



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY



COMMUNITY IMPACT 20
ANNUAL REPORT 24
FOND DU LAC FAMILY YMCA

Cover photo courtesy of Tiffany Gurholt.

4 CORE VALUES

Guided by our core values of caring, honesty, respect and responsibility, the Y is dedicated to giving people of all ages, backgrounds and walks of life the opportunity to reach their full potential.



ACHIEVEMENT. RELATIONSHIPS. BELONGING.



EMPLOYEES

270

of full-time and part-time staff who positively affect the lives of the people in our community. Working at the Y, our employees enjoy the opportunity to make a lasting difference in the lives of others.

FACILITY USE

282,849

of visits to our Y in 2024 from members striving to be active, healthy, and well.



BETTER TOGETHER: STRENGTHENING OUR COMMUNITY FOR THE FUTURE

Dear Friends and Supporters,

As we look back on 2024, I am filled with gratitude for the many ways the Fond du Lac Family YMCA has strengthened our community. This year has been one of tremendous advancement, innovation, and collaboration, and I'm excited to share the impact of our work with you.

We saw significant progress in key areas this year, including:

- Growth in gymnastics and the Girls on the Run program.
- Expansion of child care operations to meet growing community demands.
- Launch of a new water safety program in partnership with the Fond du Lac School District.
- Continued momentum of the joint capital campaign alongside the Boys & Girls Club of Fond du Lac, aiming to create a safer and more enriching environment for members of both organizations.
- Strengthened partnerships with SSM Health, the Fond du Lac School District, Network Health, and many others, enabling us to address critical community needs more effectively.

Accessibility remains central to our mission, and this year we were honored to provide record levels of financial assistance through our Membership for All program, ensuring the Y is open to everyone. Through these efforts, we reaffirm our commitment to being a trusted partner, ready to serve the community whenever called upon.

Looking ahead, we are filled with optimism for the future. The development we've experienced over the past several years has laid a strong foundation for continued innovation and impact. As we expand our programs, deepen our partnerships, and explore new ways to meet evolving community needs, we are inspired by the endless possibilities to create positive change. Together, we will keep strengthening, improving health, and fostering deeper connections within our community for future generations.

The pages of this Annual Impact Report tell the story of what we've accomplished together. Thank you for your ongoing support, which makes our impact possible. Better together, we are building a brighter future for all.

With gratitude,



JJ Raflik
CEO/Executive Director
FOND DU LAC FAMILY YMCA



2024 BOARD OF DIRECTORS

William Everson, President
Thomas Huempfer, President-Elect
Holly Luehring, Past-President
Adam Stone, Treasurer
Jim Jarvis, Secretary

Jason Bartelt
Connie Coon
Jenny Drake
William Everson
Dr. Brenda Grass
Mike Hierl
Rob Hyland
Kyle Jefferson
Brian Johnson
Steve Klein
Polly Nachreiner
Gina Popp
Bonnie Schmitz
Lisa Shannon
Laurice Snyder

WE ARE FOR ALL



MEMBERSHIP FOR ALL

We're proud to ensure that the Y is accessible for all, giving everyone an opportunity to be healthy and thrive, to connect with others, and contribute to a better community.

Through generous donations to our Annual Campaign, financial assistance is available for YMCA membership and programs when support is needed, through our Membership for All (MFA) program.

\$228,275 IN SUPPORT

940

Memberships

88

Program Sessions

WERE PROVIDED ASSISTANCE.

AQUATICS

Aquatics are vital for all ages and skill levels, offering benefits like improved fitness, safety, and confidence in the water. At the Y, members can engage through swim lessons for all ages, water exercise classes, lap swimming, recreational swimming, or specialized programs like lifeguard training and therapy sessions. The pool provides a space for skill-building, health, fun, and community connection.

Boys & Girls Club Swim Safety Program 50 Participants



Water S.A.F.E. Program Fond du Lac School District

4 Elementary Schools
202 2nd Graders



Water Safety & Aquatic Fundamentals Education

The Water S.A.F.E. program, offered by the Y in partnership with the Fond du Lac School District, teaches 2nd graders essential water safety skills. A number of classroom sessions during PE focus on safety topics and dryland practice, led by certified Y staff. The program concludes with a pool session where students apply their learned skills in the pool, ensuring a comprehensive and impactful water safety experience.

24 members logged
100 miles+ of
swimming in 2024



97th Annual Kiwanis Learn-to-Swim 478 PARTICIPANTS

CHILD CARE

The YMCA Child Care Center provides children with a safe, comfortable, and nurturing environment to learn, grow and thrive. The YMCA Child Care Center is also a community partner site for the Fond du Lac School District 4-year-old kindergarten (4K) program.



Launched 3K Program at the Y

Our Child Care Center addresses equity and opportunity gaps by providing affordable, accessible, and high-quality care, ensuring all children can reach their potential. Through partnerships, scholarships, and financial assistance, we make child care attainable for families in need.



90 children enrolled in Child Care at the Y

Child care is not just a convenience for working families; it is an essential service that strengthens the entire community. By providing a dependable and trusted place for children to thrive, we enable parents and caregivers to pursue careers, education, and other opportunities that contribute to their family's stability and well-being. This ripple effect enhances economic vitality and empowers families to build brighter futures.

Before School Care 3 additional sites in 2024 6 Elementary School Sites total

EVANS PARKSIDE PIER ROBERTS ROSENOW WATERS

45 children enrolled

GYMNASTICS

The Fond du Lac Family YMCA offers a comprehensive gymnastics program tailored to individuals of all ages and skill levels, encompassing both competitive team training and progressive lessons.

For those aspiring to compete at a higher level, the Fondy Flyers competitive team provides a pathway for dedicated athletes to refine their skills and showcase their talents in regional and national competitions.

Hosted 2024
WI YMCA
**State Gymnastics
Championships**
744
PARTICIPANTS

Awarded BID to host
2025 YMCA Gymnastics
Championship & Invitational
in Green Bay, WI



1,007 PROGRESSIVE
GYMNAST
REGISTRATIONS



HEALTHY LIVING

At the Y, our Healthy Living programs empower individuals of all ages and abilities to take charge of their wellness journeys. From group fitness classes and personal training to evidence-based initiatives like LIVESTRONG® at the YMCA and our Parkinson's exercise program, we provide a supportive environment where participants can build strength, improve mobility, and foster lasting connections.

These programs go beyond physical activity, addressing the mental and emotional well-being of our members, creating a ripple effect of positive change in their lives and our community. Together, we're transforming health into a shared commitment to thrive.

\$100,672
SUPPORTED
INDIVIDUALS **291**
FOR HEALTHY LIVING
PROGRAM PARTICIPATION

LIVESTRONG AT THE YMCA

The LIVESTRONG® at the YMCA program is a free, evidence-based wellness initiative designed to support cancer survivors in reclaiming their health and well-being. Participants engage in a 12-week program that focuses on improving physical strength, enhancing flexibility and endurance, and fostering a sense of community through shared experiences.

The Fond du Lac Family YMCA hosted its 2nd Annual Living Strong Survivor Summit, a celebration of resilience, community, and hope. The event brought together cancer survivors, their families, and supporters with opportunities for participants to share their stories and build connections.



HEALTHY LIVING REFERRAL PROGRAM
The Healthy Living Referral Program at the Fond du Lac Family YMCA is a healthcare-referred initiative that supports individuals in adopting sustainable lifestyle changes through exercise, education, and personalized guidance.

106
HEALTHY LIVING
PROGRAM
REFERRALS

BALANCED HEALTH SERIES SEMINARS
The Y partners with local health care providers to offer free monthly health educational seminars to Y members and the community on a variety of topics.



PARKINSON'S EXERCISE CLASS

The Parkinson's Exercise Program at the Fond du Lac Family YMCA focuses on improving mobility, strength, and quality of life for individuals with Parkinson's disease through specialized exercise and support.

25
MONTHLY
PARTICIPANTS

COMMUNITY PARTNERSHIPS

The Fond du Lac Family YMCA thrives on the support and collaboration of local businesses and non-profits, creating partnerships that amplify its impact across the community. These vital relationships enable the Y to extend its reach, enhance its programs, and address the unique needs of individuals and families.

By joining forces, the Y and its partners pool resources, expertise, and shared goals to provide innovative solutions, improve access to essential services, and build a stronger, healthier community. This network of support underscores the power of collective effort, ensuring that everyone, regardless of their background or circumstances, has the opportunity to grow, thrive and have opportunities for improved wellness and connection to community.



Fond du Lac County
United Way



The Y partners with numerous community non-profits offering in-kind through programming, facility space, & membership and program donations.

- American Red Cross
- Aurora Health Care
- Back to School Fond du Lac
- Big Brothers Big Sisters
- Church of Peace
- Downtown Fond du Lac Partnership
- Ebony Vision
- Ebony Vision-Men of Vision
- Ebony Vision-Queen Beautiful
- Envision Greater Fond du Lac
- FDL County Health Department
- FDL County Literacy Coalition
- Fond du Lac Charity Club
- Fond du Lac Festivals
- Fond du Lac Fire Department
- Fond du Lac Police Department
- Fond du Lac Running Club
- Fond du Lac Women's Fund
- Foot of the Lake Pickleball Club
- Living Well Coalition
- NAMI
- National Exchange Bank and Trust
- Network Health
- NICA
- Radio Plus
- Red Line Swim Club
- Service League
- Sophia Partners
- Thelma Center for the Arts
- United for Diversity
- Versiti Blood Center
- YPN

ANNUAL CAMPAIGN

**ANNUAL
CAMPAIGN**

The Y. So Much More™

The Annual Campaign plays a crucial role in ensuring that our Y remains accessible to everyone, regardless of their financial circumstances. It allows us to provide scholarships for children to attend our enriching programs, offer affordable memberships for families, and maintain state-of-the-art facilities that serve as a hub for community well-being.

YOUR MEMBERSHIP FEES

Your membership fees operate our facilities:

- Facility repairs, maintenance and improvements
- Pool maintenance and cleaning
- Equipment
- Administration
- Staffing costs
- Technology
- Utilities

YOUR GIFTS

Your gifts goes toward:

- Membership assistance
- Program assistance
- Child Care assistance
- Free Swim Lessons and Water Safety instruction
- Lifeguard certifications
- LIVESTRONG at the YMCA enrollment
- Healthy Living Program participation

THANKFUL FOR OUR SUPPORTERS

2024 ANNUAL CAMPAIGN DONORS

INCLUSIVE LEVEL



BCI Burke Company
Barbara & Peter Stone Family Foundation
Dale & Ruth Michels Family Foundation
Festival Foods
Fox Valley Savings Bank
Otto Bremer Trust
SSM Health
The Grande Foundation

RESPONSIBILITY LEVEL



Charity Club
CD Smith
J.F. Ahern Foundation
James & Barb Jarvis
Noon Kiwanis Club of Fond du Lac
Michels Corporation
Service League
Society Insurance
Tim & Rose Ahern Family Foundation

HONESTY LEVEL



Bert Baumgartner
Excel Engineering
Fond du Lac Area Foundation
Holiday Automotive
Integrity Saw & Tool
Jake Bisenius
James & Kathleen Simon
Joe & Dawn Colwin
Raymond Foundation
Sandra & Michael Phelan
Dr. William & Dixie Mauthe

RESPECT LEVEL



Bauer Chiropractic
Be's Vending
Brian & Lisa Johnson
Charles & Marilyn Averbeck
Congregation Of Sisters Of St. Agnes
Dave Krug
Donald and Barbara Millage
Dr. Henry & Ellen Chang
Dr. James & Dottie Keenan
Drs. Patrick & Jennifer Bissell
EP Direct
Fidelity Charitable
Fond du Lac Firefighters Local 400
Fond du Lac Regional Clinic
-Drs. Brett & Joanne Pasiuk
-Dr. Brita McCullough & Joe Shanahan
-Dr. Carley Salter
Fond du Lac Regional Clinic
-Drs. Robert & Brenda Grass
-Dr. Heather & Ryan Schmidt

James Thomas
Jason & Shannon Rathke
JJ & Angie Raflik
June Diener Memorial
Kevin & Connie Michels Foundation
Kevin & Lindsey Jones
-Jones Real Estate
Kiwanis Club of Fabulous FDL
Kristel & Joe Lougher
Kurki Funeral Chapel
Lakeside Wealth Management
-Patrick Broeske
Michael & Melissa Hierl
Muthig Industries
Paul Rosenfeldt
Richard and Bonnie Schmitz
+ Giddings & Lewis Legacy Fund
Steven & Mary Millin
Tom and Christine Gross
Vesta

CARING LEVEL



Brian & Jennifer Baker Family Charitable Fund
Bright Orthodontics
Cathleen McGowan
Edward Jones Co.
Everson & Gibbs, LLC
Fond du Lac Running Club
Jessica & Daniel Joseph
Kristine & Wally Lauersdorf
Louise Gudex
Lyman & Laura Powell Family Fund
National Exchange Bank & Trust
Nicole & Richard Wiese
Ray Tahlman
Rick & Bridget Cullen
Rocky Rococo Pizza
Sadoff Iron & Metal
Shirley Frieler

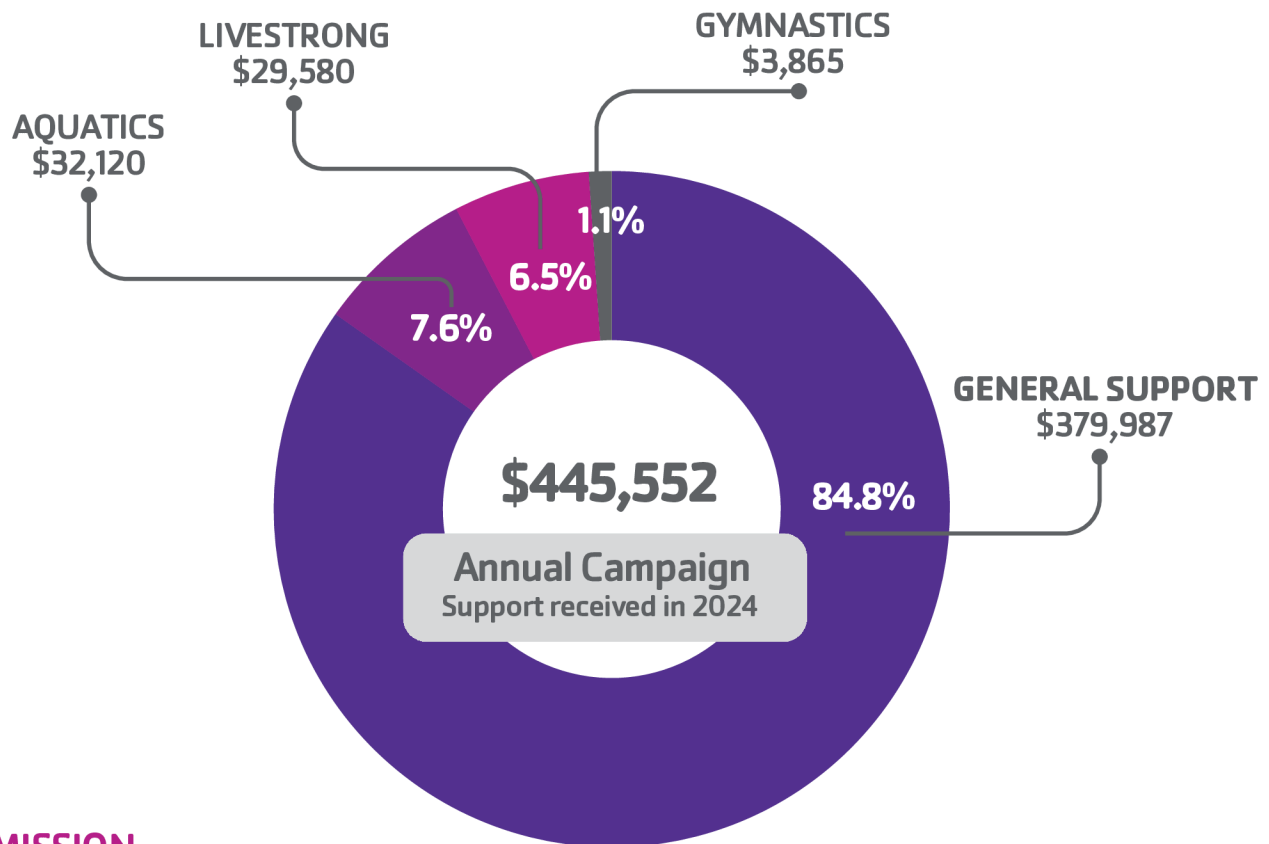
114

NUMBER OF Y STAFF
WHO DONATED TO
THE Y'S ANNUAL
CAMPAIGN



MISSION ADVANCEMENT

ANNUAL CAMPAIGN



MISSION

At the YMCA, our mission is to put Christian principles into practice through programs that build healthy spirit, mind, and body for all. This commitment to inclusivity and community means creating opportunities for people of all ages, abilities, and backgrounds to thrive. Whether it's through fitness classes, childcare programs, youth sports, or initiatives that support mental well-being, we strive to make a lasting impact in the lives of individuals and families in our community.

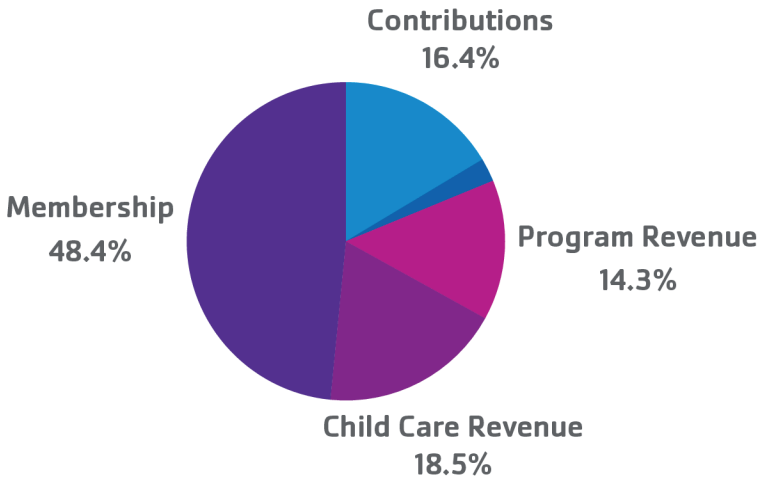
THE IMPACT OF DONOR SUPPORT

Donor support is the foundation that enables us to fulfill this mission and extend our reach to those who need it most. Contributions allow us to offer financial assistance, ensuring that YMCA programs and services are accessible to everyone, regardless of their financial situation. With donor support, we can subsidize memberships, expand youth programs, enhance community health initiatives, and maintain a welcoming space where individuals and families can grow and connect.

FINANCIAL REPORT 2024

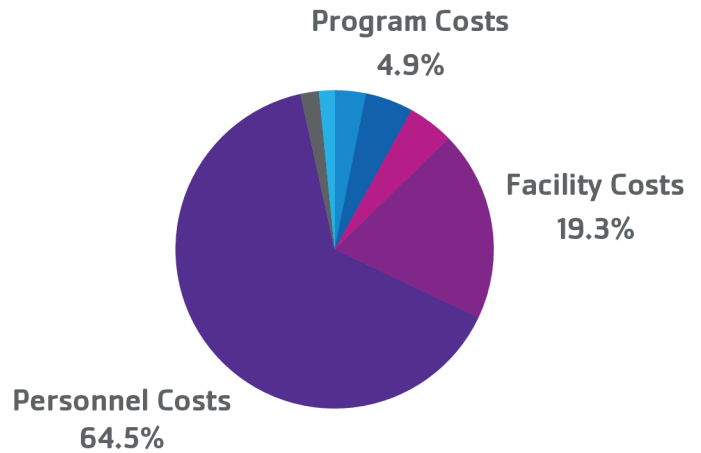
OPERATING REVENUE

Membership	\$1,907,098
Child Care Revenue	\$728,762
Contributions	\$645,769
Program Revenue	\$561,301
Federal/State Support	\$93,728
Total Operating Revenue	\$3,936,658



OPERATING EXPENSES

Personnel Costs	\$2,615,024
Facility Costs	\$783,837
Program Costs	\$196,798
Financing	\$128,747
YMCA Dues	\$75,569
Other	\$64,338
Total Operating Expenses	\$3,864,313
Capital Expenses	\$190,287
Overall Expenses	\$4,054,600



CONTRIBUTIONS

Annual Support - General	\$379,987
National Sponsorships	\$53,500
Endowment Disbursement	\$39,146
United Way	\$32,417
Annual Support - Aquatics	\$32,120
Annual Support - LIVESTRONG	\$29,292
Girls on the Run	\$26,971
Gymnastics Meet Fundraising	\$18,220
Gymnastics Fundraisers	\$11,163
Corporate Challenge	\$9,450
YIG Fundraising	\$4,762
Annual Support - Gymnastics	\$3,865
Sports Team Sponsorships	\$2,600
Child Care Fundraising	\$2,276
TOTAL CONTRIBUTIONS	\$645,769
Child Care Federal/State Support	\$93,728
OVERALL CONTRIBUTIONS	\$739,497

FACILITY COSTS - 19%

Occupancy	\$432,174
Outside Services	\$263,911
Facility Supplies	\$58,113
Equipment	\$25,500
Telephone	\$4,139
	\$783,837

PROGRAM COSTS - 5%

Program Supplies	\$131,185
Licensing	\$32,021
Advertising	\$31,487
Postage	\$2,104
	\$196,798

CAPITAL EXPENSES - 5%

Building Debt	\$127,700
Equipment Additions	\$11,001
Equipment Replacement	\$18,613
Building Improvements	\$32,973
	\$190,287



\$1,628,100
REMAINING DEBT

FROM THE 2010 COLLABORATIVE "COMMUNITY" FACILITY EXPANSION PROJECT WITH THE BOYS & GIRLS CLUB

