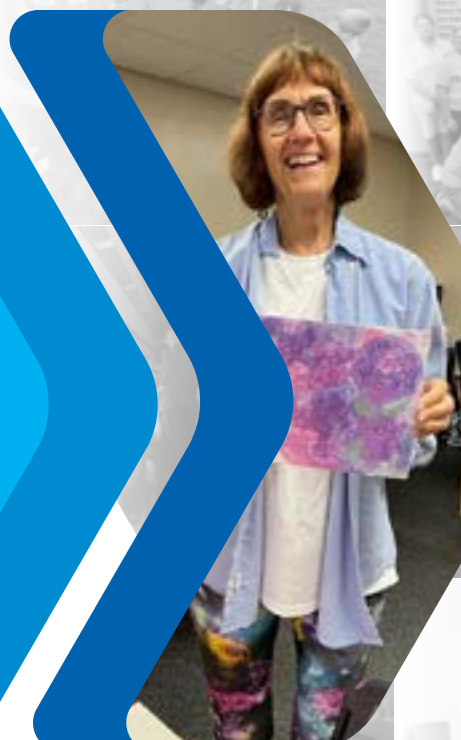




FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY



2023 ANNUAL REPORT

YMCA OF THE FOX CITIES

Dear YMCA Friends and Community Members,

It is with great pleasure that we share with you the remarkable achievements and strides we have made over the past year. Our YMCA has demonstrated resilience, innovation and an unwavering commitment to our mission, ensuring we continue to serve as a cornerstone of support and development in our community.

This past year, we experienced significant growth in membership and successfully expanded our ForeverWell program, which promotes wellness and active living for our senior members. We served over 1,350 individuals through our high-quality early learning and childcare programs and supported another 2,000 youth through our 37 before- and after-school sites, preparing our young people for future success. Our YMCA provided over \$5.6 million in community benefits through membership and program subsidies, ensuring that our services remain accessible to all members of our community. These accomplishments underscore our dedication to fostering a healthier, more connected community.

Our financial health remains robust, enabling us to reinvest in our community through these essential programs and services. We are excited about our future as outlined in our Vision 2030 ONE MISSION, ONE VISION Strategic Plan, which aims to support youth and families, improve the holistic well-being of all individuals, and ensure we align our resources to best address our community’s most pressing needs. We invite you to learn more about the Y’s strategic plan by visiting ymcafoxcities.org/strategicplan. These initiatives not only enhance the quality of life for our members but also strengthen the fabric of our community.

Thank you to our dedicated staff, volunteers, donors, and partners for your continued support. Together, we are making a lasting impact and paving the way for a brighter future for the Fox Cities.

With gratitude and enthusiasm,

Andy Rossmeissl

Andy Rossmeissl
Chief Volunteer Officer & Board Chair

Bret Salscheider

Bret Salscheider
President & CEO



ANDY ROSSMEISSL
Cheif Volunteer Officer, Board of Directors
YMCA of the Fox Cities



BRET SALSCHIEDER
President and CEO
YMCA of the Fox Cities

WORKING>>>
AS ONE>>>
FOR ALL>>>



Provided in community benefit and direct financial assistance for membership, childcare and program subsidies.



In contributions to the Y from United Way Fox Cities, donors and foundations.



Individuals were served on average each month through our Membership For All assistance program.



1,358
Infants to preschoolers were provided care though early childhood programs and quality childcare.



1,946
Students have supervised care and educational support during the school day and out of school time to assist with learning.



2,837
Toddlers through teens had a great summer at Y Day Camps, Specialty Camps and Camp Nan A Bo Sho making new friends and learning new skills.



5,218
Y Members accessed over 3,000 hours of on demand and live content through YMCA360.



8,592
Individuals state-wide participated in our Corporate Membership program, a partnership that helps employees achieve vitality while increasing employee retention and work performance for companies.



4,100
People participated in Y-hosted events and programs that provided health and wellness opportunities to enhance their quality of life and reach their wellness goals.



6,939
Seniors reconnected with the Y to participate in new programs and improve their overall well-being.

136 YEARS OF SERVICE
Infusing the mission of the YMCA in our community.

6 BRANCHES
Serving 21 communities throughout Northeast Wisconsin.

4 CHILDCARE CENTERS
Largest childcare provider in the Fox Cities. Serving 1,000 children daily.

1 OVERNIGHT CAMP NAN A BO SHO
Camp Nan A Bo Sho serves more than 600 youth in Traditional Camp Programs Family Programs Leadership Programs Wilderness Trips

48,327 MEMBERS
Over 15,000 Youth Members Under Age 19.

12,284 PROGRAM PARTICIPANTS
Connecting to the Y from all ages and backgrounds.

1,289 VOLUNTEERS
Governance Programs Special Events Youth Sports

370 COMMUNITY COLLABORATIONS
Joining forces with schools, government, faith-based organizations, businesses and others, to strengthen our community.

ACCESSIBLE TO ALL
CREATING OPPORTUNITIES
HEALTHY EMPOWERED LOVE
LIVING INTEGRITY BALANCE
HERE SUPPORTIVE SAFE
FOR FRIENDSHIPS
GOOD FORWARD CONNECTION
THINKING INCLUSIVE
LEADERSHIP A PLACE VALUE
FAMILY FOR ALL DISCOVER
CONNECT WITH ALL
ANTI-RACIST HOLISTIC RESOURCEFUL
EQUITABILITY APPRECIATIVE
TRANSFORMATIVE A BETTER
PASSION POSITIVE FUTURE
PERCEPTIVE
ENDLESS POSSIBILITIES HOME
YMCA OF SAN FRANCISCO

MAKING A DIFFERENCE IN PEOPLE'S LIVES



KATIE, IZZY & JJ



WELLNESS DIRECTOR, NEENAH-MENASHA YMCA

"As the Wellness Director at the Neenah-Menasha YMCA, I've had the privilege of being part of this incredible community for over 13 years. Working at the YMCA isn't just a job for me—it's a calling, and I believe so strongly in the mission of the YMCA.

What drew me to the YMCA initially—and what has kept me here for over a decade—is the opportunity to make a real difference in people's lives. Every day, I have the privilege of helping individuals with their exercise routines, nutrition plans and advanced health coaching. There's nothing quite like the feeling of seeing someone achieve their goals and knowing that I played a part in their success.

But it's not just about the individual victories; it's about the sense of community that permeates every aspect of the YMCA. I love walking into the gym and seeing the smiling faces of our members, knowing that we're all here to support each other on our wellness journeys. The relationships I've built here are incredibly meaningful to me, and they're what drive me to do my best work every day.

One of the things I'm most grateful for is the support the YMCA has provided to my family. As a single mom, being able to bring my kids to work with me when needed has been a lifesaver. They've grown up here, participating in sports, classes and programs that have enriched their lives in countless ways. Both of my children got their start with volleyball at the YMCA, and I'll always be grateful for the role this organization has played in shaping their childhoods.

The YMCA isn't just a place where I work—it's a second home for me and my family. It's where I've found purpose, fulfillment and a true sense of belonging. I'm proud to be a part of an organization that's making a difference in the lives of so many people in our community, and I look forward to continuing to serve alongside my YMCA family for years to come."



ALYVIA & BECKY

YMCA MEMBER



“My journey with the YMCA started when things were tough. I was dealing with being bigger and facing bullies at school. It was rough. But then, during a checkup with my doctor, she suggested the YMCA. She said they had cool stuff and personal trainers that could help me out. So, my family and I decided to give it a shot.

When I first walked into the YMCA, I was nervous. I didn’t really know how to work out or anything like that. But then, I met Becky, my personal trainer. She was super cool and took things slow with me. That made a big difference. With her help, I started feeling more comfortable and confident.

Working with Becky, I’ve seen some awesome changes. Stuff that I thought I couldn’t do, like push-ups, I’m totally doing now! It’s crazy to see how much progress I’ve made. And it’s not just about getting stronger physically; I feel stronger on the inside too.

Going to the YMCA isn’t just about exercising. It’s about feeling motivated and believing in myself. The YMCA has become a place where I can push myself and achieve things I never thought I could. I’m thankful for the YMCA for helping me find my strength and confidence. It’s made a big difference in my life.”



LORY & MICKEY

YMCA MEMBERS



“My journey with the YMCA stretches back to 1997. Back then, I mostly stuck to walking the track and taking deep water swims for a good ten years, and my husband often joined me. But life takes its turns, and he passed away in 2019. Still, I continued, finding solace and purpose in my daily visits.

My daughter Mickey joined the Y in 2017 when she participated in the **LIVESTRONG** program. Mickey recalls, “I remember hearing about the **LIVESTRONG** program after my own battle with cancer in ‘09. Work kept me busy, but once I retired, I made it a point to return to the Y. I even convinced my husband to join me, and later on, I encouraged my mother-in-law and sister-in-law to join, too. From then on, it became a regular part of our lives.”

These days, Lory’s routine involves a bit of time upstairs, using the machines for about 45 minutes, followed by an hour in the pool. “We’re not exactly swimming champions, but we’re moving, and that’s what counts. It’s comfortable, and it’s the friendships that keep me coming back.

Over the years, I’ve seen friendships blossom within these walls. Some faces change, but others, like my friend Alice, remain constant, it’s the camaraderie that makes each visit special.”

Recently, Mickey had major back surgery that slowed her down for a bit. “I was able to use YMCA360 to keep up with my stretches at home, easing myself back into my routine when I returned. It’s kept me mobile, and I’m grateful for the support of my Y community.”

“There’s something about the Y that gets me up in the morning, eager to start my day. It’s become a vital part of my life, and I feel fortunate to be here, surrounded by friends and supported on my journey to wellness,” said Lory.

ANNUAL CAMPAIGN DONORS

As a charitable organization, the Y received **\$2.25million** in contributions from United Way Fox Cities, donors and foundations including The Community Foundation for the Fox Valley Region. These generous contributions allowed us to provide direct financial assistance through our **Membership for All** program and fulfill our mission to put Christian principles into practice by promoting youth, adult and family activities that build a healthy spirit, mind and body for all.

The YMCA of the Fox Cities greatly appreciates this support, and we appreciate YOUR support.

When you give to the YMCA of the Fox Cities, your generosity reaches children, families and seniors throughout our service area.



\$500+

3M

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The YMCA of the Fox Cities’ Heritage Club members are friends of the Y who are committed to preserving the heritage of the Y for years to come. Through their generous contributions, these people have given the Y the means to maintain long-term financial stability, which ensures that our programs, traditions and mission will continue for future generations.

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In Memory of Billie D. & Ellen J. White
Tom & Andrea* Tatlock
Courtney Ter Horst
Scott & GERALYN Theune
Roland* & Judith Tonnell
Joe & Ann Toonen
Paul & Nina Trigg
Steve & Peri Tyink
Dick & Ginger Uehling
Ron & Janet Van De Hey
Jerry* & Virginia* Van Hoof
Louis* & Maxine* Vanevenhoven
James* & Wanda* Veum
Clifford* & Kip* Vincent
Keith & Janet Voss
Sara Walgenbach
Michael & Nikol Waters
Jim & Bonnie Webb, Jr.
Marcia Weinert
Jim & Margie* Weiss
Thomas & Niki Wendt
Watson* & Gail Whiteside
Roy Wittwer*
Julia & Jed Wohlt
Tom & Jean Wollerman
John* & Helen* Wollwage
Dave Wuestenberg
Bret* & Barb Younger-Krueger
John & Joanne Zimmerman
Tim & Jane Zuck

*Indicates the person is deceased

CREATING A MEANINGFUL LEGACY



PAT, ETHAN, PATRICK, LUKE & LISA
Heritage Club Members

Our family has experienced so many benefits over the years as lifelong YMCA members. It has been a place for learning and growing, childcare, workouts and classes, friendships, swimming, and so much more. As we started to think about estate planning and legacy giving, becoming part of the Y Heritage Club was an easy decision. We are excited to be able to give back and want to teach the importance of philanthropy to our adult children. We hope to make a positive impact for future generations of Y members and strengthen our community in any way we can.

ANNUAL GOLF OUTING

The YMCA of the Fox Cities’ annual golf outing is a cherished tradition and a highlight event in the Fox Valley! Golfers spend the day enjoying a round of golf at North Short Golf Club, savoring delicious food and drinks provided by local vendors throughout the day. The event culminates with awards and a live auction. This year, we are proud to announce that the event raised \$208,139, thanks to the generous support of our community.

2023 Golf Outing Sponsors

- All Seasons Lawn & Snow Services

Amusement Devices Inc

Ansay & Associates

Baker Tilly Virchow Krause, LLP

Bank First

BMO Harris Bank

Dennis & Laurie Butz

Capital Credit Union

Carrico Aquatic Resources Inc.

Chick-Fil-A

Community Blood Center

First Business Bank

Fox Communities Credit Union
- Fox River Vending

Galloway Company

Great Northern Corporation

Gries Architectural Group, Inc

Dan & Mame Heaney

Heartland Business Systems

Herrling Clark Law Firm Ltd.

Hoffman Planning, Design & Construction

Horicon Bank

Chris and Jeanne Hugo

Jewelers Mutual Insurance Company
- Johnson Health Tech Co., Ltd/Matrix Fitness

Keller Structures, Inc.

Legacy Private Trust Company

McClone

McMahon Associates, Inc.

Michiels Catering

Millennium Construction

Miron Construction Company

Morton LTC

Nurses PRN

Plexus Corporation

Progressive Converting
- Robert W. Baird & Co.

Schneider National Inc.

SECURA Insurance Companies

Spectrum Insurance Group

Tomsons of Appleton

UnitedHealthcare

Valley Management, Inc.

Valley Sealcoat, Inc.

Wisconsin Distributors

Wisconsin Timber Rattlers

Wroblewski Law

Zuppa’s Market, Cafe & Catering



ANNUAL CHRISTMAS CONCERT

The YMCA of the Fox Cities’ annual Christmas Concert, “For Kids From 1 to 92,” is a beloved holiday tradition that brings the community together for a festive musical experience. Featuring the band STEEM, along with Steve March-Tormé and Vic Ferrari’s Michael Bailey, and a special appearance by Neenah High School’s “Touch of Class” strings group, this concert is a treat for all ages. In 2023, we hosted both a matinee and an evening show at the Fox Cities Performing Arts Center. Community members eagerly purchased tickets to enjoy this spectacular event. This year, we are thrilled to share that the concert raised \$127,654, thanks to the enthusiastic participation and support of our community.

2023 Christmas Concert Sponsors

- August Winter & Sons

Baker Tilly Virchow Krause, LLP

Gary & Amy Cebulski

Community First Credit Union

Corcoran Glass & Paint Inc.

Dan & Mame Heaney

Di Renzo and Bomier

Faith Technologies, Inc.
- First Business Bank

Fox Communities Credit Union

Gunderson Uniform & Linen

Heid Family Foundation

Pete Hietpas

Chris & Jeanne Hugo

Lamers Foundation Inc.

Legacy Private Trust Company
- Debra Michiels

Miron Construction Company

Bill & Natalie Raaths

ROCK I LLC

Schneider National Inc.

Thrivent Financial

U.S. Venture/Schmidt Family Foundation



CORPORATE BOARD OF DIRECTORS

2022-2025
YMCA OF THE FOX CITIES

ANDY ROSSMEISSL, Chief Volunteer Officer
Herrling Clark Law Firm

KRIS HACKBARTH-HORN, Vice Chair
Fox Communities Credit Union

DEAN BASTEN, Secretary
Miron Construction

TOM MANGOLD, Treasurer
US Bank

LAURIE BUTZ, Past Chair
Capital Credit Union

DR. NIKKI BRADY
UnitedHealthCare

BETH BURNS
Fox Valley Technical College

SARAH DENCKER
Network Health

MARISSA DOWNS
Mosaic Property Ventures

DAN EVENSEN
Associated Bank

BRIAN FLANAGAN
Thrivent Financial

JOHN GRIESBACH
Diamond H2O
Fox West YMCA Board Chair

SARA GUNDERSON
The Gunderson Group

JOHN HAGINS
Community Blood Center

RICK HEARDEN
First Business Bank

DEAN HUNT
Bayland Buildings, Inc
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BOB HUSS
U.S. Venture

LISA JERMAIN
Community Volunteer
Apple Creek YMCA Board Chair

KRISTY KOLPACK
Baker Tilly Virchow Krause, LLP
Heart of the Valley YMCA Board Chair

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BMO Harris Bank

TOM MANGOLD
US Bank

DIANE ROUNDY
Truity Partners

DAVID SAVIDES
R.W. Baird & Company

DR. MICHAL SLOVICK
Ascension

SAM STATZ
Hoffman Planning, Design & Con-
struction, Inc.

SCOTT STEINFORT
Community First Credit Union

SCOTT THUNE
Plexus Corporation

RYAN THOMPSON
Appleton Business Consulting LLC

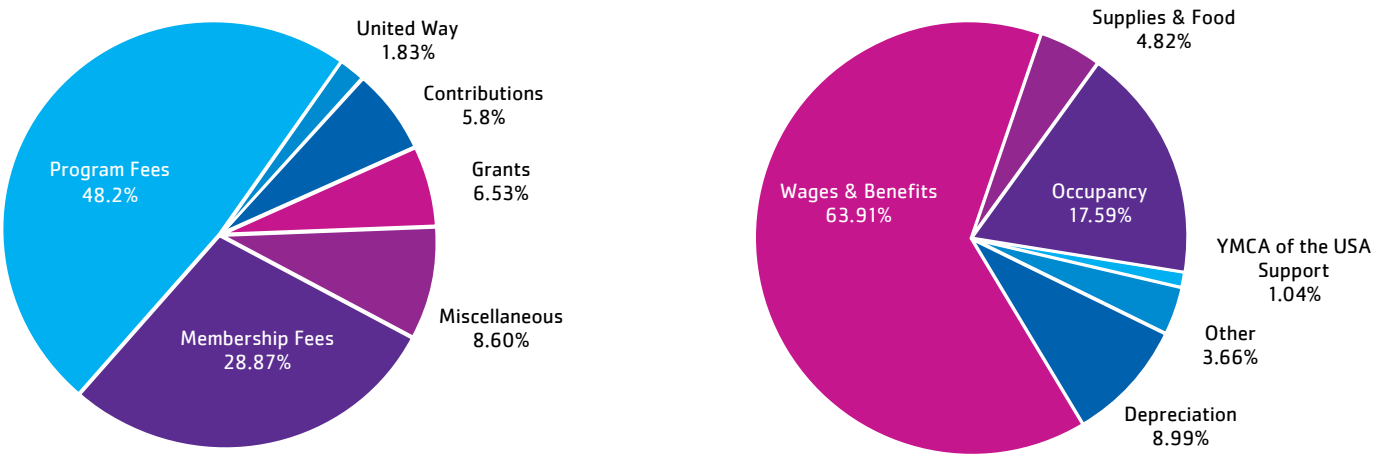
CHRIS VANDER HEYDEN
Menasha Joint School District
Neenah-Menasha YMCA Board Chair

CHRIS WISE
The C12 Group



2023 ALL BOARD SUMMIT

FINANCIAL REPORT



STATEMENT OF ACTIVITIES

REVENUE

Membership Fees	\$9,408,638
Program Fees	\$15,739,647
United Way	\$596,376
Grants	\$2,128,414
Contributions	\$1,915,745
Miscellaneous	\$2,804,446
Total Revenue	\$32,593,266

OPERATING COSTS

Wages & Benefits	\$20,971,332
Supplies and Food	\$1,580,144
Occupancy	\$5,770,618
YMCA of the USA Support	\$342,598
Other	\$1,201,425
Depreciation	\$2,948,974
Total Expenses	\$32,815,091

**Increase (Decrease)
in Net Assets*** **(\$221,825)**

STATEMENT OF FINANCIAL POSITION

Cash & Short Term Investments	\$6,060,177
Accounts Receivable	\$1,194,269
Prepaid Expenses & Other Assets	\$261,652
Right of Use Assets	\$99,479
Land, Building, and Equipment	\$49,531,109
Investments	\$14,056,925

Total Assets **\$71,203,611**

Accounts Payable	\$696,205
Accrued Liabilities	\$661,205
Lease Liability	\$99,479
Deferred Revenue	\$1,033,573
Long-Term Debt	\$6,546,511

Total Liabilities **\$9,036,97**

Net Assets Without Donor Restriction	\$57,396,964
Net Assets With Donor Restriction	\$4,769,674

Total Net Assets **\$62,166,638**

Total Liabilities & Net Assets **\$71,203,611**

* Audited as of December 31, 2023



YMCA OF THE FOX CITIES

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