



Wellspring House Inc.

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EIN: 04-2735048
Report Generated on: 03/08/2024

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Wellspring House Inc.

aka Wellspring

Gloucester, MA

<https://www.wellspringhouse.org>

(978)281-3558

View GuideStar Profile



MISSION

Wellspring inspires families and adults on the North Shore to achieve employment and financial security through stable housing, education, job training and career readiness.

EIN

04-2735048

RULING YEAR

1983

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1981

MAIN ADDRESS

302 Essex Ave
Gloucester, MA
01930

AFFILIATION TYPE

Independent Organization

CONTACT

Melissa Dimond, President &
Executive Director
mdimond@wellspringhouse.org
g

PRESIDENT & EXECUTIVE

DIRECTOR

Melissa Dimond

BOARD CHAIR

Patricia Fae Ho

SUBJECT AREA

Adult education

College preparation

Computer literacy

Job training

Youth mentoring

Adult peer mentoring

Housing for the homeless

Transitional living

Homeless shelters

Temporary accomodations

Domestic violence shelters

NTEE Code

Family Violence Shelters and
Services (P43)

PROGRAMS

1. Homelessness Prevention and Shelter

Population(s) served:

2. Job Training Initiatives

Population(s) served:

3. Education & College Readiness

Population(s) served:

4. Career Pathways

Population(s) served:

POPULATIONS SERVED

1. Adults

2. Families

3. Immigrants

4. Refugees and displaced people

5. Economically disadvantaged people

6. Victims of crime and abuse

COMPLIANCE

- ✓ IRS Pub 78 Verified as of February 2024
- ✓ IRS BMF 509(a) (2) as of February 12, 2024
- ✓ A-133 Audit Required/Performed?
- ✓ Conflict of Interest Policy
- ✓ Written whistleblower policy

Section 509(a)(2) organization

TRANSPARENCY MEASURES

- ✓ Board Practices Reported?
- ✓ Diversity Data Reported?
- 23 Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization,
February 2023

Homelessness Prevention and Shelter

Population(s) Served: n/a

Wellspring assists over 1,000 families each year located in Cape Ann and across the North Shore. Through active case management, advocacy, referrals and one-time cash grants, families are assisted in homelessness prevention, emergency shelter placement, and securing long-term housing.

Job Training Initiatives

Population(s) Served: n/a

Wellspring provides specialized training and job placement, and career advice for people entering jobs in the Health Care sector.

The HealthCare Office Support Training (HOST), known for 20 years as MediClerk, is part of Wellspring's HealthCare Gateway program. HOST is a hybrid, occupational education program training adult job-seekers for entry-level administrative and non-clinical support positions within healthcare. Since its inception, over 550 students have completed the program; 85% of whom have secured employment within 6 months to a year.

Wellspring's job training staff works long-term with HOST alumni to pursue administrative jobs, while also offering open-ended career advising leading to a wide range of clinical health care roles. The goal for all is to move into secure jobs with living wages that provide opportunities for growth and promotions over time.

Education & College Readiness

Population(s) Served: n/a

Wellspring's college readiness classes provide students with the tools needed to succeed in post-secondary education and strengthen skills for the workplace. Wellspring offers FREE Foundations and College Readiness classes for young adults and adults wanting to improve their skills in the areas of reading, writing, math, and computers. Courses may be eligible for college credit upon successful completion of the program.

Wellspring serves as a statewide testing site for the HiSET (high school equivalency test). There are five sections of the test: writing, reading, social studies, science, and mathematics. Once students pass all sections, they have earned their High School Equivalency.

Wellspring's English for Speakers of Other Languages (ESOL) program assists adult students to communicate effectively with others as well as to prepare for college or the workforce. Learning is focused on four areas of language development including, comprehension, speaking, reading, and writing.

Career Pathways

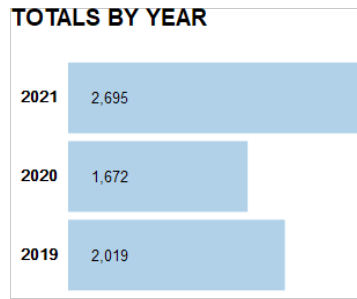
Population(s) Served: n/a

Wellspring's Career Pathways team helps young adults and adults make concrete plans for further schooling, training, apprenticeships, networking, interviewing, and job search. Wellspring students receive one-to-one and group mentoring, goal-focused coaching for career and education plans, and assistance to secure financial aid and scholarships.

Additionally, Wellspring provides professional and volunteer mentoring support to high school students and recent high school graduates through a close partnership with Gloucester and other Cape Ann high schools.

RESULTS

Number of clients served

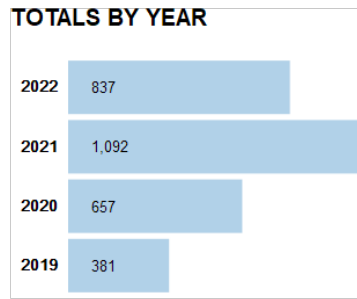


Population(s) Served: No target populations selected

Related program:

Notes: This metric relates to all of Wellspring's programs and services serving individuals: Homelessness Prevention and Shelter, Job Training & Placement, Education & Job Readiness, and Career Pathways.

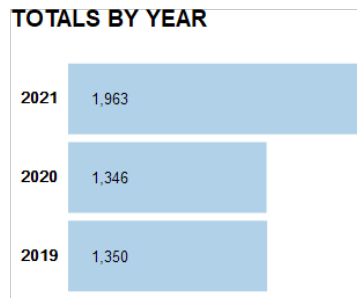
Number of phone calls/inquiries



Population(s) Served: No target populations selected

Related program: Homelessness Prevention and Shelter

Number of families served



Population(s) Served: No target populations selected

Related program:

Notes: This metric relates to all of Wellspring's programs and services serving families: Homelessness Prevention and Shelter, Job Training & Placement, Education & Job Readiness, and Career Pathways.

Financials

FISCAL YEAR START: 07/01
FISCAL YEAR END: 06/30
✓ Financials audited by an independent accountant

FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	\$3,177,580
Total expenses and losses per audited financial statements	\$3,069,508
Surpluses in last 5 years	4
Negative Net Assets in past 5 years	0

Financial Trends Analysis

Business Model Indicators

Created in Partnership with



Profitability	2019	2020	2021	2022	2023
Unrestricted surplus (deficit) before depreciation	\$119,102	\$46,109	\$567,245	-\$344,189	\$180,651
As a % of expenses	5.2%	2.0%	23.0%	-13.6%	6.3%
Unrestricted surplus (deficit) after depreciation	\$62,402	-\$15,755	\$500,466	-\$412,194	\$108,359
As a % of expenses	2.7%	-0.7%	19.7%	-15.9%	3.7%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$2,456,980	\$2,327,157	\$2,898,885	\$2,538,599	\$2,987,734
Total revenue, % change over prior year	15.4%	-5.3%	24.6%	-12.4%	17.7%
Program services revenue	8.8%	37.9%	36.5%	41.9%	48.3%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	1.4%	1.6%	1.3%	1.6%	1.4%
Government grants	27.8%	0.0%	10.3%	0.0%	0.0%
All other grants and contributions	62.0%	59.3%	48.8%	55.2%	47.9%
Other revenue	0.0%	1.3%	3.1%	1.3%	2.3%
Expense Composition					
Total expenses before depreciation	\$2,277,692	\$2,361,442	\$2,468,424	\$2,521,689	\$2,880,105
Total expenses, % change over prior year	3.9%	3.7%	4.5%	2.2%	14.2%
Personnel	67.7%	71.2%	71.1%	72.1%	68.4%
Professional Fees	4.6%	4.0%	3.9%	6.0%	5.2%
Occupancy	3.9%	3.5%	4.1%	4.2%	3.9%
Interest	0.3%	0.3%	0.3%	0.4%	0.4%
Pass-Through	1.5%	1.2%	2.2%	1.4%	3.0%
All other expenses	21.9%	19.7%	18.5%	15.8%	19.0%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2019	2020	2021	2022	2023
Total Expenses (after depreciation)	\$2,334,392	\$2,423,306	\$2,535,203	\$2,589,694	\$2,952,397
One Month of Savings	\$189,808	\$196,787	\$205,702	\$210,141	\$240,009
Debt Principal Repayment	\$14,544	\$0	\$148,715	\$0	\$168,136
Fixed Asset Additions	\$0	\$127,539	\$0	\$0	\$0
Total Full Costs (estimated)	\$2,538,744	\$2,747,632	\$2,889,620	\$2,799,835	\$3,360,542

Capital Structure Indicators

Liquidity					
Months of cash	3.0	3.4	1.8	2.0	1.7
Months of cash and investments	10.2	10.9	11.0	9.5	8.8
Months of estimated liquid unrestricted net assets	9.0	9.0	10.6	8.5	8.0
Balance Sheet Composition					
Cash	\$568,383	\$666,586	\$374,597	\$410,624	\$399,455
Investments	\$1,359,780	\$1,479,555	\$1,892,078	\$1,594,103	\$1,724,507
Receivables	\$298,227	\$263,268	\$531,554	\$648,296	\$569,708
Gross land, buildings, and equipment (LBE)	\$2,039,122	\$2,166,661	\$2,172,888	\$2,205,488	\$2,196,542
Accumulated depreciation (% of LBE)	63.0%	62.2%	65.1%	67.2%	69.2%
Liabilities (as % of assets)	10.7%	19.9%	9.9%	14.2%	10.9%
Unrestricted net assets	\$2,311,357	\$2,295,602	\$2,796,068	\$2,383,874	\$2,492,233
Temporarily restricted net assets	\$241,127	N/A	N/A	N/A	N/A
Permanently restricted net assets	\$123,577	N/A	N/A	N/A	N/A
Total restricted net assets	\$364,704	\$315,200	\$455,009	\$547,456	\$547,169
Total net assets	\$2,676,061	\$2,610,802	\$3,251,077	\$2,931,330	\$3,039,402

Key Data Checks

Material Data Errors	2019	2020	2021	2022	2023
	No	No	No	No	No

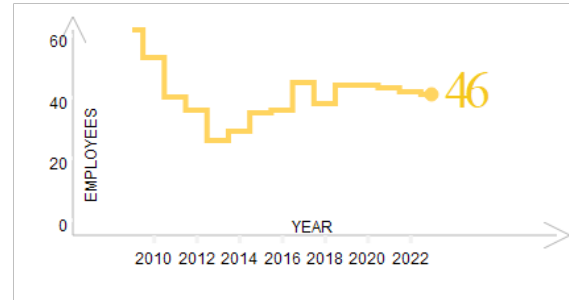
Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition.Please consult the 990s of any potentially related affiliates for additional information.

- ☒ [Formulas for key metrics](#)
- ☒ ['Key Revenue & Expense Data from Form 990'](#)
- ☒ ['Key Balance Sheet Data from Form 990'](#)

Operations

NUMBER OF EMPLOYEES

Source: IRS Form 990



Source: Self-Reported by Organization, February 2023

PRESIDENT & EXECUTIVE DIRECTOR

Melissa Dimond

Melissa A. Dimond, Sc.M. came to Wellspring House as the organization’s Executive Director in 2015. She is a 29-year veteran of the non-profit sector. Since she began working in the Boston area in 1993, Melissa has devoted her energies to a number of domains: domestic violence intervention, working in health care environments with people who are living with addiction, HIV, and other chronic illness, and large scale community nutrition projects. From 2009-2015, Melissa was the Manager of Community Initiatives at the Massachusetts General Hospital Chelsea HealthCare Center. As the leader of a comprehensive “Healthy Communities” coalition, Dimond successfully led efforts to build collaborations between MGH Chelsea and more than 40 local non-profits, municipal departments, public schools, and local businesses. Prior to joining MGH Chelsea, she was the Founding North Shore Regional Director of The Food Project, Inc.

BOARD CHAIR

Patricia Fae Ho

BOARD CO-CHAIR

Michelle Langille

BOARD MEMBERS

Anthony Barbuto

Karim Benali

Cathy Bilotta

Steve Cohen

Rosemary Costello

Sheila Dykstra

Bonnie Fendrock

Julia Frost

Purvi Harley

Amy Kingman

Pete Michaels

Ingrid Mitchell

Bernadette Orr

Jenny Perkin

Joan Quinlan

Nicole Twomey

Jennifer Warry

Leo Zerilli

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Melissa A Dimond	PRESIDENT AND EXECUTIVE DIRECTOR	\$112,359	\$1,940	\$0
Rosemary Costello	BOARD MEMBER	\$0	\$0	\$0
Liz Furber	Treasurer	\$0	\$0	\$0
Joelle Moroney	BOARD MEMBER	\$0	\$0	\$0
Karim Benali	BOARD MEMBER	\$0	\$0	\$0
Julia Frost	BOARD MEMBER	\$0	\$0	\$0
Allison Mueller	BOARD MEMBER	\$0	\$0	\$0
Patricia Fae Ho	CHAIRPERSON	\$0	\$0	\$0
Larry Oaks	BOARD MEMBER	\$0	\$0	\$0
Michelle Langille	BOARD MEMBER	\$0	\$0	\$0
Steve Cohen	BOARD MEMBER	\$0	\$0	\$0
Gonzalo Verdugo	BOARD MEMBER	\$0	\$0	\$0
Shelia Dykstra	BOARD MEMBER	\$0	\$0	\$0
Pete Michaels	BOARD MEMBER	\$0	\$0	\$0
Nicole Twomey	BOARD MEMBER	\$0	\$0	\$0
Anthony Barbuto	BOARD MEMBER	\$0	\$0	\$0
Leo Zerilli	Board Member	\$0	\$0	\$0
Faith Emerson	Clerk	\$0	\$0	\$0
Ingrid Mitchell	BOARD MEMBER	\$0	\$0	\$0
Amy Kingman	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Melissa A Dimond	PRESIDENT AND EXECUTIVE DIRECTOR	\$105,561	\$1,933	\$0
Rosemary Costello	CHAIRPERSON	\$0	\$0	\$0
Michelle Langille	CLERK	\$0	\$0	\$0
Jay Bothwick	TREASURER	\$0	\$0	\$0
Faith Emerson	BOARD MEMBER	\$0	\$0	\$0
Julia Frost	BOARD MEMBER	\$0	\$0	\$0
Liz Furber	BOARD MEMBER	\$0	\$0	\$0
Tracey Gould	BOARD MEMBER	\$0	\$0	\$0
Patricia Fae Ho	BOARD MEMBER	\$0	\$0	\$0
Amy Kingman	BOARD MEMBER	\$0	\$0	\$0
Joelle Moroney	BOARD MEMBER	\$0	\$0	\$0
Allison Mueller	BOARD MEMBER	\$0	\$0	\$0
Larry Oaks	BOARD MEMBER	\$0	\$0	\$0
Jennifer Robitaille	BOARD MEMBER	\$0	\$0	\$0
Trina Smith	BOARD MEMBER	\$0	\$0	\$0
Nicole Twomey	BOARD MEMBER	\$0	\$0	\$0
Anthony Barbuto	BOARD MEMBER	\$0	\$0	\$0
Leo Zerilli	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Melissa Dimond	PRESIDENT AND EXECUTIVE DIRECTOR	\$114,437	\$2,319	\$0
Rosemary Costello	CHAIRPERSON	\$0	\$0	\$0
Jay Bothwick	TREASURER	\$0	\$0	\$0
Michelle Langille	CLERK	\$0	\$0	\$0
Eliza Cowan	BOARD MEMBER	\$0	\$0	\$0
Faith Emerson	BOARD MEMBER	\$0	\$0	\$0
Julia Frost	BOARD MEMBER	\$0	\$0	\$0
Liz Furber	BOARD MEMBER	\$0	\$0	\$0
Tracey Gould	BOARD MEMBER	\$0	\$0	\$0
Patricia Fae Ho	BOARD MEMBER	\$0	\$0	\$0
Caroline Hovey	BOARD MEMBER	\$0	\$0	\$0
Amy Kingman	BOARD MEMBER	\$0	\$0	\$0
Joelle Moroney	BOARD MEMBER	\$0	\$0	\$0
Allison Mueller	BOARD MEMBER	\$0	\$0	\$0
Larry Oaks	BOARD MEMBER	\$0	\$0	\$0
Julie Riordan	CLERK	\$0	\$0	\$0
Jennifer Robitaille	BOARD MEMBER	\$0	\$0	\$0
Trina Smith	BOARD MEMBER	\$0	\$0	\$0
Nicole Twomey	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Melissa Dimond	PRESIDENT AND EXECUTIVE DIRECTOR	\$112,720	\$2,254	\$0
Julie Bishop	CHAIRPERSON	\$0	\$0	\$0
Jay Bothwick	TREASURER	\$0	\$0	\$0
Peter P Canny JR	BOARD MEMBER	\$0	\$0	\$0
Rosemary Costello	BOARD MEMBER	\$0	\$0	\$0
Eliza Cowan	BOARD MEMBER	\$0	\$0	\$0
Faith Emerson	BOARD MEMBER	\$0	\$0	\$0
Tracey Gould	BOARD MEMBER	\$0	\$0	\$0
Patricia Fae Ho	BOARD MEMBER	\$0	\$0	\$0
Caroline Hovey	BOARD MEMBER	\$0	\$0	\$0
Amy Kingman	BOARD MEMBER	\$0	\$0	\$0
Michelle Langille	BOARD MEMBER	\$0	\$0	\$0
Paul A Lundberg	BOARD MEMBER	\$0	\$0	\$0
Kimberly McGovern	BOARD MEMBER	\$0	\$0	\$0
Joelle Moroney	BOARD MEMBER	\$0	\$0	\$0
Allison Mueller	BOARD MEMBER	\$0	\$0	\$0
Julie Riordan	CLERK	\$0	\$0	\$0
Jennifer Robitaille	BOARD MEMBER	\$0	\$0	\$0
Trina Smith	BOARD MEMBER	\$0	\$0	\$0
Mary Jane Steward	BOARD MEMBER	\$0	\$0	\$0
Nicole Twomey	BOARD MEMBER	\$0	\$0	\$0

Paid Preparers

FISCAL YEAR 2023

Firm Name	Firm EIN	Firm Address	Firm Phone
BERNARD JOHNSON & COMPANY PC	043068663	15 MAIN STREET, TOPSFIELD MA 01983	9788872220

Paid Preparers

FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
BERNARD JOHNSON & COMPANY PC	04-3068663	15 MAIN STREET, TOPSFIELD MA 01983 USA	978-887-2220

Paid Preparers

FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
BERNARD JOHNSON & COMPANY PC		15 MAIN STREET, TOPSFIELD MA 01983 USA	978-887-2220

BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

Yes

Organizational Demographics

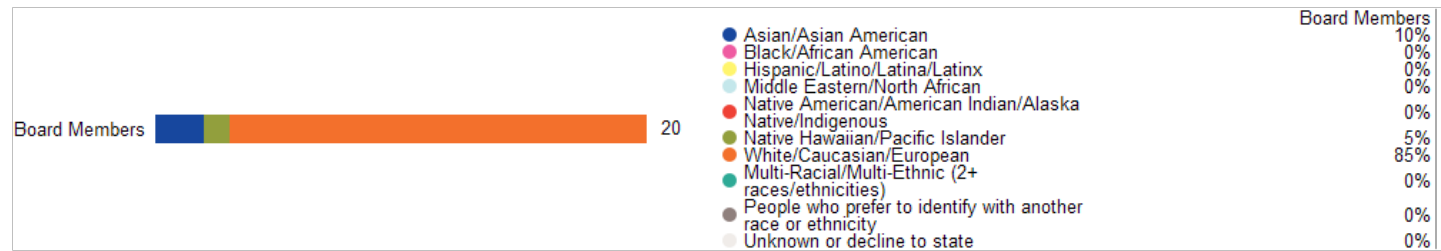
Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's leader identifies as:

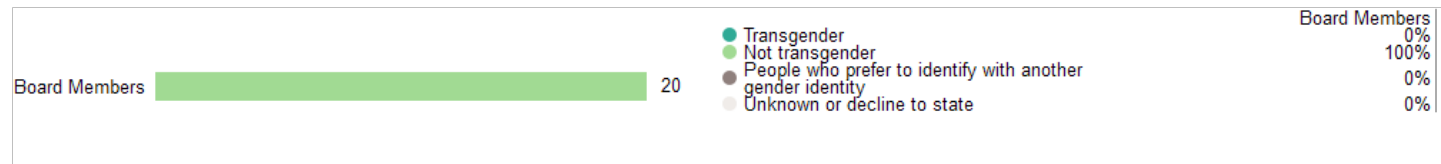
Race & Ethnicity	White/Caucasian/European
Gender Identity	Female, Not transgender
Sexual Orientation	Gay, Lesbian, Bisexual, or other sexual orientations in the LGBTQIA+ community
Disability Status	Decline to state

Race & Ethnicity

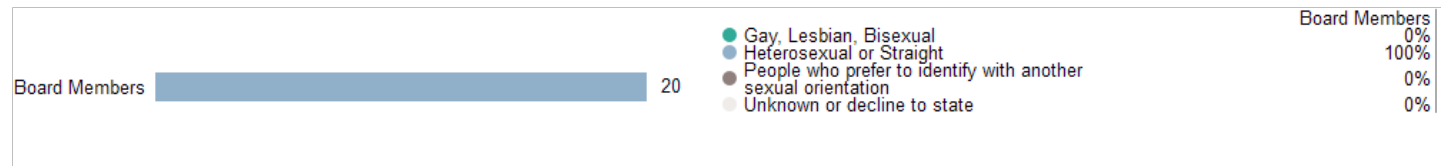


Gender Identity

Transgender Identity



Sexual Orientation



Disability

No data.

Equity Strategies *Last Updated: 08/05/2022*

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. [Learn More](#)

Data

- ✓ We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.
- ✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

Policies and processes

- ✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.
- ✓ We have community representation at the board level, either on the board itself or through a community advisory board.
- ✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.
- ✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

Appendix

Key Documents

IRS Forms 990	2022 990
	2021 990
	2020 990
	2019 990
	2018 990
IRS Forms 990T	Not Available
Audited Financial Statements	2022 Audited Financial Statement
	2021 Audited Financial Statement
Key Organization Documents	Letter of Determination
	'Key Revenue & Expense Data from Form 990'
	'Key Balance Sheet Data from Form 990'

Wellspring House Inc.

Aka Wellspring

302 Essex Ave

Gloucester, MA 01930

✓ Foundation Status Code: PC*

✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details			IRS Pub 78 verified
Organization name	Location	Most recent IRS Publication 78	
Wellspring House Inc.	Gloucester, MA	February 2024	
EIN	<u>Deductibility status description</u>	Verified with most recent Internal Revenue Bulletin	
04-2735048	A public charity (50% deductibility limitation).	March 04, 2024	

IRS Business Master File Details			IRS BMF	509(a)(2)
Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status		
WELLSPRING HOUSE INC	February 12 2024	Section 509(a)(2) organization		
EIN	IRS subsection	Ruling date		
04-2735048	This organization is a <u>501(c)(3) Public Charity</u>	01/1983		
This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.				

On September 8, 2011, the IRS issued [regulations](#) which eliminated the advance ruling process for a section 501(c)(3) organization. [Learn more](#)

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

[IRS Revenue Procedure 2011-33](#) allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.

-[IRS Publication 78 \(Cumulative List of Organizations\)](#) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

-The [IRS Internal Revenue Bulletin \(IRB\)](#) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

-The [IRS Business Master File](#) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The [IRS Automatic Revocation of Exemption List](#) contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

-The Foundation Status Code is a value derived by mapping the codes found on the [990PF filing instructions](#) to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

-The Office of Foreign Assets Control (OFAC) [Specially Designated Nationals \(SDN\) list](#) organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.