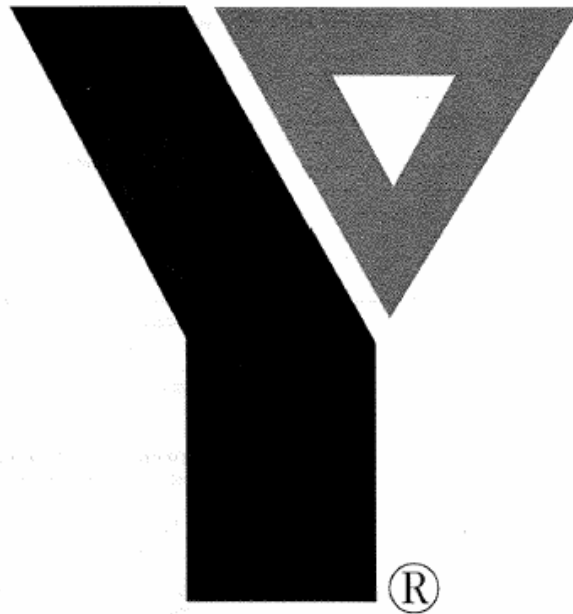


STRATEGIC PLAN FOR THE CLAY COUNTY YMCA

October 27 2006



YMCA of CLAY COUNTY

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FOREWORD

Because all communities have different needs, all YMCAs are different. A YMCA in Clay County may offer childcare or teen leadership clubs. A YMCA in another county may have swimming lessons or drawing classes. Every YMCA makes its own decisions on what programs to offer and how to operate. It is therefore necessary that the Clay County YMCA create its own unique plan for growth, development, and offering of community services.¹

MISSION OF THE CLAY COUNTY YMCA

To put Christian principles into practice through programs that build healthy spirit, mind and body for all. The YMCA shall provide services and activities for youth, adults, and families of the Clay County area that improve their quality of life.

CORE VALUES OF THE CLAY COUNTY YMCA

CARING, HONESTY, RESPECT, AND RESPONSIBILITY

CLAY COUNTY YMCA BOARD OF DIRECTORS RESPONSIBILITIES

- 1) Meet the needs of the people we serve
- 2) Set policies that guide the YMCA
- 3) Write and monitor progress on the strategic plan
- 4) Ensure there are adequate finances and that the money is spent responsibly
- 5) Support the administrator

YMCA OF CLAY COUNTY SIGNIFICANT ACCOMPLISHMENTS OF 2006

1. Achieved Positive Cash Flow from Operational Income only.
2. Implemented a Strategic Plan
3. Established Board of Director's Training
4. Established a Board Development Committee
5. Established a measurable set of performance goals for the Executive Director
6. Developed an Employee Manual
7. Established written Quality Standards for Programs
8. Introduced Seniors Programming (Silver Sneakers)
9. Advanced marketing by placing (32) promotional placements in the Local Newspaper.
10. Set Annual Campaign into motion
11. Added Turn styles and bar coded entry
12. Added Corporate Member
13. Added Clay County YMCA Website
14. Sealed the Parking Lot and repaired HVAC System
15. Updated the By-Laws
16. Conducted Community Leaders Survey and Summarized data

¹ <http://www.ymca.net/>

17. CEO completed training in Board Development. “Tools for Recruiting, Orienting and
18. Involving YMCA Board Members”
19. CEO Completed Training and Acquired Certification for YMCA Gymnastics.
20. YMCA was certified as a member in good standing
21. Hosted Relay for Life for second consecutive year
22. Received \$1000 from Park County REMC for Scholarship Assistance
23. Received \$3000 from Clay Civic Memorial Foundation for Turnstiles
24. Received \$2000 from Wal-Mart.
25. Received \$500 from YMCA of the USA to attend NAYDO conference

STRATEGIC GOALS / OBJECTIVES OF THE CLAY COUNTY YMCA 2007

1. **Goal for Mission, Values, and Vision** —Ensure that the mission, values, and vision of Clay County YMCA will be consistent and compatible with the future direction and interests of the National YMCA and the local Clay County Community area serviced.

2. **Goal for Governance** - The Board of Directors, working in partnership with the Executive Director, shall be efficiently and effectively engaged and accountable in advancing the YMCA’s mission, vision, and programs.

Objective 1: The Board Development Committee shall make available formal board member training during the first quarter of 2007

Objective 2: The Board Development Committee shall establish and maintain a written document detailing Board Member Expectations In the first quarter of 2007.

3. **Goal for Executive Leadership & Management** — The Clay County YMCA shall excel in executive leadership and management systems as the organization grows in service and complexity,

Objective 3; The Executive Committee will create, and the Board will approve, a set of measurable annual goals for the Executive Director. The 2008 goals will be completed for approval by year-end 2007.

Objective 4: The Personnel Committee shall establish and begin execution of a comprehensive written volunteer recruitment program by mid 2007.

Objective 5. The Personnel Committee shall maintain the employee manual and execute a complete review during 2007.

Objective 6. The Personnel Committee shall create by mid-year 2007, a formal written employee-training program.

Objective 7: The Personnel Committee shall review the written compensation plan for current and future full time employees during 2007

5. Goal for Membership, Program, and Services – Continually enhance the provision of high quality mission-based services as well as non-loss programs that effectively address the foreseeable needs of Clay County residents and significantly increase membership and member engagement with the YMCA.

Objective 8: The Program / Membership Committee shall develop a strong executable and responsive written program to serve the senior population by mid-2007.

Objective 9: The Program / Membership Committee shall significantly enhance teen programming in Clay County by constructing and executing a written program by mid-2007.

Objective 10: The Executive Director shall grow corporate membership partners 100% by year-end 2007

Objective 11: The Executive Director shall develop a written executable marketing and public communications plan that supports the Strategic Plan and addresses recruiting, retention, and an information system for members in the first quarter of 2007.

6. Goal for Facilities – Maintain and grow high quality, accessible, safe and affordable facilities in Clay County that will accommodate and expand the YMCA's growing program needs.

Objective 12: The Executive Committee shall create a written comprehensive, realistic, vision and ten year written executable plan for the Clay County YMCA's existing and future facilities for Board approval by mid 2007.

7. Goal for Resource Development - Raise sufficient ongoing revenue to support the Clay County YMCA's mission and service facility.

Objective 13: The Annual Campaign Committee shall create a written executable three-year fund development plan, including capital funds by mid-2006.

8. Goal for Strategic Collaborations and Alliances – Formalize sustainable relationships with colleague organizations and community partners that will further the mission and strategic goals of the Clay County YMCA.

9. Accountability

Objective 14: The Board of Directors shall review progress on each of the Strategic Plan Objectives quarterly.

10. Strategic Planning Maintenance

Objective 15: A Review the Strategic Plan shall be conducted by the Board of Directors each January to determine needs for change, then execute, if required, a Strategic Plan written update during the first quarter of each year

APPROVALS

I have read and understand this YMCA Strategic Plan. I approve its adoption and execution as written.

Chad Zaucha, Executive Director Date

Phil Redenbarger, CVO Date

David Wright, Board of Directors Vice President Date

Kim Emmert O'Dell, Board of Directors Secretary Date

Billie Jean Reichert, Board of Directors Treasurer Date

—

Andrea Baysinger, Director Date

Jeffery Bell, Director Date

Marvin Buck, Director

Date

Jeff Buell, Director

Date

Toni Carter, Director

Date

Diana Lancaster, Director

Date

Paul Sinderson, Director

Date

John Tabasco, Director

Date

CLAY COUNTY YMCA BOARD OF DIRECTORS 2006

Executive Director	Chad Zaucha	Telephone	812-442-6761 zauchac@hotmail.com
<u>President</u>	Phil Redenbarger	Telephone	812-442-0520 predenbarger@technifab.com
<u>Vice President</u>	David Wright	Telephone	812-448-8110 dwright@first-online.com
<u>Secretary</u>	Kim O'Dell	Telephone	812-446-2397 kim@timberlandlbr.com
<u>Treasurer</u>	Billie Jean Richert	Telephone	765-653-3245 zoe@ourspringers.net

Directors:

Jeffrey Bell	Telephone	812-466-2925	bell@ccrtc.com
Toni Carter	Telephone	812-442-5013	carter@ccrtc.com
Marvin Buck	Telephone	765-569-3295	Mbuckpsp@aol.com
John Tabasco	Telephone	812-442-5129	Leialoha@claynet.com
Andrea Baysinger	Telephone	812-442-2500	asbaysin@stvincent.org
Diana Lancaster	Telephone	765-672-4214	hanal@ccrtc.com
Rob York	Telephone	812-443-4811	ryork@yorkpontiac.com
Paul Sinderson	Telephone	812-939-2049	psinders@gmail.com
Jeff Buell	Telephone	812-443-4207	jdbuell36@aol.com

CLAY COUNTY YMCA EXECUTIVE BAORD, STANDING COMMITTEES,

Standing Committees				
EXECUTIVE	PHIL REDENBARGER	David Wright, Diana Lancaster, Billie Jean Richert, Kim O'dell		
BOARD DEVELOPMENT	PAUL SINDERS	Marvin Buck, Toni Carter		
PROGRAM / MEMBERHSIP	TONI CARTER	Kim O'Dell, Johnny Tobasco		
PERSONNEL		Billie Jean Richert		
FACILITIES	DAVID WRIGHT			
ANNUAL CAMPAIGN	DIANA LANCESTER	Rob York, Jeff Buell, Paul Sindere		
SPECIAL ACTIVITIES	JEFF BELL	Marvin Buck, Andrea Baysinger		

PARTIAL LIST OF UNRESTRICTED FUND DONERS 2000 – 2005

Beulah Ahlemeyer Memorial Fund
Bill and Edna Ahlemeyer Endowment Fund
Lewis & Eva Berry Endowment Fund
Anonymous Fund
Brazil Rotary Community Fund
Clay Civic Memorial Foundation Community Fund
Clay County Community Foundation Board Endowment Fund
Clay County Community Foundation General Endowment Fund
Clay City Lions Community Fund
Albert and Freda Eder DeCoursey Community Fund
Anna Ferrell Endowment Fund
Lilly Endowment Board Designated Fund for Clay County
Lilly Endowment Fund for Clay County
John E and Karen E. Mercer Family Endowment Fund
Herschel and Josephine Morge Endowment Fund
Riddell National Bank - John H. Riddell Memorial Fund
Spencer Miller and Associates L.L.C. CPA's Clay County Community Fund
Gerald and Ellen Thomas Endowment Fund
Richard and Lilia Zimmer man Endowment Fund

PARTIAL LIST OF SCHOLARSHIP DONERS 2000 – 2005

Virginia M. Buell Memorial Scholarship Fund
Robert and Barbara Deakins Scholarship
Brazil Business & Professional Women's Club Scholarship Fund
Earl F. Hopkins Scholarship Fund
Mable Kidwell Scholarship Fund
Renis and fern Knust Scholarship Fund

GRANTS AWARDED 2001

Lilly Endowment Fund for Clay County	\$5,200
Lilly Endowment Fund for Clay County	\$12,120
Angles for Eastside Elementary Fund	\$402
Anonymous Fund	\$3,200
Brazil Business & Professional Women's Club Scholarship Fund	\$2,500
Richard and Lilia Zimmer man Endowment Fund	\$3,652
Clay Community Parks Fund	\$6,100
Lilly Endowment Fund for Clay County	\$5,400
Anonymous Fund	\$1,973
Lilly Endowment Fund for Clay County	\$3,255
Marion and Marie Kattman Sendmeyer Endowment Fund for Poland Historical Chapel	\$972
Anonymous Fund	\$4,600
DePauw University	\$31,675

Indiana State University	\$1,244
Virginia M. Buell Memorial Scholarship Fund	\$100
Lilly Endowment Fund for Clay County	\$3,699
Purdue University	\$18,175
Rose Hulman Institute of Technology	\$25,218
Taylor University Upland	\$965
Vincennes University	\$2,240
	\$132,690

GRANTS AWARDED 2002

Lilly Endowment Fund for Clay County	\$8,216
Richard and Lilia Zimmerman Endowment Fund	\$500
Lilly Endowment Fund for Clay County	\$6,000
Lilly Endowment Fund for Clay County	\$8,650
Angles for Eastside Elementary Fund	\$309
Cable Brazil Fund	\$5,500
Cable Brazil Fund	\$3,500
Lilly Endowment Fund for Clay County	\$2,500
Butler University	\$10,185
DePauw University	\$22,130
Indiana State University	\$8,302
Indiana university	\$1,500
Purdue University	\$16,151
Rose Hulman Institute of technology	\$53,310
Taylor University Upland	\$1,670
	\$148,423

GRANTS AWARDED 2006					
Park County REMC Scholarship Assistance					\$1,000
Clay Civic Memorial Foundation for Turnstiles					\$3,000
Wal-Mart					\$2,000
YMCA of the USA to attend NAYDO conference					\$500
Total					\$6,500

POTENTIAL GROWTH PROGRAMS FOR CONSIDERATION AND EXPANSION

Adventure Guides

Circle meetings and Expedition adventures constitute the core of the program. Circle meetings and gatherings (biweekly or monthly in a family home and once a month for Circle Adventures) Expedition adventures (Circles coming together for Expedition

adventures such as campouts, parties, or parades) ExpFamily-oriented activities (ceremonies, games, crafts, songs, stories, skits, and outdoor pursuits such as camping, hiking, and swimming)

Aquatics

YMCAs have been teaching people to swim for more than a century. In YMCA aquatics programs, children learn to be safe around water and they feel the sense of accomplishment that comes with learning something new. Youth progressive swimming is the YMCA's third most widely offered program nationwide. It uses a problem-solving, guided-discovery teaching approach in a positive, caring environment. Kids can develop lifelong skills that can help them stay healthy. Other YMCA aquatics programs include infant-parent classes, preschool classes, classes for people with disabilities and classes for teens and adults. These include water exercise and therapy and water sports, including synchronized swimming and master competitive swimming for people 18 and over. Competitive programs are also available for youth. Many YMCAs offer special classes to help children and families learn how to be safer in and around water.

Arts and Humanities

Traditionally known as places to learn how to do the breast stroke or make a jump shot, YMCAs are rapidly becoming the places where kids and adults learn to paint, write, sing or act. The year 2003 marks the fifth anniversary of arts and humanities as a YMCA core program.

Within only four and half years, arts programs have increased by 39 percent at Ys, and millions of dollars in program and arts facility development have been secured. There are new YMCA arts programs from coast to coast, distinguished by their ability to simultaneously support artists, community members, and cultural and other organizations.

YMCAs have actually been engaged with the arts and humanities from their earliest days, with their popular reading rooms in the 1850s, the Little Theater at the Harlem YMCA in the 1950s, and the first English as a Second Language and other adult learning classes in the 1960s. In fact, artists such as Walt Whitman, Cicely Tyson, Billy Wilder and Sidney Poitier, among many others, honed their crafts at YMCAs.

Although arts and humanities became a YMCA core program area in 1998, the seeds were sown 20 years ago when a new, accessible and innovative community-based arts program began at the West Side YMCA in New York City.

There, Jason Shinder, nationally known poet and now national director for Arts & Humanities at YMCA of the USA, founded the YMCA National Writer's Voice, a literary arts center that inspired not only the largest network of literary art centers in the country, but the idea that arts and humanities belongs at YMCA of the USA. His efforts received early, critical support from the Wallace-Readers Digest Fund, the National

Endowment for the Arts, the Lannan Foundation and William Bingham Foundation, among many other funders and institutions.

Novelist and playwright E.L. Doctorow, one of the many artists celebrating YMCAs' new role in the arts, calls Y leadership efforts "unprecedented, crucial, breakthrough work – nothing less than the firing up of synapses in the national mind." Doctorow is chair emeritus of the YMCA National Writer's Voice.

Today there are more than 750 YMCAs providing arts programming. Collectively, YMCAs are the nation's largest not-for-profit organization, and YMCA of the USA expects it will soon be one of the leading and most influential, if not largest, arts provider in the country for kids and adults. Considering that YMCAs serve 500,000 children in childcare each year, they are especially well positioned to lead arts programming for kids.

YMCAs' appreciation for the power of art, especially on childhood development, is strengthened by a 2002 report, *Champions of Change: The Impact of Arts on Learning*, from the Arts Education Partnership. The report reviews research conducted by scholars from several of America's leading universities including Columbia, Harvard, Stanford and UCLA, and reveals that children exposed to drama, music and dance may do a better job at mastering reading, writing and math than those who focus solely on academics.

Whether it's an after school dance class, a weekend pottery workshop or a regular book group for older adults, the YMCA is seeking to engage members in appreciating the arts as a means of building a healthy spirit, mind and body.

Camping

Whether it's through singing or swimming, through nature hikes or computer classes, counselors at YMCA day and overnight camps have led kids in developing good values—and having fun—for more than 110 summers.

Although they may be structured differently, YMCA day and overnight resident camps provide the same outcome: Kids have fun while they learn how to make new friends, build new skills and grow in self-reliance. Many Y camps use a natural setting to teach youth about the wonders of the world around them and how they can take good care of it. Some offer special sessions on academics, sports, arts, or teen adventure or leadership.

For kids, Y camp is a fun way to enjoy the summer. For moms and dads, it's a way to give their children a positive developmental experience. And for parents who work outside the home, Y camp also serves as childcare. Resident camp is usually for children 8 years old and older. Most day camps have programs for preschool ages and older.

Day camp for children is the YMCA's most widely offered program nationwide. Teen versions are growing fast.

Child Care

YMCAs are dedicated to providing high-quality, affordable childcare. As the nation's largest provider of childcare programs, YMCAs provide family-centered, values-based programs to nurture children's healthy development. Well-trained staff provides safe, affordable, high-quality care so you can have peace of mind while you work. Like all Y programs, childcare is open to all, with financial aid available. Staff members are partners with parents and other caregivers, working together to help kids grow up healthy, happy and strong.

Community Development

The YMCA believes we all need a place to belong—a place where we genuinely care about one another, share in decisions, treat each other with respect and pull together for a common cause. Ys bring together people from different walks of life in an environment where all can feel comfortable. They are natural incubators for ideas to help solve community problems. They get things done by working with other neighborhood groups and organizations.

The Y's community development efforts include alternative schools, gang intervention, family literacy programs, tutoring, substance abuse prevention, job training and employment services, permanent and transitional housing, and much more. They also include such simple steps as linking a child with a baseball coach who cares more about values than winning and understands that kids need to have fun.

Health and Fitness

YMCAs have led community-based health and fitness for more than a century. Research continues to support the approach to health that YMCAs have taken since 1891 when Luther Gulick proposed the red YMCA triangle as a symbol of a person's "essential unity – spirit, mind and body – each being a necessary and eternal part of man." Participation in Y health and fitness programs offer opportunities for friendship and community, a sense of well-being, self-confidence, and improved mental abilities and cognition – not to mention the obvious benefits of healthy hearts, lungs, bones and muscles.

Ys believe exercise and health education are important for people of all ages, incomes and abilities. The government agrees that all people can benefit from good health and wellness programs.

Adult programs include strength training, injury rehabilitation, walking, personal fitness, exercise for beginners, yoga, tai chi, healthy back, weight management, and group exercise including aerobics, martial arts exercise, studio cycling, and much more. Many Ys offer stop-smoking programs and stress management classes. Hundreds of YMCA's collaborate with hospitals to provide these programs. The list of YMCA programs and services goes on and on.

Youth programs include preschool movement, youth fitness, teen fitness and kids' gyms. Many Y childcare programs incorporate health and fitness, too. YMCA Healthy Kids Day—the Ys' annual, nationwide celebration of kids' health in spirit, mind and body—brings family members together to learn how to live healthier lives.

Older Adults

YMCAs are for people of all ages, abilities and incomes. They count older adults as some of their most loyal members. At YMCAs, older adults have a chance to keep active and grow in spirit, mind and body. New friends and new opportunities add joy to life, and the Y also gives seniors a chance to share their time and talents with others, such as children and teens.

Programs can include:

- health and fitness
- swimming classes
- trips and programs
- social clubs
- senior centers
- volunteer and service-learning

Sports

A mainstay of YMCA offerings for young people, Y youth sports programs fill kids' discretionary hours with positive activities and caring adult attention. Coaches—often volunteers, including many parents—emphasize teamwork and cooperation over winning at any cost, developing good values over developing the next superstar.

Basketball and volleyball, both YMCA inventions, are popular youth programs, as are baseball, softball, T-ball, soccer and progressive gymnastics. Other local options range from traditional sports like tennis and football to such newer inventions as in-line roller-skate hockey and wallyball. Some YMCAs offer programs for people with disabilities. Many YMCAs offer options for adults, too.

Teens

Ys are for people of all ages, incomes and abilities. Half of YMCAs' members nationwide are under age 18. Last year, Ys served nearly 9 million young people in this age group. YMCAs give teens a safe place to call their own, a chance to connect with adults who care about them and an opportunity to get involved in programs that help them grow, such as:

Teen leadership Programs

Other Youth Development Programs

YMCA Earth Science Corps

Hi-Y

Youth and Government

Model United Nations⁴

HISTORY OF THE NATIONAL YMCA

The Young Men's Christian Association was founded in London, England, on June 6, 1844, in response to unhealthy social conditions arising in the big cities at the end of the Industrial Revolution (roughly 1750 to 1850). Growth of the railroads and centralization of commerce and industry brought many rural young men who needed jobs into cities like London. They worked 10 to 12 hours a day, six days a week.

Far from home and family, these young men often lived at the workplace. They slept crowded into rooms over the company's shop, a location thought to be safer than London's tenements and streets. Outside the shop things were bad—open sewers, pickpockets, thugs, beggars, drunks, lovers for hire and abandoned children running wild by the thousands

George Williams was born on a farm in 1821, came to London 20 years later as a sales assistant in a draper's shop, a forerunner of today's department store. He and a group of fellow drapers organized the first YMCA to substitute Bible study and prayer for life on the streets. By 1851 there were 24 Ys in Great Britain, with a combined membership of 2,700. That same year the Y arrived in North America: It was established in Montreal on November 25, and in Boston on December 29.

The idea proved popular everywhere. In 1853, Anthony Bowen, a freed slave, founded the first YMCA for African Americans in Washington, D.C.. The next year the first international convention was held in Paris. At the time there were 397 separate Ys in seven nations, with 30,369 members total.

The YMCA idea, which began among evangelicals, was unusual because it crossed the rigid lines that separated all the different churches and social classes in England in those days. This openness was a trait that would lead eventually to including in YMCAs all men, women and children, regardless of race, religion or nationality. Also, its target of meeting social need in the community was dear from the start.

George Williams was knighted by Queen Victoria in 1894 for his YMCA work and buried in 1905 under the floor of St. Paul's Cathedral among that nation's heroes and statesmen. A large stained glass window in Westminster Abbey, complete with a red triangle, is dedicated to YMCAs, to Sir George and to Y work during the first World War.

⁴ <http://www.ymca.net/>

In the United States during the Civil War, Y membership shrunk to one-third its size as members marched off to battle. Fifteen of the remaining Northern Ys formed the U.S. Christian Commission to assist the troops and prisoners of war. President Abraham Lincoln endorsed it, and its 4,859 volunteers included the American poet Walt Whitman. Among other accomplishments, it gave more than 1 million Bibles to fighting men. It was the beginning of a commitment to working with soldiers and sailors that continues to this day through the Armed Services YMCAs.

Only 59 Ys were left by war's end, but a rapid rebuilding followed, and four years later there were 600 more. The focus was on saving souls, with saloon and street corner preaching, lists of Christian boarding houses, lectures, libraries and meeting halls, most of them in rented quarters.

But seeds of future change were there. In 1866, the influential New York YMCA adopted a fourfold purpose: "The improvement of the spiritual, mental, social and physical condition of young men."

In those early days, YMCAs were run almost entirely by volunteers. There were a handful of paid staff members before the Civil War who kept the place clean, ran the library and served as corresponding secretaries. But it wasn't until the 1880s, when YMCAs began putting up buildings in large numbers, that most associations thought they needed someone there full time.

Gyms and swimming pools came in at that time, too, along with big auditoriums and bowling alleys. Hotel-like rooms with bathrooms down the hall, called dormitories or residences, were designed into every new YMCA building, and would continue to be until the late 1950s. Income from rented rooms was a great source of funds for YMCA activities of all kinds. Residences would make a major financial contribution to the movement for the next century.

Ys took up boys work and organized summer camps. They set up exercise drills in classes—forerunners of today's aerobics—using wooden dumbbells, heavy medicine balls and so-called Indian clubs, which resembled graceful, long-necked bowling pins. Ys organized college students for social action, literally invented the games of basketball and volleyball and served the special needs of railroad men who had no place to stay when the train reached the end of the line. By the 1890s, the fourfold purpose was transformed into the triangle of spirit, mind and body.

Through the influence of nationally known lay evangelists Dwight L. Moody (1837-1899) and John Mott (1865-1955), who dominated the movement in the last half of the 19th and first half of the 20th centuries respectively, the American YMCAs sent workers by the thousands overseas, both as missionary-like YMCA secretaries and as war workers.

The first foreign work secretaries, as they were called, reflected the huge missionary outreach by Christian churches near the turn of the century. But instead of churches, they

organized YMCAs that eventually were placed under local control. Both Moody and Mott served for lengthy periods as paid professional staff members of the YMCA movement. Both maintained lifelong connections with it.

The U.S. entered World War I in April 1917. Mott, on his own, involved the YMCA movement in running the military canteens, called post exchanges today, in the United States and in France. Ys led fundraising campaigns that raised \$235 million for those YMCA operations and other wartime causes, and hired 25,926 Y workers—5,145 of them women—to run the canteens.

It also took on war relief for both refugees and prisoners of war on both sides, and worked to ease the path of African American soldiers returning to the segregated South. Y secretaries from China supervised the Chinese laborers brought to Europe to unload ships, dig trenches and clear the battlefields after the war. Y.C. James Yen, a Yale graduate working with YMCAs in France, developed a simple Chinese alphabet of 100 characters that became a major weapon in wiping out illiteracy in China. Funds left over from war work helped in the 1920s to spur a Y building boom, outreach to small towns and counties, work with returning black troops and blossoming of YMCA trade schools and colleges.

The Great Depression brought dramatic drops in Y income, some as high as 50 percent. A number of associations had taken up direct relief of the poor beginning in 1928, as employment mounted before the stock market crash of 1929. When direct relief was taken over by the federal government in 1933, it released YMCAs and other nonprofits from their welfare tasks.

Forced to reevaluate themselves by hard times and by pressure from militant student YMCAs, community Ys became aware of social problems as never before and accelerated their partnerships with other social welfare agencies. Programs and mission were reviewed as well. Some results were joint community projects, renewed emphasis on group work and more work through organized classes and lectures. Ys were forced to prove to their communities that both character-building agencies and welfare agencies were needed, especially in times of stress.

Between 1929 and 1933, Bible class enrollment fell by 60 percent and residence use was down, but exercise and educational classes were both up, along with vocational training and camping.

A typical Y program of the day was the Leisure Time League in Minneapolis. It drew thousands to that YMCA in 1932 to "unite unemployed young men who desire to maintain their physical and mental vigor and wish to train themselves for greater usefulness and service to themselves and the community," reported the association. The program offered a wide range of free services such as medical assistance, physical programs, school classes on a dozen subjects and recreation. As conditions improved even slightly, they went back to work. A few were left behind—in most cases, those considered unemployable. The YMCA offered them vocational training.

The idea spread widely and YMCAs discovered they could survive handily if they served a large number of people and had low building payments. In fact, the Chicago Y was able to organize a new South Shore branch in the depths of the Depression.

During World War II, the National Council of YMCAs (now the YMCA of the USA) joined with Ys around the world to assist prisoners of war in 36 nations. It also helped form the United Service Organization (USO), which ran drop-in centers for service people and sent performers abroad to entertain the troops. Ys worked with displaced persons and refugees as well, and sent both workers and money abroad after the war to help rebuild damaged YMCA buildings.

After more than two decades of study and trial YMCA youth secretaries in 1944 agreed to put a national seal of approval on what was already widespread in the movement to focus their energies on four programs that involved work in small groups. They became known as the "four fronts" or "four platforms" of Youth Work: three boy's clubs—Gra-Y for those in grade school, Junior Hi-Y and Hi-Y. (There would eventually be all-female and coed models as well.)

At the close of the war, the Ys had changed. Sixty-two percent were admitting women, and other barriers began to fall one after the other, with families the new emphasis, and all races and religions included at all levels of the organization. The rapidly expanding suburbs drew the Ys with them, sometimes abandoning the old residences and downtown buildings that no longer were efficient or necessary.

In 1958, the U.S. and Canadian YMCAs launched Buildings for Brotherhood in which the two nations raised \$55 million that was matched by \$6 million overseas. The result was 98 Y buildings renovated, improved or built new in 32 countries.

In what could be called the Great Disillusion of 1965-1975, the nation was rocked by turmoil that included the Vietnam War, urban noting, the forced resignation of a U.S. president, the outbreak of widespread drug abuse among the middle class, assassination of major political leaders, and a loss of confidence in institutions.

The Ys, in response, were challenged by National General Secretary James Bunting to change their ways. He said the choice was "either to keep learning or to become 20th-century Pharisees clinging to forms and theories that were once valid expressions of the best that was known, but that today are outdated and irrelevant."

With national YMCA support and federal aid, new outreach efforts were taken up by community Ys in 150 cities. The Ys poured their own money and talent into outreach as well. Outreach programs were not new to the organization, but the size and scope involved were new.

The four-fronts youth programs withered for lack of attention, dying out entirely in many major centers, but holding fast in YMCA camping and in parts of the Midwest and much

of the South. When federal aid dried up, money troubles began to reappear, as Ys struggled to keep faith with those they were helping.

An even more insidious problem was in the mix. Long schooled in conciliation, Y people found themselves being confronted aggressively both at home and abroad. It was particularly hard to deal with and discouraging. Beginning in 1970 the fraternal secretaries serving YMCAs overseas were being called home. Some buildings in U.S. cities were shuttered and residences dosed for lack of clientele and insufficient funds for proper maintenance. Y leaders were urged to become more businesslike in both their appearance and their operations, a topic raised by Y boards since the 1920s.

After 1975, the old physical programming featured by YMCAs for a century began to perk up as interest in healthy lifestyles increased nationwide. By 1980, pressure for up-to-date buildings and equipment brought on a boom in construction that lasted through the decade.

During the 1980s and '90s, the ideas of "values clarification" were slowly replaced by ideas of "character." The moral upbringing of children had been considered the sole domain of the family, and enabling the child to discover his or her own ethical system was the goal. But by the mid to late '80s, this was seen as contributing to a morally bankrupt society, in which there is no notion of virtue (or of vice), just different points of view. The ideas of character development and civic virtues became central, with Bennet's *The Book of Virtues* hitting the best-seller lists and organizations such as Character Counts! being born. "Preach what you practice" became as much a part of the ideal of youth development as "practice what you preach," and "it takes a village" replaced "it's the family's job to develop morals."

The YMCA movement had been involved in character development from the beginning, but in an implicit and practical focus rather than an explicit one. (George Williams stated this perfectly in his response to how he would respond to a young man who said that he had lost his belief in Jesus, by saying that his first act would be to see that the young man had dinner.) The YMCA movement studied the issue and emerged with four "core values"—caring, honesty, respect and responsibility—and promptly began to incorporate these in all programming in an explicit and conscious way.

During the '90s, a tremendous change occurred in the field of youth development. Previously, the focus had been on the "deficit model," in other words, what went wrong with the youth who got into trouble, and how could they be corrected. But the same way that prevention and development of health, rather than just the cure of disease pervaded the medical world, youth workers and academics started to look at what contributes to healthy development and prevents problems—an "assets model." The YMCA of the USA collaborated with The Search Institute on studying this issue in depth and coming up with practical results.

The research showed 30 (later increased to 40) developmental assets that positively correlated with pro-social and healthy behaviors in youth, and negatively correlated with

anti-social and unhealthy behaviors. The more assets a youth has, the more likely he or she is to behave well, the less likely to engage in risky behaviors. This not only provided a "road map" for Ys to follow in creating healthy kids, families and communities, but also was an inherent proof of the effectiveness of youth programs.

It also showed a wider focus than had been thought possible. It doesn't matter if a program consists of sports, music, a teen center, mentoring or aerobics, or if it's aimed at reducing teen pregnancy, smoking or crime. If it provides one or more of the developmental assets, it will reduce the overall risk of any kind of negative behavior, and raise the likelihood of positive behavior.

Ys have been so integral to their communities that organizations have been founded at meetings at YMCAs without being part of Y programs. The Gideons organization famous for putting Bibles in hotel rooms was started at a YMCA, but without Y staff or volunteer involvement. So we say that the Gideons was founded at a Y, but not that a Y started Gideons.

It would be impossible to list all of the individuals and organizations contributing to this document. We received information from sources ranging from trade associations to university professors to current and retired YMCA employees. The only things they had in common were a deep respect for Y traditions, a love for what the YMCA stands for and a desire to help. Special recognition must go to the staff of the YMCA of the USA Archives. Their efforts and irreplaceable resources provided needed details when no one else knew where to look.

The reason to look at what YMCAs did in the past is to inspire today's YMCA staff and volunteers to serve their communities with the same concern, dedication and courage. They may not make a list of firsts, but they will keep YMCAs foremost with their accomplishments

Volleyball was invented at the Holyoke (Mass.) YMCA in 1895, by William Morgan, an instructor at the Y who felt that basketball was too strenuous for businessmen. Morgan blended elements of basketball, tennis and handball into the game and called it mintonette. The name "volleyball" was first used in 1896 during an exhibition at the International YMCA Training School in Springfield, Mass., to better describe how the ball went back and forth over the net. In 1922, YMCAs held their first national championship in the game. This became the U.S. Open in 1924, when non-YMCA teams were permitted to compete.

Racquetball was invented in 1950 at the Greenwich (Conn.) YMCA by Joe Sobek, a member who couldn't find other squash players of his caliber and who did not care for handball. He tried paddleball and platform tennis and came up with the idea of using a strung racquet similar to a platform tennis paddle (not a sawed-off tennis racquet, as some say) to allow a greater variety of shots. After drawing up rules for the game, Sobek went to nearby Ys for approval by other players, and at the same time formed them into the Paddle Rackets Association to promote the sport. The original balls Sobek used were

half blue and half red. When he needed replacements, Sobek asked Spalding, the original manufacturer, to make the balls all blue, so they wouldn't mark the Y's courts.

Softball was given its name by motion of Walter Hakanson of the Denver YMCA in 1926 at a meeting of the Colorado Amateur Softball Association (CASA), itself a result of YMCA staff efforts. Softball had been played for many years prior to 1926, under such names as kittenball, softball and even sissyball. In 1926, however, the YMCA state secretary, Homer Hoisington, noticed both the sport's popularity and its need for standardized rules. After a gathering of interested parties, the CASA was formed and Hakanson moved to settle on the name softball for the game. The motion carried, and the name softball became accepted nationwide. Shortly thereafter, the Denver YMCA adopted a declaration of principles for softball, adhering to noncommercial zed recreation open to all ages and races and demanding good sportsmanship. When the Amateur Softball Association of America was formed in 1933, the Denver YMCA team represented Colorado in its first national tournament, held in Chicago.

Professional football began at a YMCA. In 1895, in Latrobe, Pa., John Brailer was paid \$10 plus expenses by the local YMCA to replace the injured quarterback on their team. Years later, however, Pudge Heffelfinger claimed that he was secretly paid to play for the Allegheny Athletic Association in 1892. The NFL elected to go with Pudge's version of events.

Yes, it was at the International YMCA Training School that in December 1891, James Naismith invented the game of basketball, doing so at the demand of Luther Gulick, the director of the school. Gulick needed a game to occupy a class of incorrigibles—18 future YMCA directors who, more interested in rugby and football, didn't care for leapfrog, tumbling and other activities they were forced to do during the winter. Gulick, obviously out of patience with the group, gave Naismith two weeks to come up with a game to occupy them.

Naismith decided that the new game had to be physically active and simple to understand. It could not be rough, so no contact could be allowed. The ball could be passed but not carried. Goals at each end of the court would lend a degree of difficulty and give skill and science a role. Elevating the goal would eliminate rushes that could injure players, a problem in football and rugby.

Introducing the game of basketball at the next gym class (Naismith did meet Gulick's deadline), Naismith posted 13 rules on the wall and taught the game to the incorrigibles. The men loved it and proceeded to introduce basketball to their hometowns over Christmas break. Naismith's invention spread like wildfire.

Not only was basketball invented by a YMCA institution, but the game's first professional team came from a Y. The Trenton (N.J.) YMCA had fielded a basketball team since 1892 and in 1896 its team claimed to be the national champions after beating various other YMCA and college teams. The team then severed its ties with the Y. It

played the 1896-97 season out of a local Masonic temple, charging for admission and keeping the proceeds.

Camping has been a part of YMCA programming for more than a century. The claim for a YMCA first in camping, however, must be worded carefully, since the YMCA did not invent camping in 1885, and Sumner Dudley did not lead the first YMCA camping program. What YMCAs can claim is having founded the first continuously used camp. The first school camp was started in 1861 by William Gunn, and Gunn camps became well known. A camp for weakly boys was organized in 1876 by Dr. Joseph Trimble Rothrock. The first church camp for boys was started in 1880, and in 1881 the first private camp to meet special educational needs was established. None of these camps was a YMCA camp, and none of them operates today.

YMCAs became involved in camping in the 1860s, with the earliest reference being that of the Vermont Y's boy's missionary (who would now be the youth director) taking a group of boys to Lake Champlain for a summer encampment. In 1881, the Brooklyn (N.Y.) YMCA reported taking 30 boys on a camping out. Many other YMCAs had camp experiences for youth as well, and in 1882 national records started recording camping programs under outings and excursions.

The oldest camp, now known as Camp Dudley, began in 1886 on Lake Champlain, NY. Sumner Dudley, long active in both the New York and New Jersey YMCA movements, was asked in 1884 to take young honor YMCA members camping. In 1885 he took seven boys for a week's encampment at Orange Lake, NJ. The next year Dudley moved the site to Twin Islands, Lake Wawayanda, NJ. Ultimately, the camp settled on Lake Champlain, NY, in 1908. Dudley referred to the first camp as Camp Baldhead. After Dudley's death in 1897, the camp was renamed Camp Dudley.

The Ragger Society, the forerunner of today's Rags and Leather Program, was started in 1914 at Camp Loma Mar in California. It started because a camp director wanted to award athletic ability. Other camp leaders objected, noting that a boy with physical disabilities would then never be able to win. They settled on a program of personal counseling and seeking God's will for oneself. The hymn, I Would Be True, written in 1917 by Howard A. Walker, was inspired by the program's creed. Walker himself later went to India and performed YMCA work there.

Swimming has long been associated with the YMCA, and tens of millions of people across the country learned how to swim at the YMCA. It was not always this way, however, and for many years swimming was seen as a distraction from legitimate physical development.

The first reported YMCA swimming bath was built at the Brooklyn (NY) Central YMCA in 1885. By the end of the year, it was reported that 17 Ys had pools. Pools then bore scant resemblance to the pools of today: The Brooklyn Central pool was 14' x 45' and 5' deep. Early pools, in addition to being small, had no filters or recalculation systems. The water in the pool just got dirtier and dirtier until the pool was drained and cleaned, which

some Ys did on a weekly basis. No wonder the medical community saw them as a threat to health.

Two developments helped change YMCA staff attitudes towards pools. The first was the development of mass swim lessons in 1907 by George Corsan at the Detroit YMCA. What Corsan did was to teach swimming strokes on land, starting with the crawl stroke first, as a confidence builder. Prior to Corsan's methods, strokes were only taught in the pool and the crawl was not taught until later. Corsan also came up with the ideas of the learn-to-swim campaign and using bronze buttons as rewards for swimming proficiency. He gave a button to boys who swam 50 feet. Corsan's learn-to-swim campaigns resulted in 1909 in the first campaign to teach every boy in the United States and Canada how to swim.

Perhaps Corsan's land drills for swimming came about as a result of how swimming had been taught. Early YMCA staff viewed swimming as a distraction from the real job of physical development, which meant exercise and gymnastics. Boys in San Francisco, for example, could not use the pool until after they had passed a proficiency test in gymnastics. In the 1890s, swimming was taught by using a rope and pulley system.

The second development was the use of filtration systems for keeping the water clean. Ray L. Rayburn, a founder of what was the Building Bureau (now BFS), came up with the ideas of building pools with rollout rims and water recalculation systems. Recalculation meant that the water could be filtered and impurities removed. The first rollout rim was installed in 1909 in the Kansas City, Mo., pool. In 1910, a filtration system was added to the Kansas City pool. No more would pools be considered health menaces.

The combination of these developments, Corsan's mass teaching techniques and Rayburn's filtration systems, came together to popularize swimming and swim instruction at YMCAs. In 1932 there were more than 1 million swimmers a year at YMCAs. In 1956, the national learn-to-swim campaigns became Learn to Swim Month. In 1984, it was reported that YMCAs collectively were the largest operator of swimming pools in the world.

It is hard to overestimate the effect the YMCA movement has had on swimming and aquatics in general. A Springfield College student, George Goss, wrote the first American book on lifesaving in 1913 as a thesis. It was a YMCA national board member (then the YMCA International Committee), William Ball, who in the early 1900s encouraged the Red Cross to include lifesaving instruction in its disaster and wartime services programs. The first mobile swimming pool was invented at the Eastern Union (NJ) Y in 1961, enabling the Y to take instruction and swimming programs to people who could not go to the Y. The *YMCA Swimming and Lifesaving Manual*, published in 1919, was one of the earliest works on the subject. The Council for National Cooperation in Aquatics, formed in 1951, was created as a result of the efforts of the YMCA. A group of 20 national agencies, the Council was organized to expand cooperation in the field of aquatics.

Even the military used YMCA swim instruction techniques. In World War I, the Army

used mass land drills to teach doughboys. In 1943, Dr. Thomas K. Cureton, chairman of the YMCA National Aquatic Committee, published *Warfare Aquatics*, which was widely used by the armed forces (and YMCAs!) during the conflict and after.

The term "bodybuilding" was first used in 1881 by Robert Roberts, a member of the staff at the Boston YMCA. He also developed the exercise classes that led to today's fitness workouts.

Group childcare was not started at a YMCA, but Ys moved swiftly to meet the needs of a changed and changing society. Rosie the Riveter went back home after World War II, but her daughter left and didn't look back. Today's YMCA movement is the largest not-for-profit provider of childcare, and is larger than any for-profit chain in the country.

No one could have predicted that in the beginning. The origins of group childcare are obscure and we will probably never know who had the first group care program. A strong possibility, however, is that group care grew out of gang prevention and teen intervention programs in the 1960s. The Chicago YMCA had a strong youth outreach program in the 1960s (Ys had been working with youth gangs in one way or another since the 1880s). Workers noticed, however, that youths attending the program often brought their younger siblings along because they were providing care while their parents worked. Childcare was organized so that the older kids could attend these programs without concern or distraction.

Another impetus for group childcare at the Y came from John Root, general secretary (today he would be CEO) of the Chicago YMCA. Root had returned from a trip to the Soviet Union, where he had observed firsthand the extensive child care programs offered by the government and how the availability of childcare benefited both children and their families. Root was determined to have YMCAs do as much in America.

The idea quickly spread to other cities. In the 1990s, about half a million children received care at a YMCA each year. In 1996, childcare became the movement's second largest source of revenue, after membership dues.

Many times YMCAs influenced society simply by coming up with creative solutions to their own problems, such as a need for trained YMCA employees. These solutions then spread throughout our society because they met the needs of others. Often YMCAs set themselves up as models long before others even knew there was a problem. Here are some examples of how YMCAs shaped the development of social institutions in America.

Many of the practices of colleges and universities in America, in fact, several colleges and universities themselves, can be traced back to YMCA involvement in higher education. Ys in the 19th and early 20th centuries placed much more emphasis on formal and informal classes and teaching than they do now. This stemmed in part from the fact that free public education was not so widespread as it is today. That meant that there were large numbers of working teens that needed classes and instruction if they were to avoid

the traps and pitfalls that George Williams so keenly observed in London decades earlier. YMCA classes and instruction also stemmed from the need for properly trained staff to run local Ys and carry on its programs.

The first institution of higher learning organized by the YMCA national organization was the School for Christian Workers in Springfield, Mass. Later known as the International YMCA Training School and finally as Springfield College, the School was to train Y workers in all aspects of business and management. Previously, academic training for YMCA employees was mostly summer institutes and training sessions, the first being held in 1884 at Lake Geneva, Wis. These were insufficient, though, and at least since 1876 there had been calls for Ys in large metropolitan areas to set up training schools.

The need for a formal school was also felt in the Midwest, with a YMCA Training School housed in the downtown Chicago YMCA opening in 1890 with five students. It ultimately became George Williams College, after merging with the Western Secretarial Institute, a summer training school in Lake Geneva, Wis., in 1892. A century later, George Williams College became part of Aurora University, in Aurora, Ill.

The idea that large metropolitan associations should have classrooms for teen education and staff training was put into practice in San Francisco and Boston in the 1880s and 1890s. What is now Northeastern University in Boston started as informal law courses in 1897 with the founding of the Evening Institute of the Boston YMCA. Formal classes started in 1898, under the name of the Evening School of Law of the Boston YMCA. The school added additional subject areas and became Northeastern College in 1916. Later expansion led to its becoming Northeastern University in 1922. The Evening Institute of the Boston YMCA was also the birthplace of student work-study, a concept familiar to students receiving financial aid at almost every college or university in the country.

The origins of Golden Gate University in San Francisco are similar. The San Francisco Y was founded in 1853, one of 13 YMCAs operating in North America at the time. In 1881, the YMCA Night School was established, a name it kept until 1895, when it became the YMCA Evening College. The Evening College formed a YMCA Law School in 1910, becoming Golden Gate College in 1923.

Many YMCAs had cooperative agreements with some of the most prestigious institutions of higher learning in America, many starting in the 1920s and 1930s. Some of the more notable institutions include Oberlin College (America's first coeducational school), Yale Divinity School, Whittier College, Columbia University and Union Theological Seminary. The Southern YMCA College and Graduate School was founded in Nashville, Tenn., in 1919, with the help of Vanderbilt University, Peabody College for Teachers, and Scarritt College for Christian Workers. It closed in 1936, with many of its programs going to the Blue Ridge Assembly. In Chicago, Roosevelt University was founded in 1945 as a result of a split within the existing Central YMCA College.

The YMCA movement played a large role in the development of higher education. By

1916, there were approximately 83,000 students taking more than 200 YMCA courses. In 1946, approximately 130,000 students were taking courses through Ys. In all there were 20 YMCA colleges in 1950, ranging from Fenn College in Cleveland to Springfield College. Beginning in the 1930s, as the colleges became freestanding institutions of higher learning and not just training centers for YMCA staff, it made sense for them to break free of the YMCA movement altogether. In 1997, only Springfield College and the George Williams College of Aurora (Ill.) University retain close ties with the movement.

Another aspect of YMCA involvement in higher education was the work of student YMCAs at many colleges and universities. The first recorded student Ys opened in 1856 at Cumberland University in Tennessee and at Milton Academy (now College). Students, of course, must have been active in informal YMCA bodies before then. Student Ys offered counseling and services to students on an ecumenical basis, an approach that heavily influenced and ultimately changed the way church and college staff conducted their own campus outreach programs. Student work was so important to the movement that in 1922, the movement authorized the organization of a national student council, complete with its own statement of purpose.

Certification of staff with respect to general training is a YMCA development, growing out of the need for education that led to establishing YMCA schools in the 19th century. In 1922, a plan for voluntary certification to be a YMCA secretary (today's director) was drawn up.

YMCAs were also among the first to develop systems of certification for staff in teaching programs. In part, this can be traced to the publication by Association Press of manuals and materials for use by staff in teaching courses. In 1938 a national plan was developed for certifying aquatic directors and instructors. In 1959, certification was offered in skin and scuba diving. In 1996, more than 54,000 people were certified in various subjects or as trainers of trainers.

The YMCA organized a Retirement Fund for employees in 1922, with about 1,000 Ys and 4,000 staff participating. The first official steps to organizing the fund began in 1913. Prior to that, churches and welfare organizations, if they made any provision for the future at all, had widows and orphans plans. The Y's retirement plan was a first for any major welfare organization and probably the first for any such no church association.

When the fund became operational in 1922, it began with an endowment of \$4 million, including a \$1 million conditional gift (in the form of a challenge grant) from John D. Rockefeller Jr. (who had been active in the student Y at Brown University). Around that time, the Gamble family, of Proctor & Gamble fame, gave the fund a large block of stock.

Successful investments allowed it to survive the stock market crash of 1929, and in 1934 the fund corpus had grown to \$15 million. The initial retirement age was 60. The fact that YMCAs organized one of the earliest retirement funds should be seen in perspective. YMCA staff had worked in other ways to improve working conditions. YMCAs had been

active in labor's campaigns to shorten the workweek since 1885.

The Nobel Peace Prize awarded for pioneering work in peace making was jointly awarded in 1946 to John R. Mott, a leader of the YMCA movement in America, and to Emily Greene Balch. Mott's award was in recognition for the role the YMCA had played in increasing global understanding and for its humanitarian efforts. Mott himself was a product of the student YMCA movement and he was a major influence on the Y's missionary movement. In 1993, the Jerusalem International YMCA, the only Y owned by the YMCA of the USA, was nominated for the Nobel Peace Prize for its work for promoting peace in the Middle East.

Residences at YMCAs play a vital part in both the movement and in American society. Staying in a YMCA room has been mentioned in song and literature, and the list of people who stayed at Y residences range from Dave Thomas, the founder of Wendy's restaurants, to Charlie Rich, the country music star and black revolutionary Malcolm Little, later known as Malcolm X.

Dormitories were seen as giving young men a place of refuge from the evils of the world. In 1898, *Young Men's Era*, a Y publication, declared that dorms were more in keeping with the YMCA mission than other moneymaking devices. The first known Y dormitory was noted in 1867, when the Chicago YMCA had a 42-room dormitory in Farwell Hall. Intended for young men who could not afford more ample accommodations, it was, in the words of Dwight L. Moody, to be a Christian home for the stranger young men coming to this city. Farwell Hall burned down shortly thereafter.

It was 20 years before the second dormitory was built at a YMCA, this time in Milwaukee in 1887. In the meantime, though, several YMCAs maintained emergency dormitories for the unemployed. The Harrisburg (Pa.) YMCA opened a Y dormitory in 1877 in a renovated hotel.

By 1910, 281 Ys had about 9,000 rooms available, and in 1916 the Chicago YMCA Hotel opened with 1,821 rooms. By 1922 Ys had approximately 55,000 rooms and in 1940 there were about 100,000 rooms at YMCAs. No hotel chain had more rooms.

The influence of YMCAs on others extends far beyond individuals in their programs. Here are some organizations that drew on YMCA experience or assistance during their formative years.

The Camp Fire Girls (now Camp Fire Boys and Girls) were founded in 1910 through the joint efforts of Luther Gulick, M.D., and his wife, Charlotte. Gulick was already well known for his work in the YMCA, his understanding of the whole person leading to his design of the YMCA's inverted triangle, one side each for spirit, mind and body. Busy with his existing commitments, Gulick did not want to take on the task of forming another organization. He did, however, advise others on the organization of the Thetford Girls, the forerunner of the Camp Fire Girls. Charlotte by then had become interested in the Thetford Girls and was inspired to name their first camp, at Sebago Lake, Maine,

Camp WoHeLo, from the first two letters of the words Work, Health and Love. She saw them as forming an upright triangle, which she pictured superimposed over the Y's symbol to make a star.

YMCA staff members played a key role in the development of the Boy Scouts of America. After Lord S.S. Baden-Powell and others started Scouting in 1897 in Britain, it spread to America, and many YMCAs here had Boy Scout programs around the turn of the century. YMCA and Scout leaders realized that Scouting in the United States needed to be a separate movement, but that it would benefit from YMCA nurturing, too.

Soon it was decided by the Boy Scouts that they needed their own national organization, and in June, 1910, a temporary national headquarters for the Boy Scouts was housed in a YMCA office in New York City. The first National Council office of the Boy Scouts of America was opened in New York City in 1911.

Ties to the YMCA continued for some time after 1910. That year, Lord Baden-Powell and others held the first training conference for Scout leaders, the Scout Master's Training School, at the Silver Bay Association, which was well known for hosting retreats and meetings for the leaders of the YMCA movement (the YWCA and other organizations also used Silver Bay for similar purposes). These Scout Master's Training Schools continued for some years.

In 1985, on the occasion of their 75th anniversary, a plaque first given in 1947 was rededicated at Silver Bay by the Boy Scouts of America, in honor of its role in founding of Scouting in the United States.

The United Service Organizations, better known as the USO, was created in October 1940, as a joint effort by the YMCA, YWCA, National Catholic Community Service, National Jewish Welfare Board, Traveler's Aid Association and the Salvation Army. These organizations, like the YMCA, had long histories of helping servicemen and noncombatants in the nation's wars, but the scale of mobilization needed as America prepared for World War II was far beyond the scope of any one organization. The only way to deal effectively with the needs of the hundreds of thousands of young men being drafted was to combine and coordinate efforts. In January, 1941, USO leaders met with President Roosevelt and various military leaders. In settling a dispute between which areas of the USO's activities would be controlled by the military and which by the civilians, Roosevelt ordered that the private organizations would handle the recreation services and the government would put up the buildings and put the USO name on the outside.

The Peace Corps, founded in 1961 by order of President Kennedy, was patterned after the YMCA's program of World Service Workers, which had started in the 1880s. The student Ys of that era included as members John Mott and Robert Wilder, who founded the Student Volunteer Movement in 1888. The volunteers pledged themselves to overseas missionary work after graduation from college. The YMCA was given the opportunity to organize the Corps, but turned it down due to the burden of its other activities.

Association Press, first established in 1907 as the YMCA Press, was created as the publishing arm of the YMCA movement, producing technical works, Bible study courses and other works suitable for building character and leadership skills, and was a pioneer in publishing books on sex education. It was also the leading publisher of evangelistic materials used by YMCAs, including the popular everyday life series of devotionals written by Harry Emerson Fosdick between 1910 and 1920. Association Press also printed the text first used by Dale Carnegie in teaching public speaking: *Public Speaking, a Practical Course for Business Men*. The name Association Press was given in 1911, and it was closed and sold in the late 1970s after many years of declining book sales.

Many people confuse the Association Press with the current YMCA Press in Paris, France, also known as the Paris Press. The Paris Press does in fact have a U.S. YMCA connection. Julius Hecker, a World Service Worker, who wanted to publish works in Russian for those fleeing the revolution and the civil war, started it in Prague in 1920. Since many books didn't fit in with Communist ideology, they couldn't be printed under Communist rule. Hecker's efforts helped the refugees sustain their culture and community in the face of great upheaval. One of the most important works put out by the Paris Press was the Russian edition of Alexander Solzhenitsyn's *The Gulag Archipelago*.

YMCAs have interpreted their Christian mission in a practical way, including in their programs and outreach missions many groups excluded by others at the time. For example, long before the phrase cultural diversity was used, YMCAs were at work in the Great Plains with both the U.S. Cavalry and the Sioux Indians.

U.S. Indian Ys first started in 1879, with the founding of a YMCA by Thomas Wakeman, a Dakota Indian, in Flandreau, S.D. The Dakota Indian associations were formally received into the state organization in 1885. By 1886 there were 10 Indian associations with a total of 156 members. By 1898 there were about 40 Indian associations, including several student YMCAs. The student department's interest in Indian work was fueled by James A. Garvie's presentation to the convention of 1886: Garvie, a Sioux, had translated the model college constitution of a student Y into the Sioux language.

The first Y employee hired to do Indian work full time was Charles Eastman, MD, a Sioux hired in 1895. Prior to that, however, the Kansas state association had engaged a native Indian missionary to work among his own people. In 1920 Indian efforts were overseen by the student department. By 1926 the number of Indian YMCAs was too small to include separately in the annual report. The General Convention of Sioux YMCAs in Dupree, SD, and the Mission Valley YMCA Family Center in Ronan, Mont., are the last YMCAs on reservations

U.S. YMCAs serving Asians were first established in San Francisco to serve the large Chinese population there in 1875, although the YMCA in Portland, Ore., had opened a mission school and engaged a Chinese man to distribute religious tracts five years earlier. The Chinese were subjected to violent racism at this time, as witnessed by the Chinese

Exclusion Act of 1882. The secretaries of these Chinese Ys were natives of China who converted to Christianity. A Japanese YMCA was founded in San Francisco in 1917.

YMCAs in the African American community have a long and varied history. The first YMCA for blacks was founded in 1853 by Anthony Bowen, a freed slave, in Washington, D.C. It was the first no church black institution in America, predating Lincoln University in Oxford, Pa., by a year. In 1888, William Hunton became the first full-time black secretary in the YMCA movement, and in 1900, the first conference of black secretaries was held. In 1896 there were 60 active black Ys, 41 of which were student Ys at colleges (the first black student YMCA was formed in 1869 at Howard University, Washington, D.C.). By 1924, there were 160 black Ys with 28,000 members.

Twenty-five black YMCAs were built in 23 cities (there were three in New York City) as a result of a challenge grant program announced by Julius Rosenwald in 1910. Rosenwald promised \$25,000 toward the construction of YMCAs in black communities if the community raised \$75,000 over a five-year period. Adjusting for inflation, Rosenwald's grants would total about \$10 million today. The effect of these Rosenwald Ys was keenly felt in the 1950s and '60s: YMCAs, being integral parts of the black community, played important roles in the struggle for civil rights.

YMCAs and Y leaders also played important roles in the fight for civil rights. In 1932, the student YMCAs voted to not hold meetings in states with Jim Crow laws. Eugene E. Barnett, head of the national YMCA organization during the 1940s, was a strong advocate of integrating YMCAs and full civil rights for minorities.

While YMCAs provided proud firsts on racial matters in the 19th and early 20th centuries, they also provided some sad lasts later on. In the 1960s, some 300 YMCAs were still racially segregated, and a few left the movement rather than comply with the national organization's directive to integrate.

The YMCA also had a role in the creation of modern black historiography. Carter G. Woodson, Ph.D., a historian and the second African American to receive a doctorate in history from Harvard University, stayed at the Wabash Area YMCA in Chicago when he visited the city during the 1910s. During that era, formal and informal segregation limited blacks to only certain areas of the city. As a result, the Wabash Area Y became a major institution in serving the black neighborhood known as Bronzeville. It was there that Dr. Woodson and three friends met in 1915 to found the Association for the Study of Negro Life and History. The men felt that if whites learned more about blacks, race relations would improve. The association, and Dr. Woodson's later scholarship, were important vehicles in establishing the study of African American history as an accepted academic pursuit at all major colleges and universities. Dr. Woodson was also a practical man in addition to being a scholar: he knew that demonstrating the talents and accomplishments of blacks in America would help increase white regard for blacks. In 1926 he organized the first Negro History Week, held in Washington, D.C. In the 1960s it grew into Black History Month and is now celebrated throughout the country.

In the 1970s, Bronzeville ran down, the Wabash YMCA was closed and the building nearly torn down. Now the neighborhood is improving and the building is on the National Register of Historic Places.

The early history of women in the YMCA is not well documented, although it is believed that the first female member of a YMCA joined in Brooklyn, NY, in the late 1850s. This is based on a statement by one observer in 1869 that Brooklyn had had women as members for half of its existence. The Brooklyn YMCA was founded in 1853. There were several female members, at least unofficially, by the 1860s. The Albany (NY) convention of 1866 went so far as to refuse to seat several women delegates, holding that representation at the convention had to be based on male membership. Ellen Brown, who was not only the first female employee of a YMCA, but also the first boy's work secretary in the movement, was hired in 1886. By 1946, women accounted for 12 percent of the membership.

This is not to say that women were not active in YMCAs before the 1860s. Almost immediately after the founding of the YMCA in the United States in 1851, women taught classes, raised funds and functioned as a ladies aid society would in a church. These committees of women were largely informal, and official Ladies Auxiliaries were not formed until the 1880s. There is record of lady members using YMCA gyms in 1881.

and aides to tens of thousands of casualties and prisoners of war throughout the hostilities, on both sides of the conflict. YMCAs were also active in distributing tracts and Bibles throughout the Union and the Confederacy. The Chicago Y held devotional services for the soldiers and later helped maintain a home for men in transit, the sick and the wounded.

Not only did YMCAs help raise military units, but military units started YMCAs. Southern units were more active than Northern ones in this regard, and about 30 such Ys left records. The federal POW camp at Johnson's Island, Ohio, organized a YMCA, its chief functions being looking after the prison hospital and holding weekly lecture meetings. In the winter of 1863-64, the YMCA of one Mississippi brigade organized a one-day-a-week fast among its members and sent the saved rations to the poor in Richmond.

The Civil War generally devastated YMCA membership in both the North and South. The work of the YMCA during the war, however, made it popular with the troops, and the movement recovered swiftly.

In the period between the Civil War and the Spanish-American War, YMCA work with the military consisted mainly of providing a regimental writing tent for the men during the summer and holding Bible studies. Annapolis had a functioning YMCA among the midshipmen by 1879, and West Point reported a cadet branch in 1885. Finally, a YMCA was given permanent quarters in Fort Monroe, Va., in 1889. Things got onto a more official footing when the 1895 YMCA Convention authorized greater efforts. Little was done before the Spanish-American War to implement this directive.

The outbreak of war with Spain saw a repeat of YMCA efforts during the Civil War. Ys raised military units and followed the flag to the Philippines and Cuba, attending to the needs of servicemen, prisoners of war and noncombatants.

The experiences of the YMCA movement showed that helping servicemen would require full-time resources, and in September, 1898, an Armed Services department was established. In 1902, Congress authorized the erection of permanent YMCA facilities on military bases, and in 1903, special training was available for secretaries heading Army and Navy Ys.

By 1914 there were 31 military YMCAs and 180 traveling libraries. Almost a quarter of a million men stayed in their dormitories. The YMCA had an extensive presence in the military during the period before World War I.

Almost 26,000 YMCA staff and volunteers performed YMCA work during the first World War, some of it years before America entered the war. American secretaries, under the sponsorship of the World Alliance in Geneva, were sent to Europe at the beginning of the war to care for prisoners held by both sides. While firm figures are not available, it is safe to say that YMCA efforts directly helped hundreds of thousands of POWs, and indirectly helped most of the 4 million POWs of that war.

With its more than 1,500 canteens and post exchanges, the YMCA fed and entertained more troops during World War I than did any other welfare organization, including the Knights of Columbus and the Salvation Army. It was common for Catholics and Jews to use Y buildings for religious services. In all, the YMCA performed more than 90 percent of the welfare work of the time, mostly in the form of running canteens and post exchanges. The canteens and post exchanges the YMCA ran in France were released from minimum price laws in effect in America, its history and reputation being sufficient guarantees against abuse.

The Y's efforts during WWI even inspired music. One song about the Y was written by Irving Berlin, who was stationed at Fort Yaphank in 1918. Berlin wrote I Can Always Find A Little Sunshine in the Y.M.C.A., which was performed in a revue he wrote titled Yip, Yip, Yaphank. Another, The Meaning of YMCA (You Must Come Across), written by Ed Rose and Abe Olman in 1918, had the lyric: They've done their bit and more. To help us win the war...The Y is right there on the firing line.

World War II saw a continuation of YMCA services for the military and displaced persons. The scale of the YMCA's efforts during WWII is seen not only in its USO work, but also in the number of prisoners of war assisted through YMCA efforts. It is believed that between 1939 and 1945, YMCAs worked with, or supplied the bulk of the financing for working with, some 6 million POWs in more than 36 countries.

YMCAs also worked with the 10 internment camps set up in 1942 to hold the 110,000 Japanese Americans held during the war. The bulk of the Y's work consisted of clubs and camping for boys in the camps. In the words of David M. Tatsuno, an internee and

former member of the Japanese Y in San Francisco: The Y never forgot us. Tatsuno smuggled an eight-millimeter movie camera into the Topaz, Utah, internment camp, where he took some extremely rare footage of daily life in the camp. Tatsuno's film was recently given to the Library of Congress. It is one of only two amateur films in the Library's collection. The other is Abraham Zapruder's film of President Kennedy's assassination.

YMCAs have long been places where things happened. Here are some of the organizations and events that first took place at a YMCA.

Toastmasters International was invented in 1903 as an older youth public speaking program by Ralph C. Smedley, education director of the Bloomington (Ill.) YMCA. Smedley realized that older boys visiting the Y needed training in communication skills. He arrived at the name The Toastmasters Club because meetings resembled a series of banquet toasts. At each YMCA Smedley transferred to, he would start a new club. Viewed as a personal idiosyncrasy of Smedley by other YMCA secretaries, the Toastmasters Clubs he started were by and large not successful until he began working at the Santa Ana (Calif.) YMCA. After the first Toastmasters Club meeting there on October 22, 1924, the idea took hold and spread, and a federation of Toastmasters Clubs was soon created. The federation of clubs incorporated in 1932, and by 1941 Toastmasters needed Smedley's full attention, so he resigned from the YMCA to devote himself to his creation.

The Negro National League, the first black baseball league to last a full season, was formed at a meeting at the Paseo YMCA in Kansas City, Mo., in 1920.

Gideons International was formed on July 1, 1899, at the YMCA in Janesville, Wis., by three men (Nicholson, Hill and Knights) who had come up with the idea a few months earlier. The Gideons were a group of Christian commercial travelers who were to evangelize as they went around the country on business. To that end, Gideons would leave Bibles in the rooms in which they had stayed. While their meeting was at the YMCA, they were not Y staff or volunteers or members. Nor were they taking part in a YMCA program.

Jazzercise, a famous aerobic exercise program for women, was started in 1969 in Evanston, Ill., by a dancer, Judi Missett. Missett began teaching Jazzercise® in 1972 at the La Jolla, (Cal.) YMCA. Jacki Sorensen, by the way, who is frequently but erroneously associated with Jazzercise®, has no connection with the YMCA. She has popularized aerobic exercise, however, and YMCAs have benefited greatly from her efforts in the field.

Father's Day in its present form was created at a meeting at the Spokane, Wash., and YMCA in 1909 by Louise Smart Dodd. The Y and the Spokane Minister's Alliance swiftly endorsed the idea and helped it spread, holding the first Father's Day celebration on June 10, 1910. President Wilson officially recognized Father's Day in 1916, President Coolidge recommended it in 1924, and in 1971 President Nixon and Congress issued

proclamations and endorsements of Father's Day as a national tradition.

Some lists of YMCA firsts state that Warner Salmon painted Head of Christ in the reading room of the Central YMCA in Chicago in 1940. Unfortunately, there's no evidence to support that claim. According to Valparaiso University's Art Department, Sallman made a charcoal sketch of Head of Christ at his studio at 5412 North Spaulding, Chicago, in 1924 as cover art for a magazine called The Covenant. In 1940 he was asked to create a color version and created the oil painting that has been reproduced approximately 500 million times, making it one of the most popular works of art in history. The oil version was probably created at his studio.

The idea that Sallman originally painted Head of Christ in a YMCA probably got started as a result of Sallman's chalk talks. Sallman, a devout Christian, held some 500 chalk talks, many at YMCAs, where he would make a charcoal sketch of Head of Christ while giving a testimonial about Jesus. At the conclusion of his talk he would give the sketch to the Y or other organization sponsoring the session. Sallman did make additional oil paintings of Head of Christ, some of which may have been made in YMCAs during talks, or on commission. At least one YMCA has confirmed that, in 1949, Sallman countersigned an oil copy of Head of Christ, which is still at the YMCA. Sallman himself related that he had made the original 1924 charcoal sketch in his studio one night.⁵

⁵ <http://www.ymca.net/>

MODERN HISTORY OF THE CLAY COUNTY YMCA

Earliest local records suggest that the Young Men's Christian Association (YMCA) of Brazil was formed in 1875, only thirty-one years after the YMCA had its original beginning in London, England. Initially formed for the teaching of Christian values and fellowship, the earliest YMCA's were on the east coast.

It is believed that the Brazil YMCA was one of the first in Indiana. This is a plausible deduction since Brazil was on U.S. 40, or what was then the Cumberland trail, the main route from the east coast to the west. At that period of time, Brazil was a fast growing community and became home for men migrating to the local coalmines. The behavior of these men was often less than desirable, therefore, Brazil would have been a logical place for a YMCA.

Few records exist of the early years of the Brazil YMCA, but it was believed to have been made up of young men between the ages of 18 and 35. The meetings were held in people's homes, and the teachings, lectures and discussions all had Christian emphasis.

In 1888 the Brazil YMCA was reorganized with a budget of \$1400. A suite of tasteful rooms in the McGregor Opera House on the northeast corner of National Avenue and North Walnut Street was the YMCA's new home. Social clubs, similar to today's photo stamp clubs, were included in the YMCA's activities, and they also had a reading room. The emphasis, however, remained in the Christian realm.

Activities at the YMCA continues in the mode of the 1888 reorganization until 1927 when a modern ear Board of Directors was appointed to oversee the financial and operational activities of the club. At this time, new articles of incorporation were written. This new board was spurred by a generous financial gift in the will of the late Mrs. Belle McGregor; money designated for providing a new facility for the YMCA.

After considering various building sites and existing buildings for housing the YMCA, the board decided that the Belle McGregor home was a suitable location on the northwest corner of Meridian and Kruzan streets. The generous sized mansion provided ample space, and seemed a fitting tribute to Mrs. Belle McGregor. Thus, the home was purchased from the estate, furnished by the board, and the modern YMCA was born.

The 1930's saw the Brazil YMCA expand to provide recreational programs, including basketball teams. Women's activities however, remained sparse. Unfortunately, on April 7, 1939, an early morning fire heavily damaged the basement and first floor of the YMCA, including most of the records.

By 1945, the Brazil YMCA had become a busy hub, providing a meeting place for the youth, both male and female, from Brazil as well as surrounding areas. The 1945 Board of Directors, which included several prominent women, voted to remodel the basement of

the YMCA into a canteen. There, in addition to having a meeting place, the young people could get soft drinks and sandwiches as well as other snacks.

Again in 1948 the YMCA needed to be upgraded. There was a strong need for a new athletic facility since all basketball playing had to be done in a barn like structure adjacent to the McGregor home. A two-story gymnasium was proposed and funds were solicited to help provide the new facility. Many citizens thought it would be impossible to raise the \$38,000 needed for the proposed addition, but by September 1949, the proposal was a reality. Two sizeable donations, one from Mrs. Ida Coffee Sanders of Terre Haute and another from the Memorial Fund of the War Memorial Committee, helped complete this needed addition.

When the new gymnasium was dedicated during a special ceremony September 11, 1949, special attention was given to the jump circle painted on the floor. The "Y" triangle with sides representing mind, body, and spirit was most impressive.


During the 1950's, the YMCA was a meeting place for the youth of the area. They gathered to eat and listen to the jukebox, watch basketball games and attend after-game sock hops in the gymnasium.

The most extensive growth of recreational activities in the local YMCA has been from the 1960's to present. Not only are there numerous youth sports teams for both boys and girls, but also dynamistic, dance, cheerleading, and track to name a few. A weight room is available for the youth and adults, and to show family support, before and after school, childcare is being provided.

CLAY COUNTY DEMOGRAPHICS

Clay County IN Depth Profile

County	
<input type="text" value="Clay"/>	GO
Region	
<input type="text" value="IEDC NW"/>	GO
Create a Region	
CUSTOMIZE	



Population	Age	Race	Households	Education	Poverty	Health	Labor Force	Employment & Earnings	Commuting	Taxes	Building Permits
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Clay County, Indiana

*Named for statesman and senator
Henry Clay, author of the 1850
Missouri Compromise*

County Seat: Brazil
 Largest City: Brazil (pop in 2005: 8,214)
 Population per Sq. Mile: 75.9 Sq. Miles: 357.6
[Link to County's in.gov Site](#)

Population Over Time	Number	Rank in State	Percent of State	Indiana
Yesterday(1990)	24,705	59	0.4%	5,544,156
Today(2005)	27,142	59	0.4%	6,271,973
Tomorrow(2010 proj.)	26,587	61	0.4%	6,417,198
Percent Change 1990 to 2000	7.5%	48		9.7%

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Sources: US Census Bureau; Indiana Business Research Center

Components of Population Change in 2005	Number	Rank in State	Percent of State	Indiana
Net Domestic Migration 2004 to 2005	29	44		5,061
Net International Migration 2004 to 2005	12	49		9,062
Natural Increase (births minus deaths)	29	70	0.1%	30,731

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Source: US Census Bureau

Population Estimates by Age in 2005	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
Preschool (0 to 4)	1,759	59	6.5%	6.9%
School Age (5 to 17)	5,090	60	18.8%	18.7%
College Age (18 to 24)	2,388	56	8.8%	9.9%
Young Adult (25 to 44)	7,248	58	26.7%	27.6%
Older Adult (45 to 64)	6,755	60	24.9%	24.5%
Older (65 plus)	3,902	57	14.4%	12.4%
Median Age	37.5			Median Age = 35.9

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Sources: US Census Bureau; Indiana Business Research Center

Population Estimates by Race or	Number	Rank in	Pct Dist.	Pct Dist.
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Hispanic Origin in 2005		State	in County	in State
American Indian or Alaska Native Alone	73	48	0.3%	0.3%
Asian Alone	50	72	0.2%	1.2%
Black Alone	170	51	0.6%	8.8%
Native Hawaiian and Other Pac. Isl. Alone	2	56	0.0%	0.0%
White Alone	26,692	59	98.3%	88.6%
Two or More Race Groups	155	53	0.6%	1.1%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	26,941	59	99.3%	95.5%
Hispanic or Latino	201	73	0.7%	4.5%

[More Data](#)

Source: US Census Bureau

Household Types	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
Households in 2000 (Includes detail not shown below)	10,216	58	100.0%	100.0%
Married With Children	2,635	60	25.8%	23.8%
Married Without Children	3,467	57	33.9%	29.8%
Single Parents	798	58	7.8%	9.1%
Living Alone	2,433	55	23.8%	25.9%

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Source: US Census Bureau

Housing	Number	Rank in State	Pct Dist. in County	Pct Dist. in State
Total Housing Units in 2005 (estimate)	11,633	59	100.0%	100.0%
Total Housing Units in 2000 (includes vacant units)	11,097	59	100.0%	100.0%
Owner Occupied (Pct. distribution based on all housing units)	8,077	59	72.8%	65.9%
Median Value (2000)	\$72,600	72	--	--
Renter Occupied (Pct. distribution based on all housing units)	2,139	57	19.3%	26.3%
Median Rent (2000)	\$419	71	--	--

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Source: US Census Bureau

Education	Number	Rank in State	Percent of State	Indiana
School Enrollment (2005/2006 Total Reported)	5,037	56	0.4%	1,155,527
Public	4,742	60	0.5%	1,034,301
Private	295	37	0.2%	121,226
High School Graduates (2003/2004)	297	58	0.5%	59,655
Going on to Higher Education	263	48	0.5%	48,296
4-year	168	52	0.5%	36,056
2-year	81	28	1.1%	7,711
Voc/tech.	14	68	0.3%	4,529
Adults (25+ in 2000 Census)	17,304	60	0.4%	3,893,278
with High School diploma or higher	82.3%	29		82.1%
with B.A. or higher degree	12.8%	47		19.4%

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Sources: Indiana Department of Education; US Census Bureau

Notes: 1) School enrollment figures for 2005/2006 are preliminary. 2) Private enrollment includes home schools. 3) County rankings for high-school graduates continuing to higher education are subject to revision. Data from the Indiana Department of Education for Vigo County appear to include an erroneous entry. Until the data has been corrected by IDOE, Vigo will be removed from the rankings.

Income and Poverty	Number	Rank in State	Percent of State	Indiana
Per Capita Personal Income (annual) in 2004	\$23,848	82	79.0%	\$30,204
Median Household Income in 2003	\$38,602	65	89.1%	\$43,323
Poverty Rate in 2003	9.6%	37	96.0%	10.0%
Poverty Rate among Children under 18	13.7%	34	100.0%	13.7%
Welfare (TANF) Monthly Average Families in 2004	232	30	0.4%	54,330
Foodstamp Recipients in 2004	2,383	41	0.5%	516,360
Free and Reduced Fee Lunch Recipients in 2006	1,792	51	0.5%	374,221

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Sources: U.S. Bureau of Economic Analysis; US Census Bureau; Indiana Family Social Services Administration; Indiana Department of Education

Health and Vital Statistics in 2003	Number	Rank in State	Percent of State	Indiana
Births	358	59	0.4%	86,382
Births to Teens	39	61	0.4%	9,498
Deaths	321	47	0.6%	55,747

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Source: Indiana State Department of Health

Labor Force in 2005	Number	Rank in State	Percent of State	Indiana
Total Resident Labor Force	13,330	60	0.4%	3,208,969
Employed	12,413	60	0.4%	3,035,204
Unemployed	917	50	0.5%	173,765
Unemployment Rate	6.9	12	127.8%	5.4
August 2006 Unemployment Rate	5.8	27	111.5%	5.2

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Source: Bureau of Labor Statistics; Indiana Department of Workforce Development

Employment and Earnings by Industry in 2004 (NAICS)	Employment	Pct Dist. in County	Earnings (\$000)	Pct Dist. In County	Avg. Earnings Per Job
Total by place of work	12,658	100.0%	\$328,964	100.0%	\$25,989
Wage and Salary	8,200	64.8%	\$202,754	61.6%	\$24,726
Farm Proprietors	536	4.2%	\$14,377	4.4%	\$26,823
Nonfarm Proprietors	3,922	31.0%	\$47,469	14.4%	\$12,103
Farm	620	4.9%	\$16,819	5.1%	\$27,127
Nonfarm	12,038	95.1%	\$312,145	94.9%	\$25,930
Private	10,687	84.4%	\$262,100	79.7%	\$24,525
Accommodation, Food Serv.	777	6.1%	\$7,611	2.3%	\$9,795
Arts, Ent., Recreation	131	1.0%	\$916	0.3%	\$6,992
Construction	895	7.1%	\$20,511	6.2%	\$22,917
Health Care, Social Serv.	833	6.6%	\$18,922	5.8%	\$22,715
Information	76	0.6%	\$1,157	0.4%	\$15,224
Manufacturing	2,566	20.3%	\$117,344	35.7%	\$45,730
Professional, Tech. Serv.	335	2.6%	\$6,828	2.1%	\$20,382
Retail Trade	1,834	14.5%	\$29,914	9.1%	\$16,311
Trans., Warehousing	457	3.6%	\$12,893	3.9%	\$28,212
Wholesale Trade	Data not available due to BEA non-disclosure requirements.				

Other Private (not above)	2,428*	19.2%*	\$34,273*	10.4%*	\$14,116*
Government	1,351	10.7%	\$50,045	15.2%	\$37,043

Source: US Bureau of Economic Analysis

* These totals do not include county data that are not available due to BEA non-disclosure requirements.

Assessed Property Value in 1999 (for taxes payable in 2000)	Value	Rank in State	Pct Dist. in County	Pct Dist. in State
Assessed Value by Property Class	\$189,525,560	68	100.0%	100.0%
Commercial & Industrial	\$50,724,120	69	26.8%	43.2%
Residential	\$71,761,330	63	37.9%	41.5%
Agricultural	\$56,779,930	57	30.0%	9.6%
Utilities	\$10,260,180	63	5.4%	5.6%
Total Assesed Value Per Capita	\$7,092	79		

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Source: The State Board of Tax Commissioners

Residential Building Permits in 2005	Units	Pct Dist. in County	Pct Dist. in State	Cost (\$000)	State Cost (\$000)
Total Permits Filed	30	100.0%	100.0%	\$3,910	\$5,806,502
Single Family	30	100.0%	83.5%	\$3,910	\$5,376,229
Two Family	0	0.0%	2.7%	\$0	\$111,107
Three & Four Family	0	0.0%	1.8%	\$0	\$62,134
Five families and More	0	0.0%	12.1%	\$0	\$257,032

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Source: US Census Bureau (Greene County totals are not included as it does not currently issue building permits.)

Note: Detail cost may not sum to total due to rounding.

Commuting Patterns - Top 5 in 2004					
Into Clay FROM	Number	Percent	Out of Clay TO	Number	Percent
All Areas	1,830	13.4%	All Areas	6,092	34.0%
Vigo County	566	4.1%	Vigo County	3,199	17.8%
Putnam County	251	1.8%	Putnam County	1,274	7.1%
Parke County	233	1.7%	Marion County	588	3.3%
Greene County	171	1.3%	Greene County	164	0.9%
Owen County	159	1.2%	Hendricks County	123	0.7%

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Source: Indiana Department of Revenue

Cities and Towns in Clay County

	Population in 2005	% of County	Order by Size
Brazil	8,214	30.3%	Brazil
Clay City	1,036	3.8%	Clay City
Harmony	627	2.3%	Harmony
Knightsville	635	2.3%	Knightsville
Stanton	563	2.1%	Stanton
Carbon	342	1.3%	Carbon
Center Point	296	1.1%	Center Point

Links to Maps:
Census Tract Boundary Map of [Clay](#) county

Tiger Mapping Service [Map of Area](#)
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County Profiles is a component of [STATS Indiana](#), a web-based information service of the [State of Indiana](#) and the [Indiana Department of Workforce Development](#), developed and maintained by the [Indiana Business Research Center](#) at [Indiana University's Kelley School of Business](#).
Updated: October 06, 2006 at 10:08

<http://www.stats.indiana.edu/profiles/pr18021.html>