DISRUPTING THE CYCLE
The mission of the YMCA of Metro Chicago is to develop strong children, families and communities across Metropolitan Chicago through academic readiness, character development, violence prevention, and fitness and healthy living.

Thank you for helping kids and families reach their full potential.
From left to right) Peter McNitt, Chairman of the YMCA of Metropolitan Chicago’s Board of Managers (2012-2016), Richard Malone, President and CEO of the YMCA of Metro Chicago, and Greg Nickele, Chairman of the Board of Managers (2017-present)
In 2016, the YMCA of Metropolitan Chicago strengthened its impact on children, individuals and families across the region through programming that is both innovative and firmly grounded in evidence-based research. We’re grateful to our many partners, supporters, and community leaders whose commitment plays an important role in delivering our mission, despite challenges posed by state and local budget issues.

In this report, we share a new, innovative anti-bias curriculum for our youngest learners that encourages respect for each person’s differences and promotes safe, supportive professional learning communities for their teachers. We also highlight the talented people behind our Youth Safety and Violence Prevention programs, who provide the resources and support that families in underserved communities need to achieve their full potential. You’ll also read an inspiring story of a member who recovered from a stroke with help from his local Y, and who is now giving back to the community.

Last year also paved the way for the beginning of a new era in Board leadership. Peter McNitt, who has served on the Board of Managers for 13 years, completed his tenure as chairman. Greg Nickele has stepped up as the new chairman, bringing more than 10 years of experience on the Board.

As we reflect on our successes and look forward to the years ahead, we are reminded that these accomplishments are made possible because of the commitment and philanthropic investments of community members like you. Thank you for playing an important role in delivering our lifesaving mission every day.

Richard H. Malone
President and CEO

Peter B. McNitt
Chairman of the Board
2012-2016

Greg Nickele
Chairman of the Board
Present
OUR REACH

PROGRAM PARTICIPANTS

58,882 TOTAL PARTICIPANTS
14,466 ADULTS
44,416 CHILDREN & YOUTH

PROGRAM HIGHLIGHTS

432 STEM PROGRAMS
3,392 BEFORE AND AFTERSCHOOL PROGRAMS
7,202 YOUTH SWIM LESSONS
8,320 YOUTH SPORTS
1,048 FEDERALLY-FUNDED FOOD PROGRAMS
MEMBERS

187,700 INDIVIDUALS
126,339 ADULTS
61,361 CHILDREN & YOUTH

CAMPS

38,555 TOTAL CAMPERS
2,299 IN DAY CAMP
36,256 IN RESIDENT CAMPS

AFFORDABLE HOUSING

950 INDIVIDUALS SERVED
497 SINGLE ROOM OCCUPANCY
453 SENIOR HOUSING
NEW ANTI-BIAS CURRICULUM ENCOURAGES YOUNG CHILDREN TO RESPECT AND EMBRACE DIFFERENCES

For decades the YMCA of Metro Chicago has been at the forefront of best practices in early childhood education. In 2016 a new anti-bias curriculum was introduced to the Y’s 10 early learning sites in Chicago.

The curriculum, which currently impacts 400 children and their families, empowers Y educators to cultivate a classroom culture and climate based on anti-bias principles and teach related instructional content. Staff meet twice monthly in peer groups to explore anti-bias concepts related to cultural and racial identity, class, family structure, and ability. Teachers then apply the concepts in their classrooms and bring their experiences back to the group for discussion and feedback.

The goal is to provide teachers with the tools to move beyond surface-level awareness in their teaching, such as appreciating foods and other cultural artifacts, and toward true anti-bias “literacy” — cultural competency and social justice mindsets that can be applied to any cultural context.

An anti-bias literacy program for pre-K children is completely new. “It doesn’t exist elsewhere,” says Allen Rosales, Senior Early Childhood Advisor at the Y. The program is set to expand to the suburban Ys for the 2017-2018 school year, and, ultimately, to be a model for other organizations to learn from and replicate.

Is it too much for these young children? On the contrary. Juan Jacinto, a master early education teacher at the Rauner Family Y, has seen growth in his students — and himself. “It was challenging at first,” he says, “but the kids seemed to grasp most of the concepts, and we hear them talk to each other and be advocates for each other . . . And they also teach us a lot about our beliefs and our biases that we carry into the classroom.”

The anti-bias curriculum is possible in part thanks to a $1.5 million grant from the Robert R. McCormick Foundation, which also helps fund the early childhood educator professional learning communities.

The curriculum also provides a framework for teaching literary elements using age-appropriate books and activities. Every two months students create their own storybook based on what they’ve learned.

I dreamed a world where all kids could live in peace. The world would be good and the people could take care of it. No kids would die from guns and when they grow up there could be no wars, fighting, gangs, homeless, hungry, segregation and racism.

What world do you Dream of?
“The kids seemed to grasp most of the concepts, and we hear them talk to each other and be advocates for each other.”

-Juan Jacinto
The YMCA of Metro Chicago’s Youth Safety and Violence Prevention initiative (YSVP) has garnered national attention since its inception in 2013. YSVP’s unique approach can be summed up in its unofficial motto: healing is prevention. YSVP programs seek to end violence by helping young men and women recover from trauma they experience in their communities.

Through a trauma-informed lens, harmful behavior is a response to past or present traumatic experiences. YSVP programs seek to replace violent behavior and other harmful coping mechanisms with healthier adaptive skills while also rekindling young people’s hope and self-efficacy.

Empathy is key. YSVP programs use peace circle practices, which include a regular check-in where staff and participants briefly tell the group how they are feeling at the moment. The check-in gives youth the chance to air feelings or concerns while allowing all present to gauge the pulse in the room, thus ensuring subsequent activities remain safe and supportive.

The YSVP curriculum is designed to remind youth that they are good, that their lives have value, and that their life experiences have given them insight and expertise. “For people who have experienced a lot of trauma this is not something they’re often told or that they think of themselves,” says Emalee Pearson, Urban Warriors program director.

The University of Chicago’s School of Social Service Administration (SSA) has been a valuable partner, contributing resources and expertise to program development and evaluation from the start.

“One thing that I think is so powerful about YSVP and people that work here is that we don’t turn our back on those young people who often need the services and support the most.”
YSVP leaders don’t give up on anyone. Grant Buhr, former YSVP operations director, recounts a story of one young man who was unable to work in group settings because he was so frequently triggered by others. YSVP staff removed him from group activities, working with him instead one-on-one to find counseling around the issues that he thought were driving his behavior. While he may not participate in youth activities and meetings, he has been able to remain connected to the Y community by appearing as a speaker at events. “He has a lot of gratitude for the Y, that we didn’t turn our back on him,” says Urban Warriors program director Emalee Pearson.

According to Meg Helder, senior director of program operations, YSVP is the only known voluntary violence cessation program for youth with this level of trauma. Other programs that address this youth population do so through mandated participation, for example as part of a criminal justice consequence. YSVP programs are ahead of the curve for pushing the standard of care further.
Carlos Montenegro has been going to the Elmhurst Y since his now-grown children were in grade school. Soon after returning home from a 10-week hospital stay following a stroke, Carlos decided to resume his daily workouts. He could not walk without assistance or move his left arm. Feeling isolated and hopeless, he was not recovering from home as well as he had hoped.

Turns out the Y was just what the doctor ordered. The camaraderie and knowledgeable help Carlos found there was a crucial part of his recovery. “Without their encouragement,” Carlos says, “I don’t know what I’d do.”

Y trainers welcomed Carlos back to the weight room, offering training tips and support to aid in his difficult recovery. “Any questions I had, I knew they’d tell me what to do,” Carlos says. “They were so nice to me.”

Everyone at the Y contributed to watching over Carlos. “The ladies at the front desk were outstanding to me. They told me to go to the swimming pool and start going to the classes and doing extra work myself, and it turned out to be great.” Before his stroke, Carlos had never integrated swimming into his workout; now it’s an important part of his regular routine.

About a year and a half out from the stroke, Carlos estimates his recovery to be about 95 percent. He has gone from walking one mile per hour to four miles per hour on the treadmill and is considering reintroducing running into his routine over the summer. His progress in the weight room is equally dramatic. “My left arm was completely paralyzed. Now, at the Y, I pull cables and lift weights. I started with two or three pounds and now I can pull 20 and 40 pounds easily.”

Carlos is paying it forward now. He often talks to people about the signs of a stroke and about the value of eating right — and of persevering despite obstacles. He says he has befriended another man at the Y who is recovering from a stroke. “I keep pushing him and making him laugh,” Carlos says. “I tell him not to give up, to come every day.”
“I tell him not to give up, to come every day.”
– Carlos Montenegro
EVENT HIGHLIGHTS

**APRIL:** Former U.S. Secretary of Education Arne Duncan joined us for the opening of the new YMCA Center. The Y Center allows the YMCA of Metro Chicago to operate a “living laboratory” of innovation, development and growth to improve youth outcomes from cradle to career. The state-of-the-art facility supports and advances the crucial mission of the Y.

**MAY:** CEO Dick Malone celebrated the YMCA Youth Safety and Violence Prevention program’s Story Squad showcase with participating youth. The Y’s #StorySquad program empowers youth to share their unique and powerful personal stories with the world.

**AUGUST:** At Camp Independence — a specialty camp for children and adults with spina bifida and other neurological disabilities — campers new and old joined together in a camp tradition, the “last night at camp” dance.

**NOVEMBER:** On November 9, supporters gathered at the Mid America Club in Chicago to celebrate and raise funds in support of the Kelly Hall YMCA in Humboldt Park. Guests enjoyed a keynote and Q&A by Chicago Police Department Superintendent Eddie Johnson, and raised more than $100,000 in support of the Kelly Hall Y.
MAY: Noah Bakr expressed his excitement in receiving the Teen of the Year award during the annual Teen Awards Ceremony. In total, seven youth were recognized for their outstanding efforts in peacemaking, leadership, sportsmanship, and service.

JUNE: After 16 sessions of structured curriculum, our veterans and youth celebrated the culmination of their programming at the Urban Warriors Graduation.

DECEMBER: Kicking off the first of three events, youth justice advocate and nationally renowned speaker, Xavier McElrath-Bey, joined Y supporters to talk about the lifelong impact violence has on our youth in our YXP: The YMCA Experience series.

Keep up to date on all events at the Y ymcachicago.org/blog
The first ever So Much More Than a Volunteer award was presented posthumously to the family of Abner Garcia, a mentor in the Y’s Urban Warriors program.

More than 450 attendees came together on October 27 for the third annual The Y. So Much More™ Recognition Dinner.

Emceed by NBC5 reporter LeeAnn Trotter, the Recognition Dinner shed light on the needs, struggles and triumphs of our Y community members. YSVP Story Squad and Urban Warriors alum Noah Bakr recounted his struggles with violence and loss, the voice he found through the Y, and his subsequent high school graduation and college enrollment through a video and live rap performance. Story Squad alum Nancy Ramirez shared how the Y has helped her deal with the loss of her brother, and Sage YMCA member Susan Lombardo spoke about the Y’s role in helping her granddaughters find peace, hope, and family after their mother’s unexpected death.

The YMCA Center, the Y’s new headquarters and innovative demonstration center, was showcased in a video introduced by board members Amy Carbone and Michael DiMedio, Co-Chairs of the YMCA Center Campaign.

Longtime Buehler YMCA board member Rita Canning received the So Much More Than A Leader Award. Rita is chair of the board of directors of Wings (Women In Need Growing Stronger), an organization that helps women and children in the northwest suburbs of Chicago escape domestic violence.

Peter McNitt, vice chair of BMO Harris bank, accepted the So Much More Than A Partner Award on behalf of the bank. For over 30 years, BMO Harris has been one of the Y’s most steadfast partners, showing their support through a wide variety of initiatives, including a $1 million gift in support of the design and programming for the Y’s new Learning Institute at the YMCA Center.

The very first So Much More Than A Volunteer Award was presented posthumously to Abner Garcia, a U.S. veteran and mentor in the Y’s Urban Warriors program who lost his life in August 2016 to Chicago’s gun violence epidemic. Abner’s mother, father and siblings accepted the award on his behalf.

Overall, the dinner raised more than $1 million to promote academic readiness, character development, violence prevention, and fitness and healthy living.
Noah Bakr captivates the room with his rap performance.

David Hiller presents the “So Much More Than a Partner” award to BMO Harris Bank, accepted by Peter McNitt.
# Statement of Activities

## Revenue

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<th>Description</th>
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<td>$89,910,530</td>
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## Expenses

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<td>($11,084,648)</td>
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<td>($8,182,160)</td>
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## Assets

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<td>Receivables</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$275,283,496</strong></td>
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## Liabilities

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<tr>
<td>Accrued liabilities</td>
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<td>Deferred revenue and advances</td>
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<td>Debt</td>
<td>$65,051,791</td>
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<td>Other Liabilities</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>$86,209,383</strong></td>
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## Net Assets

<table>
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<tr>
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<tbody>
<tr>
<td>Unrestricted</td>
<td>$174,903,939</td>
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<tr>
<td>Temporarily and permanently restricted</td>
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<td><strong>Total Net Assets</strong></td>
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<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td><strong>$275,283,496</strong></td>
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The YMCA of Metro Chicago is grateful to the employees, volunteers, and donors who make our lifesaving work possible through their dedication and generous support.

<table>
<thead>
<tr>
<th>Category</th>
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<tr>
<td>618 Organizational Donors</td>
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<td>3,500 Total Employees</td>
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<td>5,257 Total Volunteers</td>
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<td>47,359 Total Volunteer Hours</td>
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</table>
THE Y: OUR STAFF

Thanks to our employees for their hard work, dedication and commitment to our mission.
OUR VOLUNTEERS

Bank of America at the YMCA Center

GE at the Indian Boundary YMCA

Nationwide Insurance at the Indian Boundary YMCA

Our tireless volunteers ensure that the YMCA maintains strong ties to our communities.
The YMCA of Metro Chicago is grateful for all our donors. The honor roll below reflects gifts of $25,000 and more made between January 1 and December 31, 2016.

**THE Y: OUR DONORS**

**GRAND PATRON ($25,000+)**
- Adreani Foundation
- Marcie and Nick Alexos
- John and Ann Amboian
- Anonymous (2)
- Bunker Hill Charities
- Amy and Paul Carbone ◊
- Chicago Bulls
- Chicago Teachers Union
- Chicago Tribune Charities
- Cubs Charities
- James and Sarah DiMatteo / DiMatteo Family Foundation ◊
- GE
- Jim Gordon, The Edgewater Funds
- Leo S. Guthman Fund

**GRAND SPONSOR ($100,000+)**
- Paul & Suzanne Hanifl Foundation
- Mr. and Mrs. Michael Keiser
- Michael and Judy Luecht
- McDonald’s Corporation
- McHenry County Community Foundation
- Joanie and Andy McKenna
- Michael Reese Health Trust
- Motorola Solutions, Inc.
- Cheryl and Jack Neal
- Gregory A. Nickele ◊
- Cathy and Bill Osborn
- Searle Funds at The Chicago Community Trust
- Kathryn and Howard Sullivan ◊
- Timothy and Susanne Sullivan
- Vitalogy Foundation
- Wintrust Financial Corporation

**MILLENIUM PATRON ($250,000+)**
- The Crown Family ◊
- The Foglia Family Foundation ◊
- The John D. and Catherine T. MacArthur Foundation
- The Robert R. McCormick Foundation
- United Way of Metropolitan Chicago
- United Way of Metropolitan Chicago Impact Fund, a McCormick Foundation Fund

**MILLENIUM SPONSOR ($100,000+)**
- BMO Harris Bank
- The Boeing Company
- The Chicago Community Trust
- Patrick and Susan Frangella
- Paul F. and Barbara J. Hills
- The Nitzberg Family ◊
- Ounce of Prevention Fund

**GRAND BENEFACCTOR ($50,000+)**
- Allstate Insurance Company
- Anonymous
- Charles and Rebecca Besser ◊
- John and Rita Canning / The Canning Foundation
- Ronald L. McDaniel Foundation
- Northern Trust
- NXT Capital
- Polk Bros. Foundation
- Mr. Robert E. Radway
- Reyes Holdings
- Patrick G. & Shirley W. Ryan Foundation
- Sprint
- Target
- YMCA of the USA

An extended list of 2016 donors may be found online at ymcachicago.org/ar16donors

Key: ◊ Metro Board Member
In 2016, the YMCA provided $2.4 million in financial assistance to help individuals and families participate in memberships and programs they otherwise could not afford. Our financial assistance program is made possible through the generous support of members, individuals, families, corporations, and foundations.
MEMBERS
Caryn Rowe Africk
Charles N. Besser
Laurence P. Birch
Todd J. Cabanban
Amy L. Carbone
Daniel L. Creamean
A. Steven Crown
Elizabeth Cummings
James S. DiMatteo
Jeffrey W. Douthit
Fred I. Feinstein
Leon D. Finney, Jr.
Peter Fissinger
Vincent J. Foglia
Amanda C. Fox
Charles E. Frank
Benno C. Friedrich
Al Gordon

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Sharon R. Fairley
Joseph E. Tilson
Kathryn M. Sullivan

RECORDING SECRETARY
Mark D. Wilcox

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Meredith O’Connor
Bridget R. O’Neill
S. James Perlow
Colleen Reitan
Kathy Roeser
Steven P. Sorenson
Frederick B. Thomas
Katharine A. Wolanyk
The Associate Board is an informed and inclusive group of emerging business, professional, and civic leaders that advocates for and builds awareness of our mission.

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John Tocora

MEMBERS
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Natalie Bilik
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Laura Raymonds
Matthew Taylor
Judith Toland
Kirsten Tourville
Ella M. Weems
Seth Wilson
Allison Wojtowicz
Alexandra Wright
**MEMBERSHIP CENTERS**

<table>
<thead>
<tr>
<th>YMCA</th>
<th>City, State</th>
<th>Website</th>
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<tbody>
<tr>
<td>BUEHLER YMCA</td>
<td>Palatine, Illinois</td>
<td>buehlerymca.org</td>
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<td>ELMHURST YMCA</td>
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<td>FOGLIA YMCA</td>
<td>Lake Zurich, Illinois</td>
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<tr>
<td>FRY FAMILY YMCA</td>
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<tr>
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<td>HASTINGS LAKE YMCA</td>
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<td>LEANING TOWER YMCA</td>
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**SAGE YMCA**
Crystal Lake, Illinois
sageymca.org

**SOUTH CHICAGO YMCA**
Chicago, Illinois
southchicagoymca.org

**SOUTH SIDE YMCA**
Chicago, Illinois
southsidemyca.org

**WEST COMMUNITIES YMCA**
Chicago, Illinois
westcommunitiesymca.org

**PROGRAM CENTERS**

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<tr>
<td>THE YMCA CENTER</td>
<td>Chicago, Illinois</td>
<td>ymcachicago.org</td>
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<tr>
<td>YMCA SAFE ‘N SOUND</td>
<td>Naperville, Illinois</td>
<td>ysaferound.org</td>
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<tr>
<td>YMCA YOUTH SAFETY AND VIOLENCE PREVENTION – PILSEN</td>
<td>Chicago, Illinois</td>
<td>ymcachicago.org/ysvp</td>
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<tr>
<td>YSPORTS COMPLEX</td>
<td>Naperville, Illinois</td>
<td>ysportcomplex.org</td>
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**RESIDENT CAMPS**

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<tr>
<th>YMCA</th>
<th>City, State</th>
<th>Website</th>
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<tr>
<td>YMCA CAMP DUNCAN</td>
<td>Ingleside, Illinois</td>
<td>ymccampduncan.org</td>
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<td>YMCA CAMP INDEPENDENCE</td>
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<td>ymccampindependence.org</td>
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<tr>
<td>YMCA CAMP MACLEAN</td>
<td>Burlington, Wisconsin</td>
<td>campmaclean.com</td>
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<tr>
<td>YMCA FAMILY CAMP NAWAKWA</td>
<td>Lac du Flambeau, Wisconsin</td>
<td>nawakwa.com</td>
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<tr>
<td>YMCA CAMP PINewood</td>
<td>Twin Lake, Michigan</td>
<td>camppinewood.com</td>
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**EARLY EDUCATION & CARE**

| DR. EFFIE O. ELLIS YMCA     | Chicago, Illinois    |                          |
| LOGAN SQUARE YMCA FIRST LUTHERAN HEAD START AT FIRST EVANGELICAL LUTHERAN CHURCH | Chicago, Illinois |                          |
| GARFIELD YMCA               | Chicago, Illinois    |                          |
| JEANNE KENNEY YMCA          | Chicago, Illinois    |                          |
| YMCA MARSHALL FAMILY DEVELOPMENT CENTER | Chicago, Illinois |                          |
| YMCA ORR FAMILY DEVELOPMENT CENTER AT ORR ACADEMY HIGH SCHOOL | Chicago, Illinois |                          |

**SENIOR HOUSING CENTERS**

| EMIL JONES, JR. SENIOR HOUSING | Chicago, Illinois |
| FRED C. MATTHEWS III SENIOR HOUSING | Chicago, Illinois |
| JESSE JACKSON, JR. SENIOR HOUSING - EAST | Harvey, Illinois |
| JESSE JACKSON, JR. SENIOR HOUSING - WEST | Harvey, Illinois |

**COMMUNITY SCHOOLS**

| ARTHUR A. LIBBY ELEMENTARY AND MIDDLE SCHOOL | Chicago, Illinois |
| CARROLL–ROSENWALD ELEMENTARY | Chicago, Illinois |
| CLAREMONTE ACADEMY ELEMENTARY | Chicago, Illinois |
| FLORENCE NIGHTINGALE ELEMENTARY | Chicago, Illinois |
| FRANCIS M. MCKAY ELEMENTARY | Chicago, Illinois |
| LEARN 7 ELEMENTARY | Chicago, Illinois |
| LEARN 8 MIDDLE SCHOOL | Chicago, Illinois |
| LEARN EXCEL | Chicago, Illinois |
| LIONEL HAMPTON FINE & PERFORMING ARTS ELEMENTARY | Chicago, Illinois |
| RICHARD EDWARDS ELEMENTARY | Chicago, Illinois |
| SIDNEY SAWYER ELEMENTARY | Chicago, Illinois |
| WALTER S. CHRISTOPHER ELEMENTARY | Chicago, Illinois |

**PARTNER LOCATIONS**

| Arthur A. Libby Elementary and Middle School | Chicago, Illinois |
| Carroll-Rosenwald Elementary | Chicago, Illinois |
| Claremont Academy Elementary | Chicago, Illinois |
| Florence Nightingale Elementary | Chicago, Illinois |
| Francis M. McKay Elementary | Chicago, Illinois |
| Learn 7 Elementary | Chicago, Illinois |
| Learn 8 Middle School | Chicago, Illinois |
| Learn Excel | Chicago, Illinois |
| Lionel Hampton Fine & Performing Arts Elementary | Chicago, Illinois |
| Richard Edwards Elementary | Chicago, Illinois |
| Sidney Sawyer Elementary | Chicago, Illinois |
| Walter S. Christopher Elementary | Chicago, Illinois |

In addition to these locations, the YMCA of Metro Chicago also offers programs at partner locations across Chicagoland.