

Generosity. Collaboration.  
*Community.*



# Why YCCF?

## We help you turn your passion *into your legacy*

When you give a gift to York County Community Foundation (YCCF), you are joining a community of donors that is making York County better every year. An endowed gift to YCCF is special because it grows over time and its impact is exponentially greater than a one-time gift. Your gift continues to support the community and causes you care about beyond your lifetime and becomes part of the legacy you leave behind.

Hundreds of caring people have created endowed funds at YCCF that will perpetually support the causes they care about and the place they call home.

YCCF is your community's foundation. Our Fund for York County gives us the flexibility to respond to the community's greatest needs - both today and tomorrow. And YCCF's menu of options gives you the choice to support your favorite causes forever. We live here too and understand the community. Together with donors and community partners, we work every day to create a vibrant York County.

### YCCF TEAM

- Excellent Donor Service
- Steward Assets
- Preserve Donor Wishes in Perpetuity
- Leverage Resources for Powerful Partnerships
- At the Heart of Community Improvement

Talk to our knowledgeable team to discuss how we can help you make the most of your charitable giving.

You can find us at [www.yccf.org/about-us](http://www.yccf.org/about-us)

It's easy to donate to any existing fund at any time in any amount at [www.yccf.org/donate](http://www.yccf.org/donate)

# HOW YCCF Works for You

1

## TURN YOUR PASSION INTO YOUR LEGACY

- Agriculture & Land Preservation
- Animals
- Arts & Culture
- Economic & Community Development
- Children & Youth
- Environment
- Racial Equity
- Education
- Embracing Aging
- Health & Human Needs

2

## MAKE GIFTS

- Cash
- Retirement Assets
- Life Insurance
- Real Assets
- Securities
- Bequests

## GENEROUS DONORS

Individuals & Families  
Corporations  
Private Foundations  
Nonprofit Organizations

3

## ESTABLISH & HELP GROW ENDOWMENTS

- Unrestricted/Fund for York County
- Fund for Greater Hanover
- NPO Agency
- Designated
- Donor Advised
- Scholarship
- Charitable Remainder Trust
- Charitable Gift Annuity

4

## CREATE A VIBRANT YORK COUNTY

- Grants
- Scholarships
- Transformational Initiatives



# 2020 Annual Report Message from Chair & CEO

2020 tested our community in ways we could not have imagined. At the York County Community Foundation, we leaned into the relationships we built over the past 60 years to help York Countians when it was needed most.

As the deep impacts of COVID were beginning to ripple through the community, we coordinated with the United Way of York County and private foundations to develop the COVID-19 Response Fund. Business and individual donors helped grow the fund to over \$1 million. We convened community organizations to focus grants on core issues like food security, childcare and housing and target grants to help those suffering from the health and economic crisis caused by COVID. The collaborative way funders and community organizations focused on common goals exemplified the collective impact model that we have been championing over the past few years.

2020 also brought heightened attention to police violence against unarmed Black people. At YCCF we focused our work on strengthening our relationships with communities of color, talking openly about racism and its impacts in our community and looking internally at our own diversity, equity and inclusion practices. We engaged people of color to share their perspectives. We launched the Racial Equity Grantmaking Fund. We developed our Diversity, Equity and Inclusion Committee to ensure our organization is positioned to evolve with our ever-changing community.


We also continued to be good stewards of the donor gifts entrusted to us. YCCF's assets grew to \$178 million, a new high for our organization. We added new funds, engaged new donors and deepened our commitment to maximizing the use of donor gifts for lasting community impact.

We recently wrapped up a strategic process to inform our priorities for the next few years. Through this process, we sought input from our donors, volunteers, and community partners to better understand what questions YCCF needs to be asking ourselves and how best to answer them. Our board and staff committed to the goal of fueling community transformation and adopted values to support how we go about our work.



  
Jane M. Conover, MSW



  
Krista Snyder Darr

YCCF continues its 60-year tradition of serving York County by bringing donor funds and community efforts together to make a meaningful impact. We believe that nurturing and growing relationships with all of our community stakeholders is essential to achieve our vision for a united and prosperous community where everyone can thrive. If we learned anything over this past year, it is that by coming together and working collectively, we can achieve so much more.

## OUR MISSION

*We create a vibrant York County by engaging donors, providing community leadership, and investing in high-impact initiatives while building endowment for future generations.*

## OUR VISION

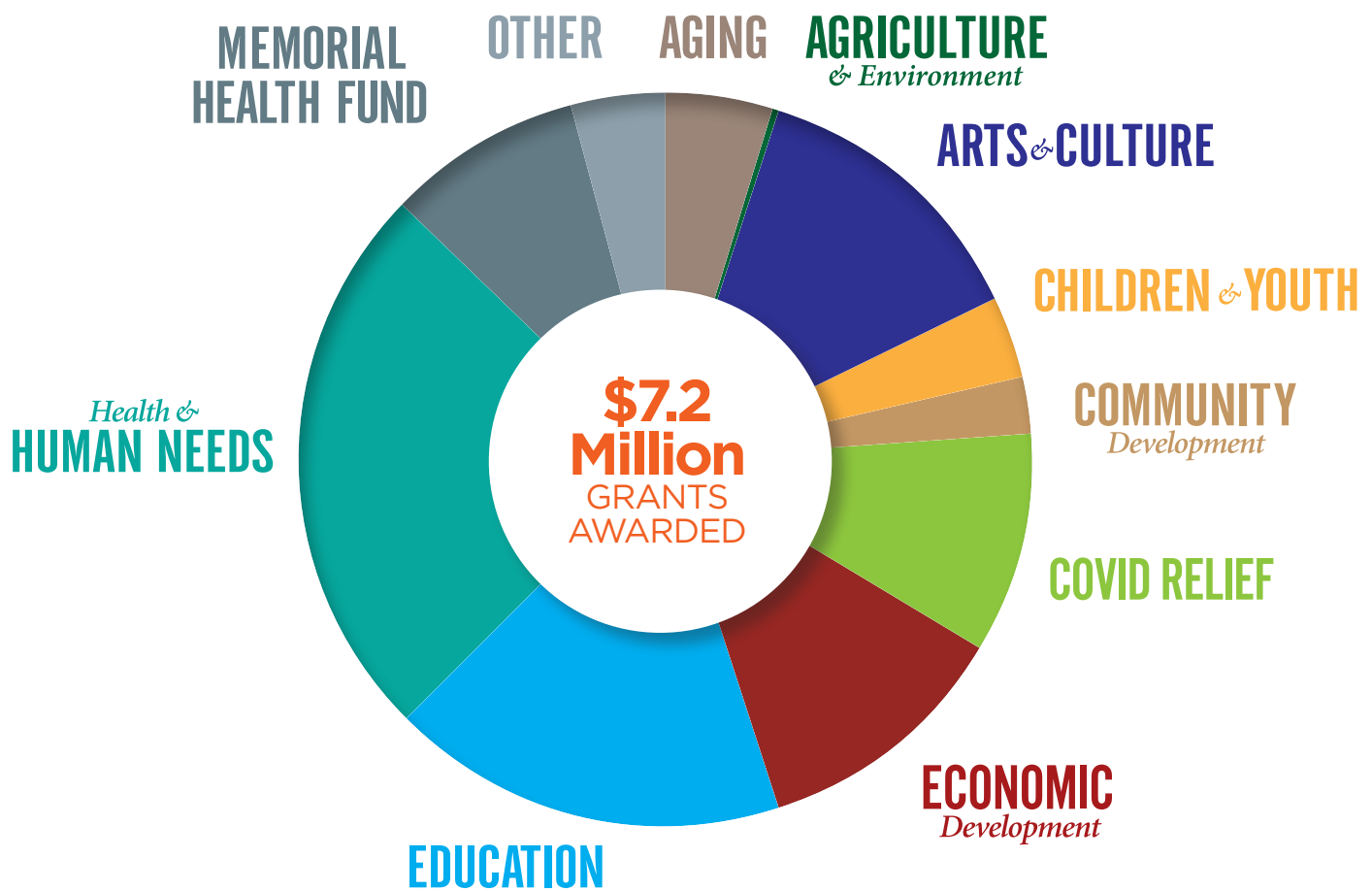
*York County is a growing, prosperous and united community with unsurpassed opportunities for everyone to thrive.*

# 2020 Impact

**13** new funds

**\$8 million** in gifts

## Community Impact



Aging = **\$339,103**

Agriculture & Environment = **\$22,398**

Arts & Culture = **\$932,404**

Children & Youth = **\$245,761**

Community Development = **\$179,653**

COVID Relief = **\$707,988**

Economic Development = **\$819,811**

Education = **\$1,246,565**

Health & Human Needs = **\$1,781,664**

Memorial Health Fund = **\$611,502**

Other = **\$285,339**

**\$83.3 million** cumulative grants awarded

Asset size **\$178 million**

# Facing Challenges

## Hand-in-Hand

In 2020, York County Community Foundation (YCCF) leaned into doing what we do best – inspire charitable giving, understand the most critical community needs and target grantmaking to ensure maximum impact. This is what YCCF does every day, to embrace the York County spirit of taking action in a crisis.

Our community is at its best when we come together to solve community-wide social challenges. In February 2020, we invited 40 community leaders for a trip to the Collective Impact Forum in Washington D.C. to learn how to mobilize and set common goals to achieve uncommon results. We learned the importance of emphasizing equity, using data for continuous learning, and authentically engaging community members.

One participant shared, “It was an affirming experience. It was very fulfilling to be in the room with like-minded and not so like-minded individuals. I learned a lot from the different perspectives presented.”

This learning experience was quickly put into practice when in a little more than a month after our trip, our community and our world faced the challenge of the coronavirus pandemic.

YCCF partnered with the United Way and other local philanthropic foundations to develop a charitable response to the crisis. On March 27th, 2020, we launched the York County COVID-19 Response Fund with a lead gift from our Fund for York County of \$100,000. Through a mix of gifts from foundations, individuals, and corporations, our community raised more than \$1,195,000.

A year later, the York County COVID-19 Response Fund has awarded more than \$690,000 in grants to organizations that provided food and shelter to those most impacted by the pandemic. Collectively, these organizations served thousands of people, reaching even the most rural parts of the County. Nearly 700 families were able to stay in their homes during the pandemic through rental assistance, and over 93,000 families were able to put food on their tables.

The Fund focused on providing grants to nonprofits able to assist the most vulnerable residents of York County. YCCF applied collective impact principles to convene advisory committees with the United Way staff, York County's

Department of Health and Human Services and nonprofit representatives to identify the organizations with the ability to meet these needs quickly.

The COVID-19 pandemic has taken a great toll on Kevin, a single father with sole custody of his 3-year-old son. Impacted by the current financial crisis, he was afraid of losing his home and potentially custody of his son, so he reached out to PA211 to find rent assistance. PA211 is a phone referral resource that links people to necessities such as food, health care, and rental assistance. The COVID-19 Response Fund awarded a grant to PA211 to build its capacity to meet the growing demand of calls for help. They assisted Kevin with completing the York Homeless Triage and connected him with Pathways to Home. Since his needs were the result of the pandemic, Kevin was eligible for help with his rent from the Community Progress Council which also received a grant from the York County COVID-19 Response Fund to increase its capacity to process rental assistance applications. PA 211 also connected Kevin with the Central Pennsylvania Food Bank's SNAP assistance hotline to help get him enrolled.

This network of service providers taught Kevin about the eviction process and helped him pay his rent and gain access to food for his son and him. And it all started with one phone call to PA211. Kevin now has the tools he needs to stay safely in his home and retain custody of his son, while giving him the essentials to help them during the pandemic.

Kevin's story is just one of many examples of how the York County Covid-19 Response Fund served as a lifeline to York County residents during the pandemic.

Recognizing that the needs have evolved a year out from the start of the pandemic, YCCF has commissioned a report to help our advisory committees understand the ongoing impact of COVID-19 and identify where remaining grants would have the most impact.

The COVID Response Fund team uses best practices in grantmaking and applies what we learned about collectively addressing community challenges. First, it focused on the immediate impact on families - food insecurity and housing instability. Second, it did not make decisions in a vacuum and instead, sought advice from those with expertise on the issues representing a broad cross-section of the County about





most critical needs. Third, it will stay on-top of the evolving availability of public funding to ensure that COVID Fund grants fill the gaps. Finally, it simplified the grant process and quickly disbursed grants to nonprofits so they could focus on carrying out their missions. We are

incredibly proud of the generosity of our community, and the hard work of our nonprofits and volunteers. Because of your contributions, organizations were able to ease the suffering of hundreds of people in our community. We are forever grateful.



The COVID-19 pandemic wasn't the only challenge our community faced in 2020. Around the United States, racial injustice was front-page news and Yorkers joined in calls for equity.

YCCF has long sought to create equitable academic and economic opportunities for marginalized members of our community. We are also supporting efforts to advance diversity, equity and inclusion in our community, but we know much more is needed. In 2020, we took a step forward with the creation of the Racial Equity Fund, a grant fund dedicated to supporting meaningful, positive action to advance racial equity in York County.

"It's not easy for organizations to look inward and find their shortcomings," said Lisa Kennedy, chair of the Racial Equity Fund advisory committee. "But doing that creates change. It makes York a more thriving community. Our work here is just beginning."

YCCF allocated \$125,000 of its unrestricted dollars from the Fund for York County to establish both an immediate grant program and an endowed fund to ensure grants are available year after year. Many donors have added to the fund and YCCF seeks to grow the fund over time. Decisions for this fund are in the hands of a new advisory committee of volunteer community members. This new committee will determine the purpose, parameters, and process for grant selections and evaluate and select grant recipients.

YCCF recognizes that we must work in new ways to address the persistent racial disparities in York County. A May 2020 report by the Bridgespan Group called "Racial Equity in Philanthropy" reported that the two biggest factors that hold back philanthropy's quest for social change are understanding the role of race in the problems philanthropists are trying to solve and the significance of race in how philanthropists identify leaders and find solutions.

We received the same feedback from local leaders when we held discussions in 2020 asking how YCCF can better support communities of color. They urged us to look for and eliminate bias in our work and to be intentional about incorporating equity into our grantmaking. They called on us to address the root causes of economic and educational disparities and to ensure those most impacted by racial disparities are seated at decision-making tables.

Creating a dedicated grant fund is an important first step to creating real social change. We understand that reversing the impacts of racial injustice will require persistent efforts and continued financial support for years to come. In 2021, YCCF is working with a consultant to help us understand how to integrate diversity, equity, and inclusion into all aspects of our work. We are committed to creating a vibrant York County. One with opportunities for *everyone* to thrive.

## Thank You to Our Generous COVID Fund Donors:



*The Kinsley Foundation*

**W. Dale Brougher Foundation**

**Arthur J. & Lee R. Glatfelter Foundation**

**J William Warehime Foundation**

**Carol D. Wagman**

## Major Supporters of the Racial Equity Fund:

**Fulton Bank**

**Gavin Communications**

**Kinsley Foundation**

**Holly A. Mayer, Mayer Wealth Advisory at Janney Montgomery Scott, LLC**

**Wagman Corporate Community Fund**

**York Revolution Community Fund**



## MEET OUR DONORS:

### Hanover Area Council of Churches (HACC)

Hanover Area Council of Churches (HACC) stewards multiple ministry programs to meet the diverse needs of the Hanover community. From the Changing Lives Homeless Shelter to the Ruth's Harvest program, which provides weekend meals to eligible elementary schoolchildren, HACC has people who depend on them.

"We feel that what we do is so important to the people who count on us, that we wanted to be sure our work is carried on," said Carol Hinkle, HACC Director. That was the primary reason for starting an agency endowment in 2016 at YCCF. In 2017, HACC created a Flexible Fund at YCCF as well, giving it greater access to assets, should the need arise.

"By creating these two funds at the Community Foundation, we feel more secure about the future of our work. Most of our donations come from the congregations of our 34 member congregations and we want them to know we are good stewards of their gifts."

HACC's funds join more than 160 nonprofit agency endowments under the stewardship of the Community Foundation. Agency endowment funds benefit that organization in perpetuity and provides income that will forever be used for the organization's mission.

# NON-PROFIT *Partners* Sustaining A Community in Need

Carol Hinkle has been the Executive Director of the Hanover Area Council on Churches (HACC) for over 17 years. During this time, she's met hundreds of generous people who are willing to go above and beyond to help those in need.

But the level of generosity that she witnessed over the past year is like nothing she's ever seen. Prior to the pandemic, HACC fed people daily in its soup kitchen and five times a week through Meals on Wheels. Over 150 meals were also provided each weekend to elementary students in the Hanover District and three meals a day were served to those staying in their homeless shelter.

When the shutdown went into effect, HACC had to figure out how they could continue providing the same level of care the community had come to rely on.

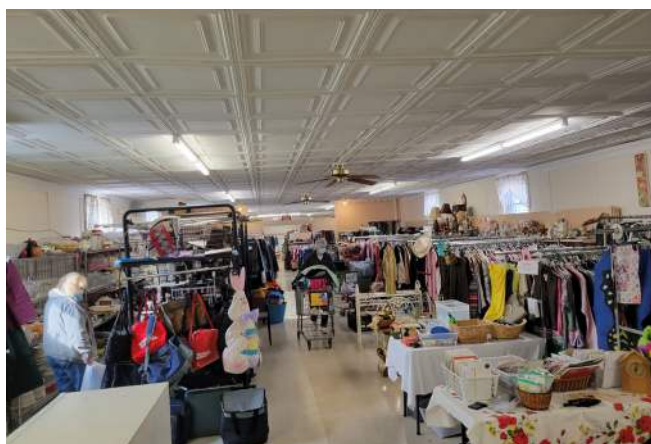
Due to the health risks posed by the virus, HACC lost almost all its volunteers and had to pay staff to fill those positions. To meet CDC guidelines, it also had to limit the number of residents in its shelter - which meant turning away people in

need of food and shelter. The added unbudgeted dollars spent on payroll, sanitizing products, and disposable food containers increased their need for community support and extra funds.

With increased gifts from donors and their endowment fund at YCCF, HACC was able to extend its shelter's 90-day limit for a family of five, giving the parents time to find new jobs, save money, and search for affordable housing.

"We are called to answer in times of need, and we are just grateful to have the funds to continue providing these free services for people," said Carol. "None of it would be possible without the support of our donors and generous neighbors. It's been inspiring to see how the community has rallied together to help us answer this call."

Community service, together with HACC's foresight in creating a fund for perpetual support, is the common thread of this story. YCCF is honored to partner with HACC in its mission of serving its neighbors with love and compassion.



## Hanover Area Council of Churches





## AGING

# Thriving

### As We Grow Older

Margaret Manning was extremely excited to turn 70 on March 6, 2020. Little did she know that less than two weeks later, our state and much of the world would be going into lockdown. Margaret, who is usually busy doing things for others, found herself having little contact with friends and family. Her excitement of reaching that milestone began to fade and the isolation led to feelings of despair. When she learned that Embracing Aging (EA) was hosting virtual online sessions to inspire people to think more positively about aging, she knew it would be a great way to feel connected to members of her “tribe”!

“The group conversations with Embracing Aging have given me something to look forward to. The speakers are uplifting and enlightening and the group has helped me approach aging in a new way.” Margaret reached another milestone recently: turning 71 after a year of living through a pandemic. Even though she hasn’t been able to hug her grandchildren, the people she has met virtually and the topics discussed through the sessions keep her motivated and positive.

Too often, we view aging as only the impairment and decline of our mind and body. A person’s individuality is usually replaced by negative stereotypes associated with

a number. This can be damaging to our sense of self, diminish our opportunities, and segregate us from others in the community. It can even shorten lives.

Everyone deserves to live in a community that offers meaningful ways to contribute, regardless of our age. In 2020, Embracing Aging launched a movement to reframe the way we approach getting older. This includes a new website, videos, blogs, enhanced Facebook presence and virtual bi-weekly discussion sessions.

#### Four Ways YOU Can Join the Movement

- TAKE a short assessment to understand your age bias.
- ADOPT 3 strategies to combat ageism.
- SHARE your aging experiences in York County.
- KEEP informed, engaged, and connected – sign up for Embracing Aging’s blogs, events, latest news, and articles that challenge your outlook on aging.

Visit [www.EmbracingAging.org](http://www.EmbracingAging.org) for links to your TASK to make York County a great place for you and others to grow up and grow older!

Follow us on Facebook  
@YCCFEmbracingAging



#### MEET OUR DONOR:

### Anna Gardner and the Hahn Home Fund for Embracing Aging

Anna Gardner died in 1913. Now, nearly 110 years later, her legacy of caring for older adults lives on through the Hahn Home Fund for Embracing Aging at YCCF. Anna willed her estate to become a home for women to live out their days in peace, regardless of their financial status. Her passionate belief in the importance of women living an independent life continues today thanks to grants and initiatives like Dismantling Ageism.





#### MEET OUR DONOR:

### Fred Dallmeyer Fund

As Chairman of the Board of DALLCO Industries, Fred Dallmeyer wanted to help deserving youth achieve their educational objectives. In doing so, he hoped to enrich not only their lives, but their community too. After his passing, the Fred Dallmeyer Fund was created by his wife, Evelyn Dallmeyer, to carry on her husband's wishes. The Dallmeyer family works with the YCCF staff to identify programs that benefit students interested in math, engineering, and science.



# CHILDREN & YOUTH

## York City Students

# Get in Gear



The GEAR Project is a new 36-week robotics and engineering pilot program for York City students in grades 9-12, supported by a grant from YCCF's Children's Program Fund. This innovative program is "geared" toward providing a well-rounded experience in all 4 disciplines of STEM (Science, Technology, Engineering, Math). Students meet once a week for two hours to engage in robotics and fun engineering challenges that include hands-on activities. Thankfully, each student was provided with individual robot kits to take home, in case in-person sessions were interrupted; this has allowed the program to continue remotely during the pandemic.

Ray Ames, executive director of Young Thinkers of York, Inc., and GEAR program director says, "I have seen students' confidence increase as they gain transferable skills that will last a lifetime. Our program provides guidance and support to help them achieve the goals that best fit their future. Too many of our youth fall short due to a lack of support and encouragement."

To complete the experience, the program includes virtual college tours, visits from guest speakers in the STEM industry, and a company tour in the STEM industry.

Another great program for students was started in 2018 by LaQuinn Thompson.

After witnessing young students getting caught up in street violence, LaQuinn came up with the idea for a game night to offer young boys something positive, productive, and fun. It was such a success that LaQuinn knew he needed to find a way to make it a regular event.

After noticing the trend in eSports, LaQuinn organized a youth league and began hosting tournaments. He received grants from YCCF's Fund for York County and the Fred Dallmeyer Fund to support his BEAST Initiative.

We are proud to support programs like the BEAST Initiative and The GEAR Project, both led by members of the community who are invested in the youth. YCCF is moving York County forward in education and workforce development. By offering valuable 21st-century life skills and increasing job opportunities, as well as positive social events that encourage team building, York City's youth will be well-prepared for life and work - the key to their future and the future of our community.





## ECONOMIC *Development*

# Supporting Workforce During the Pandemic

When the pandemic hit, no one was spared. Those living in poverty were especially vulnerable and many people who'd considered themselves financially secure suddenly learned they were not.

Fortunately, New Hope Ministries (NHM) had submitted a grant application to YCCF's community grant program prior to the pandemic. The funds were used to promote their various workforce development programs, including budgeting classes, interview preparedness workshops, basic needs training, and food assistance programs. After the shutdown in March 2020, NHM staff acted quickly to implement programs virtually and moved forward with the marketing campaign.

Realizing the immediate impact unemployment was having on the community, NHM knew it was in a unique position to assist low-income and unemployed rural York County residents.

By creating a hotline for assistance, NHM was able to serve over 340 people with workforce trainings to secure employment.

New Hope Ministries was also a crucial partner in York County's COVID-19 response. Through this fund, NHM received over \$94,000 in grants to provide housing assistance and support for its food pantries.

When a single mother lost her job during the pandemic, NHM helped update her resume and applications and helped her secure another position. But when she contracted the coronavirus, she lost her job and rapidly fell behind on her rent. Feeling hopeless, she turned to New Hope Ministries again. Staff helped her find new employment and provided her with funds to cover the past-due rent. She also enrolled in NHM's virtual Disaster Relief Budgeting class and is now financially stable. Without the generosity of YCCF's donors and the staff of NHM, her family would be homeless.

New Hope Ministries is proud to work with partner agencies to help York County residents gain stability through employment, educational trainings, and financial assistance. For the past 60 years, YCCF has fueled the passions of people and nonprofits that step up to help in times of crisis and we are humbled to have been a part of this collaborative effort.



### JOIN OUR COMMUNITY GRANTS COMMITTEE:

Community grants are now part of a new YCCF grant making program that began in 2020. To gain the perspectives of a broader, more diverse audience, YCCF invited volunteer grant readers from the larger community to read, score and select which grants to fund.

Volunteers evaluated grant applications of \$6,000 or less from both the Fund for York County and the Hahn Home Fund for Embracing Aging.

Our community volunteers carefully reviewed each grant application, deliberated its merits, and scored it using a standard scoresheet. The scores were aggregated, and grants were awarded to those with the highest scores. In total, these volunteers awarded nearly \$120,000 in grants to 22 nonprofit organizations.

"We are excited about the growth of the community grants program, especially in such an unusual year. The 53 community grant readers who volunteered in 2020 stepped up to help our community at a time when it really made a difference," said Lise Levin, vice president of community development at YCCF. "We had grant readers from 12 different zip codes in York County, and each person brought their own experiences, expertise, and insight to the process. Thank you for volunteering your time to make York County more vibrant!"



For more information on becoming a grant reader, visit:  
<https://yccf.org/grant-reader-application/>



## MEET OUR DONORS:



Memorial Health Fund (MHF) transforms the way our community addresses compelling health issues by improving the complete physical, mental, and social well-being of the residents of York County. Memorial Health Fund became a supporting organization of York County Community Foundation in 2015. MHF was previously a supporting organization of the former Memorial Hospital on Belmont Street. Since joining YCCF, MHF has granted more than \$3.5 million.

## 2020 Memorial Health Fund Board of Directors

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## Health & HUMAN NEEDS

# Building Momentum to Healthy Living

Chris Kustanbauter developed Young Onset Parkinson's disease at age 48. Now 57, he attributes his wellness to his healthcare providers and to the instructors of the Momentum Class offered at the Jewish Community Center (JCC). "When the program first launched in 2019, I was excited because it gave me the opportunity to take classes focused on my needs, as well as work alongside others going through the same daily struggles."

Despite the high rate of Parkinson's cases in York County, Susannah Gillespie, group fitness instructor at the JCC, noticed a shortage of comprehensive services available in our area. The goal was to offer a free, comprehensive, physical, psychological, and social improvement program for people diagnosed with a range of neuro-cognitive conditions: Parkinson's, early-onset dementia, strokes, traumatic brain injuries, and others.

Momentum began as an outgrowth of the Parkinson's Movement Class in

the fall of 2019 thanks to grants from the Memorial Health Fund (MHF), a supporting organization of York County Community Foundation, and the Edgar I. Garrett Fund of YCCF. With 45 participants, the program was an instant success, more than doubling its original goal.

When the JCC was forced to close due to the pandemic, it pivoted to offer support via phone, social media, and Zoom sessions. In-person classes have now resumed, and for those who did not continue with sessions remotely, the drop in movement and disease regression is apparent.

Thankfully, participants are slowly building back their balance, mobility, and mental well-being with help from the dedicated staff.

MHF is proud to support programs like Momentum. Because a community where people cheer each other on and celebrate each other's accomplishments, no matter how big or small, is a place in which we can all thrive.



# 2020 New Funds



## **Richard Guyer Fund for York Suburban Education Foundation**

The Richard Guyer Fund was started in recognition of Coach Guyer's retirement in 2009. Coach Guyer and the assistants who have supported him for more than 40 years created a swimming legacy at York Suburban. More important, these coaches supported academic excellence at York Suburban High School. Coach Guyer has since returned to coaching at York Suburban and continues to build a legacy of excellence. The fund supports the York Suburban Education Foundation in its mission to provide funding for innovative programs that enhance the educational experience and foster continued academic excellence for district students.



## **Reid Menzer Memorial Fund**

Many in our community remember Reid Menzer, the son of Kendall and Eric Menzer, who passed away after being struck by a car while skateboarding. The Reid Menzer Memorial Skatepark Fund was created in his memory, as was this

fund. While he loved skateboarding, it wasn't his only passion. This fund will support baseball and music programs, two of Reid's favorite activities



## **Carol Wagman Fund**

As a former member of YCCF's board of directors, Carol Wagman learned the value of having an endowed donor-advised fund at YCCF. Created just before the COVID-19 pandemic, Carol has already found creative ways to support our community with this fund. Working with

the grant making team at YCCF, Carol made sure nurses at York Hospital had comfortable shoes, to thank them for their commitment to the health of their patients during the 2020 pandemic.

## **Amy Amspacher Memorial Fund**

## **Mary Kay and John Bernosky Fund for York County**

## **DreamWrights Center for Community Arts Endowment Fund**

## **Roxanna and Kevin Gapstur Fund for York County**

## **Richard Guyer Fund for York Suburban Education Foundation**

## **Hummel-Detwiler Family Fund**

## **Kenneth H. Matthews Memorial Endowment Fund**

## **Reid Menzer Memorial Fund**

## **Ruth M. Raab Fund for York County**

## **Racial Equity Fund**

## **Christopher Sabb Memorial Scholarship**

## **Carol Wagman Fund**

## **York County COVID-19 Response Fund**



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**ROTH J. PREAP**  
Grants Program Associate

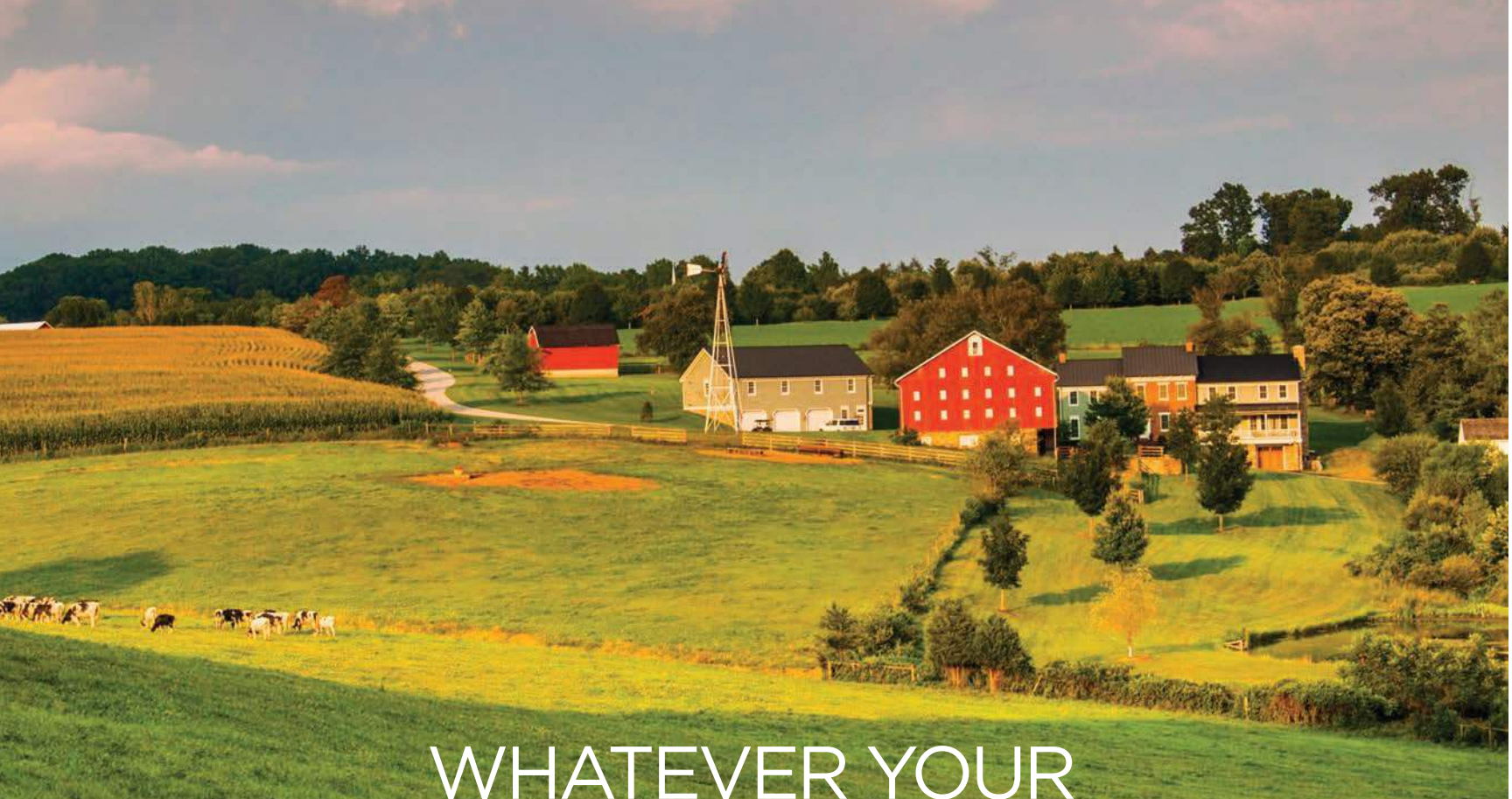
**SARAH J. THOMAS**  
Marketing & Communications Director

**EYDIE WISE**  
Administrative Assistant

**PHILIP WOODS**  
Gift Planning Officer







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*A copy of the registration and financial information of York County Community Foundation may be obtained from the Pennsylvania Department of State by calling toll-free in Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.*



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