

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public
Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 09-01-2017, and ending 08-31-2018

- B** Check if applicable
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Doing business as
JEWISH COMMUNITY CENTER OF GREATER PITTSBURGH

Number and street (or P O box if mail is not delivered to street address) Room/suite
5738 FORBES AVENUE BOX 81980

City or town, state or province, country, and ZIP or foreign postal code
PITTSBURGH, PA 15217

F Name and address of principal officer
BRIAN SCHREIBER
5738 FORBES AVENUE BOX 81980
PITTSBURGH, PA 15217

D Employer identification number
25-1094514

E Telephone number
(412) 521-8010

G Gross receipts \$ 23,626,483

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
If "No," attach a list (see instructions)
H(c) Group exemption number ▶

- I** Tax-exempt status 501(c)(3) 501(c) () ◀ (insert no) 4947(a)(1) or 527
- J** Website: ▶ WWW JCCPGH ORG
- K** Form of organization Corporation Trust Association Other ▶

L Year of formation 1971 **M** State of legal domicile PA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities NURTURING PEOPLE, CONNECTING COMMUNITY EACH DAY THROUGH EVERY AGE INSPIRED BY JEWISH VALUES				
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets				
	3 Number of voting members of the governing body (Part VI, line 1a)	3	28		
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	27		
	5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	874		
	6 Total number of volunteers (estimate if necessary)	6	123		
Revenue	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0		
	b Net unrelated business taxable income from Form 990-T, line 34	7b	0		
	8 Contributions and grants (Part VIII, line 1h)	Prior Year	4,546,241	Current Year	6,613,122
	9 Program service revenue (Part VIII, line 2g)	15,242,487	15,630,393		
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,444,428	1,259,248		
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-46,617	-62,356		
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,186,539	23,440,407		
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0	0	
		14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0	
		15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	10,414,657	10,855,452	
		16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0	
		b Total fundraising expenses (Part IX, column (D), line 25) ▶343,009			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		9,369,149	9,517,581		
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	19,783,806	20,373,033			
19 Revenue less expenses Subtract line 18 from line 12	1,402,733	3,067,374			
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	50,455,974	End of Year	53,382,840
	21 Total liabilities (Part X, line 26)	7,630,303	7,489,506		
	22 Net assets or fund balances Subtract line 21 from line 20	42,825,671	45,893,334		

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here
Signature of officer: *****
Date: 2019-07-11
BRIAN SCHREIBER PRESIDENT AND CEO
Type or print name and title

Paid Preparer Use Only
Print/Type preparer's name: JEFFREY J SPENGLER CPA
Preparer's signature: JEFFREY J SPENGLER CPA
Date: [blank]
Check if self-employed PTIN: P00109764
Firm's name: BAKER TILLY VIRCHOW KRAUSE LLP Firm's EIN: 39-0859910
Firm's address: 20 STANWIX STREET PITTSBURGH, PA 15222 Phone no: (412) 697-6400

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission

FOR 124 YEARS, THE YM&WHA D/B/A THE JEWISH COMMUNITY CENTER OF GREATER PITTSBURGH HAS HELD STEADFAST TO ITS MISSION TO "ENRICH OUR COMMUNITY BY CULTIVATING AN INCLUSIVE, DYNAMIC ENVIRONMENT BUILT UPON JEWISH HERITAGE, VALUES AND CULTURE THAT SPAN THE LIFE CYCLE FROM GENERATION TO GENERATION " TRUE TO ITS ROOTS AS THE IRENE KAUFMANN SETTLEMENT IN THE HILL DISTRICT, THE JCC PROMOTES THE BEST IN FAITH-BASED AND CIVIC VALUES, PROVIDES THE HIGHEST QUALITY SOCIAL SERVICE, CULTURAL ARTS, CAMPING, EARLY CHILDHOOD, YOUTH SERVICE, SENIOR ADULT SERVICES, HEALTH/ WELLNESS AND RECREATIONAL PROGRAMS, AND NURTURES A COMMUNITY-ORIENTED APPROACH TO THESE OBJECTIVES THE JCC MAXIMIZES ACCESSIBILITY OF SERVICES FOR PEOPLE OF ALL MEANS AND ABILITIES THE JCC IS OPEN AND ACCESSIBLE TO EVERYONE, REGARDLESS OF AGE, RACE, RELIGION, NATIONAL ORIGIN, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION OR SPECIAL NEED BY WELCOMING INDIVIDUALS OF ALL BACKGROUNDS, EMBRACING THEIR UNIQUENESS AND DIVERSITY

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 \$ 8,300,377 including grants of \$ 0) (Revenue \$ 6,877,373)
See Additional Data

4b (Code) (Expenses \$ 7,537,196 including grants of \$ 0) (Revenue \$ 6,252,157)
See Additional Data

4c (Code) (Expenses \$ 3,021,192 including grants of \$ 0) (Revenue \$ 2,500,863)
See Additional Data

(Code) (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

JCC COMMUNITY ADVOCACY AGENDASCONSISTENT WITH OUR MISSION, THE JCC TAKES ON THE RESPONSIBILITY TO PROMOTE JEWISH ETHICAL IDEALS AND VALUES BY ADVOCATING TO ADVANCE COMMUNITY EFFORTS REGARDING GENDER EQUALITY, ACCESS TO QUALITY EARLY CHILDHOOD EDUCATION, ACCESS AND INCLUSION FOR PEOPLE OF ALL ABILITIES AND EFFORTS TO ACTIVELY BUILD A BETTER WORLD THE JCC HAS BEEN A LEADER IN THE PREVENTION OF GENDER/DOMESTIC VIOLENCE AS PART OF A LEADERSHIP TEAM THAT EXPANDED SOUTHWEST PA SAYS NO MORE THROUGH THE FATHER'S DAY PLEDGE THE JCC COLLECTED MORE THAN 2,000 SIGNATURES IN SUPPORT OF ENDING GENDER VIOLENCE AND LED A COHORT OF 20 MALE PROFESSIONALS WHO WERE TRAINED AS MENTORS IN VIOLENCE PREVENTION THE JCC IS ALSO INVOLVED IN EDUCATION ADVOCACY INITIATIVES SUCH AS THE PRE-K FOR PA CAMPAIGN WHICH ADVOCATES FOR ACCESS TO HIGH QUALITY PRE-KINDERGARTEN EDUCATION IT IS WELL KNOWN THAT EARLY CHILDHOOD PROGRAMS OFFER EXTENSIVE AND LONG TERM BENEFIT TO THE CHILDREN SERVED, ESPECIALLY CHILDREN FROM FINANCIALLY DISADVANTAGED AND VULNERABLE FAMILIES THE JCC IS DEEPLY COMMITTED TO ENSURING THAT 100% OF THE CHILDREN WE SERVE ARE PREPARED FOR THE ACADEMIC AND LIFE CHALLENGES AHEAD, REGARDLESS OF SOCIO-ECONOMIC STATUS IN 2016, THE JCC'S CENTER FOR LOVING KINDNESS (CFK) WAS INITIATED TO STRENGTHEN THE FABRIC OF COMMUNITY WITH THE GOAL TO MOTIVATE PEOPLE FROM BYSTANDER TO UPSTANDER THROUGH EXPOSURE, AWARENESS, AND ENGAGEMENT THE JCC'S CFK IS FOCUSED IN THESE AREAS EDUCATION/EXPOSURE, CIVIC ENGAGEMENT, ADVOCACY AND ACTION AND ARTISTIC EXPRESSION

4d Other program services (Describe in Schedule O)
(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

4e Total program service expenses 18,858,765

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)? <i>If "Yes," complete Schedule A</i>	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		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? <i>If "Yes," complete Schedule C, Part II</i>		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? <i>If "Yes," complete Schedule C, Part III</i>		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? <i>If "Yes," complete Schedule D, Part I</i>		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? <i>If "Yes," complete Schedule D, Part II</i>		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		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? <i>If "Yes," complete Schedule D, Part IV</i>		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	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? <i>If "Yes," complete Schedule D, Part VI</i>	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? <i>If "Yes," complete Schedule D, Part VII</i>		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? <i>If "Yes," complete Schedule D, Part VIII</i>		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? <i>If "Yes," complete Schedule D, Part IX</i>		No
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		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)? <i>If "Yes," complete Schedule D, Part X</i>	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		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? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)		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? <i>If "Yes," complete Schedule G, Part II</i>	Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	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>	Yes	
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 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) 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>		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>		No
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		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>		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>		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>		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>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		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>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		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>		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>		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>		No
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
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>		
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>		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>		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	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with columns for question number, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.

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 or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (28), 1b (27), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 (PA), 18 (Own website, Another's website, Upon request, Other), 19, 20 (DIANE NEWLAND 5738 FORBES AVENUE BOX 81980 PITTSBURGH, PA 15217 (412) 521-8010).

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a	434,166				
	b Membership dues	1b					
	c Fundraising events	1c	386,290				
	d Related organizations	1d					
	e Government grants (contributions)	1e	950,054				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	4,842,612				
	g Noncash contributions included in lines 1a-1f \$ _____						
	h Total. Add lines 1a-1f			6,613,122			
Program Service Revenue		Business Code					
	2a CLASSES / CLUBS / CAMPS	624410	11,788,156	11,788,156			
	b MEMBERSHIP DUES	624100	3,842,237	3,842,237			
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			15,630,393				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		239,042			239,042	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
		b Less rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less cost or other basis and sales expenses		0			
		c Gain or (loss)		1,020,206			
		d Net gain or (loss)			1,020,206		1,020,206
	8a Gross income from fundraising events (not including \$ 386,290 of contributions reported on line 1c) See Part IV, line 18	a		123,720			
		b Less direct expenses	b	186,076			
		c Net income or (loss) from fundraising events			-62,356		-62,356
	9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses		b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	a						
	b Less cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	Business Code						
11a _____							
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d							
12 Total revenue. See Instructions			23,440,407	15,630,393	0	1,196,892	

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 or note to any line 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 domestic organizations and domestic governments. See Part IV, line 21.				
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees	768,958	713,514	32,192	23,252
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	8,127,236	7,541,247	340,241	245,748
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	199,923	185,508	8,370	6,045
9 Other employee benefits	1,030,056	955,786	43,123	31,147
10 Payroll taxes	729,279	676,696	30,531	22,052
11 Fees for services (non-employees)				
a Management				
b Legal	25,866	24,743	440	683
c Accounting	54,950	52,565	934	1,451
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)	2,784,603	2,735,998	48,605	
12 Advertising and promotion	214,614	213,641	973	
13 Office expenses	401,163	392,651	8,512	
14 Information technology				
15 Royalties				
16 Occupancy	3,621,785	3,224,986	390,640	6,159
17 Travel	577,244	557,494	13,278	6,472
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	24,793	21,074	3,719	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,783,582	1,533,881	249,701	
23 Insurance				
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 BAD DEBTS	28,981	28,981	0	0
b				
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	20,373,033	18,858,765	1,171,259	343,009
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	2,573,039	1	3,846,205
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	3,600,570	3	5,174,487
	4 Accounts receivable, net	1,954,523	4	1,986,418
	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		8	
	9 Prepaid expenses and deferred charges	578,749	9	596,115
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	49,980,631		
	b Less accumulated depreciation	27,321,279	10c	22,659,352
	11 Investments—publicly traded securities	18,001,414	11	18,985,443
	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	129,409	15	134,820
16 Total assets. Add lines 1 through 15 (must equal line 34)	50,455,974	16	53,382,840	
Liabilities	17 Accounts payable and accrued expenses	2,502,876	17	2,492,366
	18 Grants payable		18	
	19 Deferred revenue	3,624,714	19	3,866,451
	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	1,502,424	23	1,130,689
	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	289	25	0
	26 Total liabilities. Add lines 17 through 25	7,630,303	26	7,489,506
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	23,868,625	27	24,793,798
	28 Temporarily restricted net assets	7,800,800	28	9,869,338
	29 Permanently restricted net assets	11,156,246	29	11,230,198
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. 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	42,825,671	33	45,893,334
	34 Total liabilities and net assets/fund balances	50,455,974	34	53,382,840

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	23,440,407
2	Total expenses (must equal Part IX, column (A), line 25)	2	20,373,033
3	Revenue less expenses Subtract line 2 from line 1	3	3,067,374
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	42,825,671
5	Net unrealized gains (losses) on investments	5	289
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	45,893,334

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
<p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>			
<p>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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2a		No
<p>b 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 <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2b	Yes	
<p>c 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</p>	2c	Yes	
<p>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?</p>	3a		No
<p>b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits</p>	3b		

Additional Data

Software ID:

Software Version:

EIN: 25-1094514

Name: YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Form 990 (2017)

Form 990, Part III, Line 4a:

CHILDREN AND YOUTH SERVICES OVER THE PAST YEAR, THE JCC ENGAGED MORE THAN 3,400 CHILDREN AND YOUTH IN SPORTS, SWIMMING, DANCE, MUSICALS AND FITNESS, PROMOTING CREATIVE, ACTIVE AND ENGAGED LEARNING IN A SAFE AND NURTURING ENVIRONMENT. JCC'S EARLY CHILDHOOD DEVELOPMENT CENTERS (ECDC) OFTEN SERVE AS THE ENTRY POINT FOR FAMILIES TO THE JCC AND IS OUR FIRST OPPORTUNITY TO DEVELOP RELATIONSHIPS ACROSS THE LIFETIME CONTINUUM. OUR ECDC PROGRAMS AT THE SQUIRREL HILL AND SOUTH HILLS BRANCHES HAVE 349 CHILDREN CURRENTLY ENROLLED MAKING THE JCC'S ECDC ONE OF THE LARGEST EARLY CHILDHOOD PROGRAMS IN WESTERN PENNSYLVANIA. THE JCC'S ECDC PROVIDES AN ENRICHING AND NURTURING ENVIRONMENT FOR CHILDREN AGE 6 WEEKS TO FIVE YEARS OLD. ECDC INCORPORATES PHYSICAL FITNESS, MUSIC, ART, MATH, SCIENCE, READING, AND EMOTIONAL AND SPIRITUAL DEVELOPMENT INTO EACH DAY AS WE PREPARE CHILDREN FOR THE ACADEMIC AND LIFE CHALLENGES AHEAD. OUR PROGRAM FOLLOWS GUIDELINES DEVELOPED BY THE NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN (NAEYC) AND THE PENNSYLVANIA KEYSTONE STARS INITIATIVE. AN ADDITIONAL COMPONENT OF JCC CHILDREN AND YOUTH SERVICES IS FAMILY PLACE/MY BABY AND ME, PROVIDING STRUCTURED WELLNESS AND PARENTING CLASSES AND UNSTRUCTURED PLAY ACTIVITIES IN A SPECIALLY DESIGNATED AREA, OPEN SEVEN DAYS PER WEEK, FOR PARENTS AND THEIR YOUNG CHILDREN. THIS PROGRAM BEGAN 19 YEARS AGO AND OVER 250 FAMILIES ARE ACTIVELY ENGAGED IN ACTIVITIES. FROM PRE-SCHOOL THROUGH HIGH SCHOOL, THE JCC PLAYS AN ACTIVE ROLE IN THE DEVELOPMENT OF OUR YOUTH. FOR ELEMENTARY AGED CHILDREN, SERVICES FOR CHILDREN IN KINDERGARTEN THROUGH 6TH GRADE FOCUS ON OUR CLUBHOUSE AFTER-SCHOOL PROGRAM. OVER 100 CHILDREN PARTICIPATE IN THE PROGRAM WHICH SERVES MANY SINGLE-PARENT FAMILIES OR TWO WORKING PARENT HOUSEHOLDS WHO DEPEND ON THIS "WRAP-AROUND" SERVICE. THE ENRICHMENT-ORIENTED PROGRAM COMBINES FREE PLAY, ORGANIZED ACTIVITIES, SELF-DIRECTED SPECIALTIES AND HOMEWORK TIME. FULL-DAY PROGRAMS ARE ALSO AVAILABLE DURING SCHOOL BREAKS AND ARE STAFFED AT THE LAST MINUTE TO COVER SCHOOL CANCELLATIONS AND SNOW DAYS. THE JCC SERVES MORE THAN 100 CHILDREN AND ADULTS WITH SPECIAL NEEDS PARTICIPATE THROUGHOUT THE JCC IN PROGRAMS INCLUDING THE EARLY CHILDHOOD DEVELOPMENT CENTERS, CLUBHOUSE AFTER SCHOOL CARE, TEEN CENTER, JEWISH SINGLES SUPPORT NETWORK AND THROUGHOUT THE SUMMER AT JCC'S DAY AND OVERNIGHT CAMPS. THE JCC'S TEEN CENTER PROGRAM SERVES 15 ADOLESCENTS AND YOUNG ADULTS WITH DEVELOPMENTAL AND PHYSICAL DISABILITIES EACH WEEKDAY AFTER SCHOOL AND IS THE ONLY MODEL OF ITS KIND IN THE PITTSBURGH METROPOLITAN AREA. BEYOND SOCIAL/RECREATIONAL, ATHLETIC AND CULTURAL PROGRAMS FOR TEENAGERS, WE TAKE TREMENDOUS PRIDE IN A LONG OVERLOOKED AREA OF TEEN SERVICES - EMPLOYMENT. WHILE WE ARE WELL KNOWN AS A PRIMARY PROVIDER OF EARLY CHILDHOOD, AFTER SCHOOL, AND CAMPING PROGRAMS FOR THOUSANDS OF CHILDREN, WE OFTEN PROVIDE FORMER PROGRAM PARTICIPANTS WITH THEIR FIRST EMPLOYMENT OPPORTUNITY BASED ON THESE EXPERIENCES. IN THE PAST FISCAL YEAR, THE JCC PROVIDED EMPLOYMENT OPPORTUNITIES TO 325 TEENS AND YOUNG ADULTS, WHO ARE EMPLOYED AT JCC CAMPS AND CLUBHOUSE AFTER SCHOOL PROGRAM AS COUNSELORS, STAFF, SPECIALISTS AND SPORTS COACHES, MAKING THE JCC ONE OF THE LARGER TEEN EMPLOYERS IN THE AREA.

Form 990, Part III, Line 4b:

DAY AND OVERNIGHT CAMPINGJCC DAY AND OVERNIGHT CAMPS ARE DESIGNED TO PROMOTE SELF-ESTEEM, ENCOURAGE GROUP SKILLS AND TEAMWORK, FOSTER TRUST AND BUILD JEWISH IDENTITY THIS FISCAL YEAR, MORE THAN 1,400 CHILDREN AND ADOLESCENTS WERE ENGAGED IN JCC DAY AND RESIDENT CAMPS THE CAMP EXPERIENCE IS ALSO HIGHLY DEVELOPMENTAL AND ENCOMPASSES LIFE SKILLS EDUCATION IN AN INFORMAL AND PLEASURABLE ATMOSPHERE THESE LIFE SKILLS TAKE ON NEW MEANING AS MANY FORMER CAMPERS BECOME PART OF OUR STAFF-IN-TRAINING (SIT), JUNIOR COUNSELOR, SENIOR COUNSELOR, AND UNIT HEAD PROGRAMS CAMP BEGINS AT AGE 2 (AGE 7 FOR OVERNIGHT CAMP) AND CONTINUES THROUGH AGE 16 WITH THE STAFFIN-TRAINING PROGRAM WHILE INDIVIDUAL SPECIALTIES ARE OFFERED, THE OPERATING PHILOSOPHY OF JCC CAMPING IS COMMUNAL AND GROUP-ORIENTED OUR OPERATING PHILOSOPHY IS INCREASINGLY CHALLENGED BY A SPECIALTY-ORIENTED SOCIETY AND A COMPETITIVE SPECIALTY CAMP ENVIRONMENT WE CONTINUE TO GROW OUR SPECIALTIES TO COMPETE IN THE MARKETPLACE, BUT WILL NOT SACRIFICE THE TRADITIONAL CAMP EXPERIENCE THE UNIQUE FEATURES OF EACH PROGRAM ARE 1) JAMES & RACHEL (J&R) LEVINSON DAY CAMP HAS GROWN FROM 125 CAMPERS IN 1970 TO ALMOST 400 CHILDREN PER SESSION TODAY J&R PROGRAMMING FOCUSES ON CHILDREN AGES 4-14 INTERACTING WITH THE NATURAL ENVIRONMENT OF A 100-ACRE WOODED SETTING IN MONROEVILLE, 2) EARLY CHILDHOOD CAMPS AT BOTH JCC BRANCHES CATER TO 2 TO 4-YEAR-OLDS, 3) PERFORMING ARTS CAMPS FOR OLDER CHILDREN IN BOTH SQUIRREL HILL AND SOUTH HILLS CULMINATES IN A MUSICAL THEATER PRODUCTION, 4) SOUTH HILLS DAY CAMPS PROVIDE A GENERALIST CAMP EXPERIENCE FOR CHILDREN AGE 2 THROUGH GRADE 4, WITH SPORTS AND TRAVELING CAMP EXPERIENCES FOR OLDER CHILDREN, AND 5) EMMA KAUFMANN CAMP (EKC) OUTSIDE OF MORGANTOWN, WEST VIRGINIA, NOW IN ITS 110TH YEAR, OFFERS TWO- THREE- AND FOUR-WEEK OVERNIGHT CAMP SESSIONS AS WELL AS ONE-WEEK FIRST EXPERIENCE OPPORTUNITIES FOR CHILDREN TO BE AWAY FROM HOME IN A PROTECTED ENVIRONMENT, 6) AND INCLUSION OPPORTUNITIES FOR CHILDREN WITH DEVELOPMENT DISABILITIES ARE AN INTEGRAL ELEMENT OF OUR DAY AND RESIDENT CAMPING PROGRAMS, WITH NEW PROGRAM ELEMENTS ADDED ANNUALLY

Form 990, Part III, Line 4c:

FITNESS AND WELLNESSJCC'S HEALTH AND WELLNESS PROGRAMS ARE A CORE SERVICE OFFERING WITH ACTIVITIES SUCH AS AQUATICS, MARTIAL ARTS, BASKETBALL, ZUMBA AND YOGA, BEGINNING WITH CHILDREN AS YOUNG AS SIX MONTHS TO OLDER ADULTS IN THEIR 90'S IN BOTH SQUIRREL HILL AND SOUTH HILLS JCC PROGRAMS AND EQUIPMENT, INCLUDING ADAPTIVE MOTION TRAINERS, MAKE FITNESS INCREASINGLY ACCESSIBLE FOR INDIVIDUALS OF ALL AGES AND ABILITIES APPROXIMATELY ONE-THIRD OF OUR PHYSICAL SPACE IN OUR YEAR-ROUND FACILITIES IS DEDICATED TOWARD THIS PURPOSE WHICH SERVES AN ESTIMATED 12,000 INDIVIDUALS ANNUALLY OVER 93 HOURS EACH WEEK NEW HEALTH AND WELLNESS PROGRAMS SUCH AS PILATES BARRE, DECK TIME WORKOUTS FOR PRE-TEENS AND RUNNING MECHANICS TRAINING SESSIONS HAVE ENGAGED A WIDER AND MORE DIVERSE POPULATION THE JCC CONTINUES TO OFFER SPECIALIZED PROGRAMS FOR OLDER ADULTS INCLUDING PHASE III CARDIO-VASCULAR REHABILITATION AS WELL AS NEW PROGRAMS SUCH AS HOMEMEDS MEDICATION ASSURANCE PROGRAM, SENIOR ACTIVE PERSONAL TRAINING SESSIONS, WALK WITH EASE AND AGING MASTERY PROGRAM WITHIN THE AREA OF OLDER ADULTS, OUR PRIMARY OBJECTIVETO KEEP SENIORS ACTIVE, HEALTHY AND INDEPENDENTREDUCES THE LIKELIHOOD OF HIGHER COST/LESS ATTRACTIVE ALTERNATIVES THE JCC'S HEALTH AND WELLNESS PROGRAMS CONTINUE TO BE THE MOST UTILIZED SERVICE AND THE LARGEST ENTRY POINT FOR THE JCC'S OLDER ADULTS THE JCC OFFERS COMPREHENSIVE FITNESS PROGRAMMING FOR OLDER ADULTS, INCLUDING SILVERSNEAKERS, SILVER&FIT AND A VARIETY OF WELLNESS PROGRAMS DESIGNED SPECIFICALLY FOR OLDER ADULTS AND TAUGHT BY CERTIFIED INSTRUCTORS THIS YEAR, OVER 34,000 SENIORS PARTICIPATED IN AGEWELL PROGRAMS AND SERVICES MANY RELATED TO HEALTH AND WELLNESS PROGRAMS INCLUDING GROUP EXERCISE, ARTHRITIS AQUATIC EXERCISE CLASSES, FLU SHOT CLINICS, DAILY HOT MEALS, EDUCATIONAL PROGRAMS, CAREGIVER SUPPORT AND MEDICAL SCREENINGS WITHIN BOTH LOCATIONS, THE JCC PROVIDES NEARLY 40 REGULARLY SCHEDULED OLDER ADULT HEALTH AND WELLNESS CLASSES THAT CAN SERVE OVER 1,300 INDIVIDUALS WEEKLY BOTH SQUIRREL HILL AND SOUTH HILLS BRANCHES HOLD NUMEROUS SUPPORT GROUP PROGRAMS FOR INDIVIDUALS WITH DISABILITIES, INCLUDING AN ACTIVE STROKE SURVIVORS GROUP

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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			
JAMES S RUTTENBERG CHAIR OF THE BOARD	7 00	X		X				0	0	0
BRIAN SCHREIBER PRESIDENT/CEO	40 00	X		X				382,464	0	44,006
STEFANI PASHMAN SECRETARY	1 00	X		X				0	0	0
SAMUEL BRAVER TREASURER	3 00	X		X				0	0	0
CAROLE S KATZ ASSISTANT SECRETARY	3 00	X		X				0	0	0
AUDREY RUSSO ASSISTANT TREASURER	3 00	X		X				0	0	0
MARC BROWN IMMEDIATE PAST CHAIR	3 00	X		X				0	0	0
SCOTT SEEWALD VICE CHAIR	1 00	X		X				0	0	0
KENNETH T SEGEL VICE CHAIR	3 00	X		X				0	0	0
HILARY S TYSON VICE CHAIR	4 00	X		X				0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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			
WILLIAM GOODMAN VICE CHAIR	1 00	X		X				0	0	0
JOSHUA FARBER BOARD MEMBER	0 50	X						0	0	0
JEFFREY GALAK BOARD MEMBER	1 00	X						0	0	0
JAKE GOODMAN BOARD MEMBER	0 50	X						0	0	0
DEBORAH GRAVER BOARD MEMBER	0 50	X						0	0	0
INA GUMBERG BOARD MEMBER	0 50	X						0	0	0
WILLIAM ISLER BOARD MEMBER	0 50	X						0	0	0
NOAH JORDAN BOARD MEMBER	0 50	X						0	0	0
RONA KAUFMAN BOARD MEMBER	0 50	X						0	0	0
SAMANTHA KLEIN BOARD MEMBER	0 50	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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			
SCOTT D LEIB BOARD MEMBER	0 50	X						0	0	0
DOUGLAS KRESS BOARD MEMBER	0 50	X						0	0	0
SHERREE GOLDSTEIN BOARD MEMBER	0 50	X						0	0	0
LOUIS PLUNG BOARD MEMBER	0 50	X						0	0	0
RITA RABIN BOARD MEMBER	0 50	X						0	0	0
TODD E REIDBORD BOARD MEMBER	3 00	X						0	0	0
LORI SHURE BOARD MEMBER	1 00	X						0	0	0
ERIC SMIGA BOARD MEMBER	3 00	X						0	0	0
DIANE NEWLAND CHIEF FINANCIAL OFFICER	40 00			X				140,035	0	22,202
JASON KUNZMAN CHIEF PROGRAM OFFICER	40 00			X				155,478	0	27,184

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(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			
SAM BLOOM DIRECTOR EMMA KAUFMANN CAM	40 00					X		153,360	0	24,244
RON SYMONS SENIOR DIRECTOR OF JEWISH	40 00					X		127,293	0	33,295
ALEXIS MANCUSO ASSISTANT EXECUTIVE DIRECT	40 00					X		146,945	0	6,656
CATHY SAMUELS SENIOR DIRECTOR OF MARKETI	40 00					X		136,778	0	24,337
SHERREE HALL SENIOR DIRECTOR OF FACILIT	40 00					X		121,867	0	25,785

SCHEDULE A
(Form 990 or
990EZ)

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.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number
25-1094514

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 12, 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 (Form 990 or 990-EZ))
- 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 agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university _____
- 10 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)
- 11 An organization organized and operated exclusively to test for public safety See **section 509(a)(4)**.
- 12 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 in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations _____

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170(b)(1)(A)(ix)

(Complete only if you checked the box on line 5, 7, 8, or 9 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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant")						
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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(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 VI)						
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 section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	
15	Public support percentage for 2016 Schedule A, Part II, line 14	15	

- 16a 33 1/3% support test—2017.** 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—2016.** 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—2017.** 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 VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶
- b 10%-facts-and-circumstances test—2016.** 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 VI 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 III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 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) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	9,671,622	8,198,093	8,173,442	5,068,213	10,579,079	41,690,449
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	10,235,479	10,745,011	11,428,261	11,372,502	11,788,156	55,569,409
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	19,907,101	18,943,104	19,601,703	16,440,715	22,367,235	97,259,858
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	412,682	105,789	119,529	227,060	710,275	1,575,335
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	412,682	105,789	119,529	227,060	710,275	1,575,335
8 Public support. (Subtract line 7c from line 6.)						95,684,523

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6	19,907,101	18,943,104	19,601,703	16,440,715	22,367,235	97,259,858
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	274,137	410,524	312,095	744,769	239,042	1,980,567
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	274,137	410,524	312,095	744,769	239,042	1,980,567
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 VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)	20,181,238	19,353,628	19,913,798	17,185,484	22,606,277	99,240,425
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	96.420 %
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	95.860 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	2.000 %
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	3.130 %

- 19a 33 1/3% support tests—2017.** 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—2016.** 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 Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
	10a		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test Answer (a) and (b) below.	Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013.			
c From 2014.			
d From 2015.			
e From 2016.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2017 from Section D, line 7			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2017, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2017 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2018. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2013.			
b Excess from 2014.			
c Excess from 2015.			
d Excess from 2016.			
e Excess from 2017.			

Additional Data

Software ID:

Software Version:

EIN: 25-1094514

Name: YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b, Part V, line 1, Part V, Section B, line 1e, Part V Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions)

Facts And Circumstances Test

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047
2017
Open to Public Inspection

Name of the organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number
25-1094514

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of 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?	<input type="checkbox"/> Yes <input type="checkbox"/> 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?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Part II Conservation Easements. Complete if the organization answered "Yes" on 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	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

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, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, 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" on 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) Revenue included on 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 Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____

b Assets included in Form 990, Part X ▶ \$ _____

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" on 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 |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? 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" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	12,206,937	11,883,884	11,706,928	12,300,498	11,124,585
b Contributions	73,952	-125,143	61,166	28,673	440,583
c Net investment earnings, gains, and losses	805,193	863,019	523,818	-188,907	1,158,468
d Grants or scholarships					
e Other expenditures for facilities and programs	454,391	414,823	408,028	433,336	423,138
f Administrative expenses					
g End of year balance	12,631,691	12,206,937	11,883,884	11,706,928	12,300,498

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶ 0 %
 - b** Permanent endowment ▶ 88 900 %
 - c** Temporarily restricted endowment ▶ 11 100 %
- The percentages on 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
- | | Yes | No |
|--|---------------|----|
| (i) unrelated organizations | 3a(i) | No |
| (ii) related organizations | 3a(ii) | No |
| b If "Yes" on 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.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. 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		2,228,037		2,228,037
b Buildings		37,382,872	19,671,320	17,711,552
c Leasehold improvements		3,698,307	3,005,341	692,966
d Equipment		6,671,415	4,644,618	2,026,797
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				22,659,352

Part VII Investments—Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12)		

Part VIII Investments—Program Related. Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13)		

Part IX Other Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15)	

Part X Other Liabilities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
1. (1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	26,860,800
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a	289	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d	3,234,028	
e	Add lines 2a through 2d		2e	3,234,317
3	Subtract line 2e from line 1		3	23,626,483
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	-186,076	
c	Add lines 4a and 4b		4c	-186,076
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	23,440,407

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	23,793,137
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	3,420,104	
e	Add lines 2a through 2d		2e	3,420,104
3	Subtract line 2e from line 1		3	20,373,033
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	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	20,373,033

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 25-1094514

Name: YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Supplemental Information

Return Reference	Explanation
PART V, LINE 4	PROGRAMMING AND OPERATION NEEDS OF JCC

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	THE JCC ACCOUNTS FOR UNCERTAINTY IN INCOME TAXES USING A RECOGNITION THRESHOLD OF MORE-LIKELY-THAN NOT TO BE SUSTAINED UPON EXAMINATION BY THE APPROPRIATE TAXING AUTHORITY MEASUREMENT OF THE TAX UNCERTAINTY OCCURS IF THE RECOGNITION THRESHOLD IS MET MANAGEMENT DETERMINED THERE WERE NO TAX UNCERTAINTIES THAT MET THE RECOGNITION THRESHOLD IN 2018 AND 2017

Supplemental Information

Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	NON-CASH ASSISTANCE TO MEMBERSHIP 1,765,639 NEEDS-BASED MEMBERSHIP ASSISTANCE 1,468,389

Supplemental Information

Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS	FUNDRAISING EXPENSES -186,076

Supplemental Information

Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	NON-CASH ASSISTANCE TO MEMBERSHIP 1,765,639 NEEDS-BASED MEMBERSHIP ASSISTANCE 1,468,389 FUNDRAISING EXPENSES 186,076

**SCHEDULE G
(Form 990 or 990-EZ)**

**Supplemental Information Regarding
Fundraising or Gaming Activities**

OMB No 1545-0047

2017

**Open to Public
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Department of the Treasury
Internal Revenue Service

Name of the organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number

25-1094514

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a** Mail solicitations
 - b** Internet and email solicitations
 - c** Phone solicitations
 - d** In-person solicitations
 - e** Solicitation of non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing

Part II Fundraising Events. Complete if the organization answered "Yes" on 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.

Revenue		(a) Event #1	(b) Event #2	(c) Other events	(d)
		BIG NIGHT & OTHER EVENTS (event type)	(event type)	(total number)	Total events (add col (a) through col (c))
1	Gross receipts	510,010			510,010
2	Less Contributions	386,290			386,290
3	Gross income (line 1 minus line 2)	123,720			123,720
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	28,001			28,001
	7 Food and beverages	76,625			76,625
	8 Entertainment	18,373			18,373
	9 Other direct expenses	63,077			63,077
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶			
11	Net income summary Subtract line 10 from line 3, column (d) ▶				-62,356

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

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
		1	Gross revenue		
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6	Volunteer labor	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% <input type="checkbox"/> No
7	Direct expense summary Add lines 2 through 5 in column (d) ▶				
8	Net gaming income summary Subtract line 7 from line 1, column (d) ▶				

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

a Is the organization licensed to conduct 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 _____

- 11** Does the organization conduct 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 conducted in

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

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. 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 provide any additional information (see instructions).

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," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2017

**Open to Public
Inspection**

Name of the organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number
25-1094514

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 Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on 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 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 noncash assistance	(h) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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 Domestic Individuals. Complete if the organization answered "Yes" on 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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) MEMBERSHIP DUES SUBVENTION	4669		1,765,639	FMV	
(2) FINANCIAL ASSISTANCE/PROGRAMS & SERVICES	1621		1,468,389	FMV	
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2	THE BOARD APPROVES GUIDELINES FOR THE SELECTION PROCESS

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**

▶ **Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization
YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number
25-1094514

Part I Questions Regarding Compensation

		Yes	No		
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input checked="" type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) </td> </tr> </table>	<input type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input checked="" type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)			
<input type="checkbox"/> First-class or charter travel <input checked="" type="checkbox"/> Travel for companions <input type="checkbox"/> Tax indemnification and gross-up payments <input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input checked="" type="checkbox"/> Health or social club dues or initiation fees <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)				
<p>b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.</p>	1b	Yes			
<p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</p>	2	Yes			
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations </td> <td style="width: 50%; vertical-align: top;"> <input checked="" type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee </td> </tr> </table>	<input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee			
<input checked="" type="checkbox"/> Compensation committee <input checked="" type="checkbox"/> Independent compensation consultant <input checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Written employment contract <input checked="" type="checkbox"/> Compensation survey or study <input checked="" type="checkbox"/> Approval by the board or compensation committee				
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.</p>	4a		No		
	4b		No		
	4c		No		
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p> <p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III.</p>	5a		No		
	5b		No		
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III.</p>	6a	Yes			
	6b		No		
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.</p>	7		No		
<p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.</p>	8		No		
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9				

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 BRIAN SCHREIBER PRESIDENT/CEO	(i)	281,334	76,150	24,980	11,380	32,626	426,470	0
	(ii)	0	0	0	0	0	0	0
2 DIANE NEWLAND CHIEF FINANCIAL OFFICER	(i)	125,720	14,315	0	6,532	15,670	162,237	0
	(ii)	0	0	0	0	0	0	0
3 JASON KUNZMAN CHIEF PROGRAM OFFICER	(i)	145,478	10,000	0	7,133	20,051	182,662	0
	(ii)	0	0	0	0	0	0	0
4 SAM BLOOM DIRECTOR EMMA KAUFMANN CAM	(i)	129,167	13,590	10,603	4,173	20,071	177,604	0
	(ii)	0	0	0	0	0	0	0
5 RON SYMONS SENIOR DIRECTOR OF JEWISH	(i)	113,183	14,110	0	13,224	20,071	160,588	0
	(ii)	0	0	0	0	0	0	0
6 ALEXIS MANCUSO ASSISTANT EXECUTIVE DIRECT	(i)	129,837	14,726	2,382	6,656	0	153,601	0
	(ii)	0	0	0	0	0	0	0
7 CATHY SAMUELS SENIOR DIRECTOR OF MARKET	(i)	122,162	14,616	0	6,618	17,719	161,115	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 1A	ALTHOUGH TRAVEL FOR COMPANIONS IS PROVIDED IN THE CEO'S EMPLOYMENT AGREEMENT, THIS BENEFIT HAS NOT BEEN UTILIZED

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

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

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

YOUNG MEN AND WOMEN'S HEBREW ASSOCIATION
AND IRENE KAUFMANN CENTERS

Employer identification number

25-1094514

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE 990 IS REVIEWED AND APPROVED BY THE AUDIT COMMITTEE EACH YEAR PRIOR TO FILING THE RETURN THE 990 IS SHARED ELECTRONICALLY WITH THE ENTIRE BOARD ANNUALLY PRIOR TO ITS FILING WITH THE IRS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION OBTAINS EXECUTED CONFLICT OF INTEREST STATEMENTS AT THE ANNUAL BOARD RETREAT EACH FALL THOSE BOARD MEMBERS WHO DO NOT ATTEND AND/OR HAVE NOT EXECUTED ARE FOLLOWED UP BY STAFF TO ENSURE THAT THE EXECUTED STATEMENTS ARE RECEIVED BY THE NEXT SCHEDULED BOARD MEETING

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE COMPENSATION COMMITTEE OF THE BOARD IS RESPONSIBLE FOR THE REVIEW, BENCHMARKING ANALYSIS AND APPROVAL OF THE CEO'S COMPENSATION THEY ALSO REVIEW COMPENSATION AND INCENTIVES FOR ALL LEADERSHIP STAFF

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 18	THE INFORMATION IS AVAILABLE ON THE JCC'S WEBSITE OR UPON REQUEST OF THE CFO

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE INFORMATION IS AVAILABLE ON THE JCC'S WEBSITE OR UPON REQUEST OF THE CFO

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IX, LINE 11G	FEES AND CONTRACT SERVICES PROGRAM SERVICE EXPENSES 2,735,998 MANAGEMENT AND GENERAL EXPENSES 48,605 FUNDRAISING EXPENSES 0 TOTAL EXPENSES 2,784,603

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE AUDIT COMMITTEE ASSUMES THE RESPONSIBILITY FOR THE OVERSIGHT OF THE AUDIT AND SELECTION OF AN INDEPENDENT ACCOUNTANT