operated in

a The organization's facility	13a	
b An outside facility	13b	

14 Enter 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? ☐ Yes ☐ No

b 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 of the third party

Name 

Address 

16 Gaming manager information

Name 

Gaming manager compensation  \$

Description of services provided 

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

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  \$ _____

Part IV Supplemental Information. Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

Identifier	Return Reference	Explanation
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Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No 1545-0047

2012

Open to Public
Inspection

Name of the organization
YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF KALAMAZOO MI

Employer identification number
38-1360598

Part I General Information on Grants and Assistance

1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

▶

3

Enter total number of other organizations listed in the line 1 table

▶

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a)Type of grant or assistance	(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
(1) RENTERS INSURANCE	3	384	0		
(2) RENT SUPPORT	59	206,156	0		
(3) UTILITY SUPPORT	41	39,321	0		
(4) FURNITURE/SUPPLIES	1	294	0		
(5) CLIENT UNIT MAINTENANCE	18	16,003	0		
(6) CLIENT HOTEL/MOTEL	6	800	0		
(7) CHILD CARE TUITION ASSISTANCE	47	183,190	0		

Part IV

Supplemental Information.

Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	PART I, LINE 2	SCHEDULE I, PART I, LINE 2 DEPENDING ON THE TYPE OF FUNDS AND THE REQUIREMENTS OF THE USE OF FUNDS, PROCEDURES MAY VARY REGARDLESS, EACH APPLICANT FOR ASSISTANCE IS SCREENED ACCORDING TO REQUIRED GUIDELINES, AND DOCUMENTATION EXISTS IN CLIENT FILES REGARDING THAT ELIGIBILITY GRANT FUNDS ARE ALLOCATED ACCORDING TO NEED, AND BASED ON THAT ELIGIBILITY

SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.**
▶ **Attach to Form 990 or 990-EZ.**

OMB No 1545-0047

2012**Open to Public
Inspection**Name of the organization
YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF KALAMAZOO MI**Employer identification number**

38-1360598

Identifier	Return Reference	Explanation
ORGANIZATION MISSION STATEMENT	FORM 990, PART I, LINE 1	THE YWCA OF THE USA, OF WHICH THE YWCA OF KALAMAZOO IS A MEMBER ASSOCIATION, IS THE OLDEST, LARGEST AUTONOMOUS WOMEN'S MEMBERSHIP ORGANIZATION IN THE WORLD ITS MISSION IS YWCA KALAMAZOO IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN, AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL THE YWCA OF KALAMAZOO, THE OLDEST ASSOCIATION IN MICHIGAN, WAS FOUNDED ON NOVEMBER 15TH, 1885 BY IDA STERNS, AND BEGAN AS A RESIDENCE SERVICE PROVIDER TO YOUNG WOMEN WHO GRAVITATED TO THE CITY TO WORK IN ITS FACTORIES TODAY, THE YWCA PROVIDES THE ONLY SHELTER AND COMPREHENSIVE SERVICES SPECIFICALLY DESIGNED AND OPERATING FOR VICTIMS OF DOMESTIC VIOLENCE AND THEIR DEPENDENT CHILDREN, THE ONLY COMPREHENSIVE SERVICES OF OUR KIND FOR ADULT SEXUAL ASSAULT SURVIVORS, INCLUDING MEDICAL FORENSIC EXAMS IN A NON-HOSPITAL SETTING AND SUPPORTIVE VOLUNTEERS AND COUNSELING, ONE OF VERY FEW LICENSED AND NATIONALLY ACCREDITED CHILD CARE CENTERS THAT BOTH OFFERS SCHOLARSHIPS AND ACCEPTS GOVERNMENT SUBSIDIES AND PROVIDES SERVICES TO HOMELSS, TRANSIENT AND PRECARIOUSLY HOUSED CHILDREN AS WELL AS FEE BASED SERVICES, A UNIQUE AND VOLUNTEER-INTENSIVE MENTORING PROGRAM FOR ADULT AND TEEN WOMEN SEEKING ECONOMIC SELF SUFFICIENCY, SERVICES TO THE COMMUNITY AT LARGE FOCUSING ON RACIAL JUSTICE

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 11	THE 990 WAS PREPARED BEGINNING WITH A QUESTIONNAIRE AND SCHEDULES PROVIDED BY OUR AUDITOR. THE DIRECTOR OF FINANCE AND THE CEO JOINTLY ANSWERED THE QUESTIONS AND PREPARED AND/OR REVIEWED THE SCHEDULES. THE BOARD OF DIRECTORS REVIEWED THE 990 AT A REGULARLY SCHEDULED BOARD MEETING, HELD ON APRIL 29, 2013.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	THE CEO RECEIVES COMPLETED QUESTIONNAIRES FROM THE BOARD AND KEY EMPLOYEES, AND REVIEWS THEM FOR DISCLOSURES OF CONFLICT SHOULD THERE BE A CONFLICT DISCLOSED, THE CEO REVIEWS THESE EITHER WITH THE BOARD CHAIR, OR IF THE CONFLICT INVOLVES THE CHAIR, WITH THE BOARD TREASURER THE BYLAWS OF THE ORGANIZATION OUTLINE THE PROCESS, AND IT IS PROVIDED, HEREIN SECTION 6 CONFLICT OF INTEREST "CONFLICT OF INTEREST" MAY INCLUDE FINANCIAL INTERESTS, OPPORTUNITIES FOR PERSONAL GAIN AND OTHER MATTERS OF SELF-INTEREST IN CONNECTION WITH ANY ACTUAL OR POSSIBLE CONFLICT OF INTEREST, AN INTERESTED PERSON WHO HAS A DIRECT OR INDIRECT INTEREST MUST DISCLOSE THE EXISTENCE OF THE INTEREST AND BE GIVEN THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE DIRECTORS AND MEMBERS OF COMMITTEES CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT AN INQUIRY AS TO THE EXISTENCE OF AN ACTUAL OR POSSIBLE CONFLICT OF INTEREST MAY BE REQUESTED BY ANY DIRECTOR OR COMMITTEE MEMBER WITH KNOWLEDGE OF THE CIRCUMSTANCES AND THE INTERESTED PERSON MAY BE ASKED TO GIVE MATERIAL FACTS TO THE DIRECTORS OR MEMBERS OF A COMMITTEE CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT OR MATTER AFTER DISCLOSURE OF THE INTEREST AND ALL MATERIAL FACTS, AND AFTER ANY DISCUSSION WITH THE INTERESTED PERSON, SHE/HE SHALL LEAVE THE BOARD OR COMMITTEE MEETING WHILE THE DETERMINATION OF A CONFLICT OF INTEREST IS DISCUSSED AND VOTED UPON THE REMAINING BOARD OR COMMITTEE MEMBERS SHALL DECIDE IF A CONFLICT OF INTEREST EXISTS AN INTERESTED PERSON MAY MAKE A PRESENTATION, AT THE BOARD'S OR COMMITTEE'S DISCRETION, AT THE BOARD OR COMMITTEE MEETING, BUT AFTER THE PRESENTATION, SHALL LEAVE THE MEETING DURING THE DISCUSSION OF, AND THE VOTE ON, THE TRANSACTION OR ARRANGEMENT INVOLVING THE POSSIBLE CONFLICT OF INTEREST THE CHAIR SHALL, IF APPROPRIATE, APPOINT A DISINTERESTED PERSON OR COMMITTEE TO INVESTIGATE ALTERNATIVES TO THE PROPOSED TRANSACTION OR ARRANGEMENT AFTER EXERCISING DUE DILIGENCE, THE BOARD OR COMMITTEE SHALL DETERMINE WHETHER THE ASSOCIATION CAN OBTAIN WITH REASONABLE EFFORTS A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT FROM A PERSON OR ENTITY THAT WOULD NOT GIVE RISE TO A CONFLICT OF INTEREST IF A MORE ADVANTAGEOUS TRANSACTION OR ARRANGEMENT IS NOT REASONABLY POSSIBLE UNDER THE CIRCUMSTANCES NOT PRODUCING A CONFLICT OF INTEREST, THE BOARD OR COMMITTEE SHALL DETERMINE BY A MAJORITY VOTE OF THE DISINTERESTED DIRECTORS WHETHER THE TRANSACTION OR ARRANGEMENT IS IN THE ASSOCIATION'S BEST INTEREST, FOR ITS OWN BENEFIT, AND WHETHER IT IS FAIR AND REASONABLE IN CONFORMITY WITH THE ABOVE DETERMINATION, IT SHALL MAKE ITS DECISION AS TO WHETHER TO ENTER INTO THE TRANSACTION OR ARRANGEMENT "INTERESTED PERSON" IS A DIRECTOR OR COMMITTEE MEMBER OR CHIEF EXECUTIVE OFFICER RELATIONSHIPS THAT GIVE RISE TO A POSSIBLE CONFLICT OF INTEREST INCLUDE THE INTERESTED PERSON'S IMMEDIATE FAMILY OR PARTNER OR AN ORGANIZATION IN WHICH AN INTERESTED PERSON IS SERVING AS OFFICER, TRUSTEE, PARTNER, EMPLOYEE, OR INDEPENDENT CONTRACTOR FAILURE TO DISCLOSE FULLY THE NATURE OF ANY POTENTIAL CONFLICT OF INTEREST MAY BE CAUSE FOR IMMEDIATE REMOVAL FROM THE BOARD OF DIRECTORS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15	FOR THE CEO, REGARDING PARITY WAGE INCREASE CONSIDERATION, THE BOARD OF DIRECTORS REVIEWS INFORMATION REGARDING COMPARABILITY WITHIN THE GEOGRAPHIC AND YWCA (COMPARABLE ASSOCIATIONS THROUGHOUT THE NATION) WHICH IS PREPARED INDEPENDENTLY BY THE DIRECTOR OF OPERATIONS OF THE ORGANIZATION (NOTE: NO PARITY INCREASE FOR THE CEO WAS RECOMMENDED IN 2011) REGARDING MERIT WAGE INCREASE CONSIDERATION, THE BOARD OF DIRECTORS REVIEWS INFORMATION REGARDING THE CEO'S ADVANCEMENT OF THE ASSOCIATION AS OUTLINED BY THE BOARD'S POLICIES ON ORGANIZATIONAL AIMS/ENDS, AND COMPLIANCE WITH BOARD POLICIES ON EXECUTIVE LIMITATIONS. THIS PROCESS IS UNDERTAKEN BY A FULL BOARD EVALUATION OF THE CEO, BASED ON ONGOING MONITORING OF THE ASSOCIATION'S/CEO'S PERFORMANCE, AND CULMINATES IN A WRITTEN ANNUAL EVALUATION. THE OFFICERS OF THE BOARD COMPILE THE EVALUATION INFORMATION, AND PRESENT IT TO THE CEO. THE BOARD CONSIDERS ANY RECOMMENDATION BY THE DIRECTOR OF OPERATIONS REGARDING ANY PARITY INCREASE, AND DETERMINES AS A FULL BODY WHETHER OR NOT A MERIT INCREASE WILL BE CONSIDERED, BASED ON THE RESULTS OF THE EVALUATION. THIS PROCESS OF CONSIDERATION FOR COMPENSATION IS DONE IN EXECUTIVE SESSION, WITHOUT THE CEO PRESENT, HOWEVER ANY ACTION TAKEN IS TAKEN IN OPEN, GENERAL SESSION AND DOCUMENTED IN THE ASSOCIATION'S MINUTES CONTEMPORANEOUSLY. FOR OTHER BOARD OFFICERS OR KEY EMPLOYEES, IT SHOULD BE NOTED THAT THERE IS NO COMPENSATION FOR OTHER BOARD OFFICERS OR BOARD MEMBERS. OTHER KEY EMPLOYEES (REGARDLESS OF THEIR INCLUSION IN THE IRS DEFINITION) INCLUDE ADMINISTRATIVE DIRECTORS (CHIEF PROGRAM OFFICER, DIRECTOR OF DEVELOPMENT, DIRECTOR OF FINANCE AND DIRECTOR OF OPERATIONS). THEIR COMPENSATION IS DETERMINED BY THE CEO FOLLOWING REVIEW OF COMPARABILITY DATA, AND DETERMINATIONS ARE MADE WITHIN THE ASSOCIATION'S PROCESS FOR DETERMINING PARITY AND/OR MERIT INCREASES, ANNUALLY AND WITHIN THE ASSOCIATION'S EVALUATION PROCESS THAT INCLUDES ALL EMPLOYEES. THE MOST RECENT YEAR THIS PROCESS WAS UNDERTAKEN WAS 2012.

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	THE ASSOCIATION HAS A POLICY OF MAKING SUCH DOCUMENTS AVAILABLE TO THE PUBLIC UPON REQUEST, AND REQUIRES EITHER ONSITE REVIEW AND/OR WITH REASONBLE COPYING COSTS INCURRED BY THE REQUESTING REVIEWER

Identifier	Return Reference	Explanation
	FORM 990, PART XII, LINE 2C	THE ORGANIZATION HAS A COMMITTEE THAT ASSUMES RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNT THE COMMITTEE'S OVERSIGHT AND SELECTION PROCESS HAS NOT CHANGED DURING THE CURRENT YEAR

Identifier	Return Reference	Explanation
	RELATED ORGANIZATION HOURS	JENNIFER SHOUB AND KAREN SCHWARZWALDER EACH WORKED AN AVERAGE OF AT LEAST 0 25 HOURS PER WEEK AT A RELATED ORGANIZATION

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF KALAMAZOO MI

Employer identification number

38-1360598

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.)					
(a) Name, address, and EIN (if applicable) 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 Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) YWCA OF KALAMAZOO NON PROFIT HOUSING CORPORATION 353 EAST MICHIGAN AVE KALAMAZOO, MI 49007 27-0229331	PERMANENT SUPPORTIVE HOUSING INIATIVE PROJECT	MI	501(C)(3)	LINE 7	YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF KALAMAZOO	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35b, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

Yes

No

1a

No

1b

No

1c

No

1d

No

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

Yes

1l

No

1m

No

1n

Yes

1o

Yes

1p

No

1q

No

1r

No

1s

No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of other organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Schedule R (Form 990) 2012

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.

[illegible]

Part VII **Supplemental Information**

Complete this part to provide additional information for responses to questions on Schedule R (see instructions)

Identifier	Return Reference	Explanation
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Software ID:
Software Version:
EIN: 38-1360598
Name: YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF KALAMAZOO MI