**SCHEDULE O (Form 990)**

Department of the Treasury
Internal Revenue Service

# Supplemental Information to Form 990

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

▶ **Attach to Form 990.**

OMB No. 1545-0047

**2009**

**Open to Public Inspection**

| Name of the organization | Employer identification number |
|---|---|
| Y-Center of Battle Creek | 38 1986068 |

Form 990, Part VI Governance, Management and Disclosure

Section B, Question 15a "Describe the process for determining compensation for the organization's CEO."

Answer: On an annual basis, the Board of Directors and the Chief Executive Officer agree upon and document the Chief Executive Officer's goals and objectives for the upcoming year. At the end of the year, each board member and the Chief Executive Officer assign a numerical value that each believes accurately summarizes the progress toward attaining each goal. The scores are compiled into an aggregate score. This aggregate score determines the percentage salary increase, if any, that is awarded to the Chief Executive Officer.

Form 990, Part VI Governance, Management and Disclosure

Section B, Question 15b "Describe the process for determining compensation of other officers or key employees."

Answer: No officers, other than the full-time Chief Executive Officer, receive compensation from the Battle Creek Family YMCA. No other employees fall under the Form 990 definition of "key employee." On an annual basis, all employees are evaluated and may be awarded a pay increase based upon their performance, subject to budget constraints.

Form 990, Part VI Governance, Management and Disclosure

Section C, Question 19 "Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public."

Answer: The Battle Creek Family YMCA's audited financial statements and Form 990 are posted on the Y's website, and are also available upon request, both on a print or pdf basis. Members of the general public may request copies of the bylaws and conflict of interest policy.