



Interfaith Mission Inc

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EIN: 35-2071824
Report Generated on: 03/28/2024

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Interfaith Mission Inc

 Columbia City, IN

 <http://WWW.MISSION25CC.ORG>

 260-244-5266

 [View GuideStar Profile](#)



MISSION

TO PROVIDE THE PATHWAY FOR RECOVERY, PREVENTION AND TRANSITION WHILE FOSTERING LONG-TERM SUCCESS FOR THOSE WE SERVE.

EIN

35-2071824

RULING YEAR

2003

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1998

MAIN ADDRESS

PO Box 524
Columbia City, IN
46725

AFFILIATION TYPE

Independent Organization

CONTACT

Shawn Ellis
sellis@mission25cc.org

PRINCIPAL OFFICER

Shawn Ellis

CO-PRINCIPAL OFFICER

Tammy Nickolson

BOARD CHAIR

Matt Shipman

SUBJECT AREA

Addiction services

Human services

Supportive housing

Homeless shelters

Interfaith

NTEE Code

Interfaith Issues (X90)

PROGRAMS

1. Mission 25 Shelter Services

Population(s) served:Men, Women, Homeless people, Children and youth, Substance abusers

POPULATIONS SERVED

1. Children and youth

2. Women

3. Men

4. Extremely poor people

5. Working poor

COMPLIANCE

- ✓ IRS Pub 78 Verified as of March 2024
- ✓ IRS BMF 509(a) (1) as of March 12, 2024
- ✓ A-133 Audit Required/Performed?
- ✓ Conflict of Interest Policy
- ✗ Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

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

Programs & Results

PROGRAMS

Source: Self-Reported by Organization,
January 2024

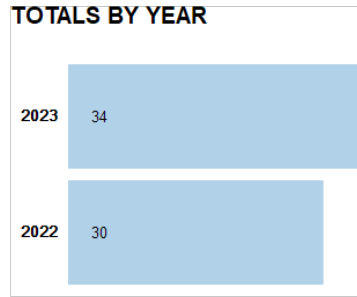
Mission 25 Shelter Services

Population(s) Served: n/a

Mission 25 provides a program-based shelter for single men, women and women with children. Mission 25 Shelter Services (also certified as a Level 3 Recovery Residence) serves those seeking a pathway towards recovery, prevention and support toward a better way of life. The organization provides basic needs like shelter, food, clothing, structure, and safety. Furthermore, the framework for Mission 25 Shelter Services provides adult case management, child case management, financial case management, parenting class, financial class, recovery groups, and access to therapeutic care through individual and/or group counseling. Lastly, within the framework, there is an intentional focus on the 4 Dimensions of Recovery: Health, Community, Purpose and Home.

RESULTS

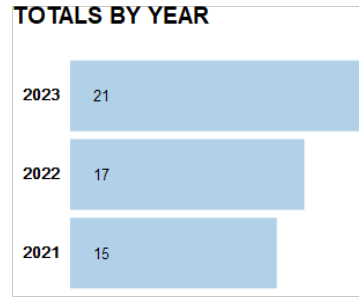
Average number of service recipients per month



Population(s) Served: No target populations selected

Related program: Mission 25 Shelter Services

Number of homeless participants engaged in housing services

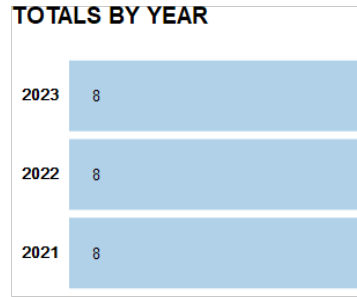


Population(s) Served: No target populations selected

Related program: Mission 25 Shelter Services

Notes: This is the number placed in housing upon completing the program. We added supportive housing as a program in July 2021.

Number of service recipients who have no past substance abuse

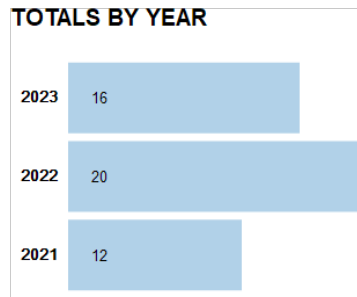


Population(s) Served: No target populations selected

Related program: Mission 25 Shelter Services

Notes: On average, 70% of those we serve have a substance use disorder.

Number of service recipients who are employed

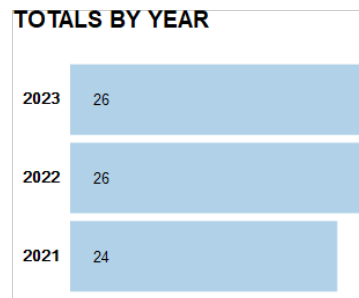


Population(s) Served: No target populations selected

Related program: Mission 25 Shelter Services

Notes: The number of those employed upon exit is based on eligible adults in the program. Furthermore, this number is reflective of those who continue the program past the first 30 days (Level 1).

Number of homeless participants engaged in mental health services



Population(s) Served: No target populations selected

Related program: Mission 25 Shelter Services

Notes: Adults who engaged in mental health services. Individuals have access to 3 mental health providers and services are accessed 96%-100% of the time while in shelter services.

[More results from this organization's programs](#)

CHARTING IMPACT

What is the organization aiming to accomplish?

- Goal #1: Provide enhanced therapeutic services for those in need.
 - Goal # 2: To provide all pathways to recovery in one location through a Recovery Engagement Center.
 - Goal #3: Disrupt ongoing detrimental cycles.
 - Goal #4: Expand shelter and housing services.
 - Goal #5: Provide ongoing case management / support to foster long-term success.
 - Goal #6: Increase both financial literacy and financial stability for those who live on the edge.
 - Goal #7: Establish an organization that can support its mission.
-

What are the organization's key strategies for making this happen?

- Goal #1 Strategies: Provide access to therapeutic supports to those in need.
- Goal #2 Strategies: Provide enhanced groups for recovery needs; Provide support groups for various needs; Establish a Recovery Engagement Center for our community; Develop a portfolio of resources to be provided in one location.
- Goal #3 Strategies: Understand what dysfunctional and unhealthy cycles are present.
- Goal #4 Strategies: Provide supportive housing services that support a person past shelter services.
- Goal #5 Strategies: Provide a professional team who will assist individuals in removing barriers to success.
- Goal #6 Strategies: Connect individuals to federal/state program; Provide continuing educational support / counseling for financial fitness.
- Goal #7 Strategies: Establish an executive team; Provide adequate space for their work; Focus on enhanced / additional staff roles.

Financials

FISCAL YEAR START: 01/01
FISCAL YEAR END: 12/31
✓ Financials audited by an independent accountant

FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	\$1,219,445
Total expenses and losses per audited financial statements	\$780,550
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	2018	2019	2020	2021	2022
Unrestricted surplus (deficit) before depreciation	\$129,296	-\$12,470	\$186,682	\$769,342	\$74,717
As a % of expenses	49.3%	-4.5%	45.7%	147.3%	10.1%
Unrestricted surplus (deficit) after depreciation	\$118,265	-\$24,138	\$174,049	\$746,643	\$35,473
As a % of expenses	43.2%	-8.4%	41.3%	137.0%	4.5%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$388,583	\$270,480	\$595,412	\$1,179,264	\$1,219,445
Total revenue, % change over prior year	70.0%	-30.4%	120.1%	98.1%	3.4%
Program services revenue	2.0%	4.6%	0.5%	4.8%	7.9%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	1.1%	2.0%	0.3%	0.4%	0.0%
Government grants	0.0%	0.0%	7.7%	3.1%	0.0%
All other grants and contributions	94.9%	92.3%	91.5%	91.7%	92.1%
Other revenue	2.0%	1.1%	0.0%	0.0%	0.0%
Expense Composition					
Total expenses before depreciation	\$262,492	\$276,136	\$408,730	\$522,259	\$741,306
Total expenses, % change over prior year	26.0%	5.2%	48.0%	27.8%	41.9%
Personnel	83.9%	81.0%	71.6%	71.8%	66.3%
Professional Fees	0.2%	0.2%	1.8%	1.8%	8.2%
Occupancy	8.9%	9.1%	16.9%	0.8%	3.6%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	0.3%	0.1%	5.1%	0.0%	0.0%
All other expenses	6.8%	9.6%	4.6%	25.7%	21.9%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2018	2019	2020	2021	2022
Total Expenses (after depreciation)	\$273,523	\$287,804	\$421,363	\$544,958	\$780,550
One Month of Savings	\$21,874	\$23,011	\$34,061	\$43,522	\$61,776
Debt Principal Repayment	\$0	\$0	\$0	\$0	\$0
Fixed Asset Additions	\$0	\$18,594	\$0	\$538,139	\$57,274
Total Full Costs (estimated)	\$295,397	\$329,409	\$455,424	\$1,126,619	\$899,600

Capital Structure Indicators

Liquidity					
Months of cash	10.5	8.2	11.6	10.2	8.8
Months of cash and investments	10.5	8.2	11.6	10.2	9.5
Months of estimated liquid unrestricted net assets	13.9	11.9	13.4	12.1	8.8
Balance Sheet Composition					
Cash	\$229,308	\$188,815	\$393,669	\$442,044	\$543,604
Investments	\$0	\$0	\$0	\$0	\$40,781
Receivables	\$88,470	\$100,625	\$79,783	\$153,778	\$277,557
Gross land, buildings, and equipment (LBE)	\$669,647	\$666,758	\$669,323	\$1,207,462	\$1,261,155
Accumulated depreciation (% of LBE)	35.3%	34.0%	35.8%	21.7%	23.6%
Liabilities (as % of assets)	1.9%	2.3%	1.9%	1.3%	1.9%
Unrestricted net assets	\$736,828	\$0	\$0	\$1,473,382	\$1,508,855
Temporarily restricted net assets	\$0	N/A	N/A	N/A	N/A
Permanently restricted net assets	\$0	N/A	N/A	N/A	N/A
Total restricted net assets	\$0	\$0	\$0	\$47,663	\$282,500
Total net assets	\$736,828	\$712,690	\$886,739	\$1,521,045	\$1,791,355

Key Data Checks

Material Data Errors	2018	2019	2020	2021	2022
	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

Source: Self-Reported by Organization, January 2024

PRINCIPAL OFFICER

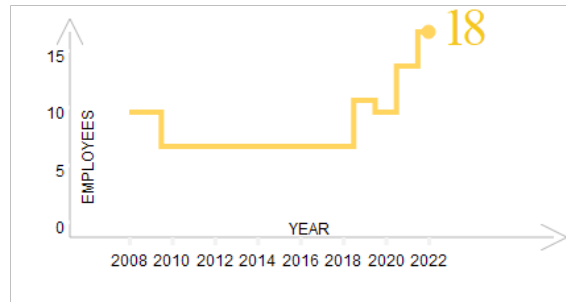
Shawn Ellis

CO PRINCIPAL OFFICER

Tammy Nickolson

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Matt Shipman

Bloom Gates Shipman & Whiteleather

Term: 2017 - 2023

BOARD CO-CHAIR

Scott Allison

W.R. Hall Insurance Group

Term: 2017 - 2026

BOARD MEMBERS

Cassie Jones

Scientific & Regulatory Consultants, Inc.

Melinda Woll

Edward Jones

Judge Doug Fahl

Whitley County Superior Court

DJ Sigler

Whitley County

Kennedy Sagggers

Whitley County Economic Development Corporation

Nicki Venable

City of Fort Wayne

Jeff Rockett

Parkview Whitley/Warsaw

David Jost

Ultra

Wesley Mullett

Whitley County Consolidated Schools

Todd Jones

Retired

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Cassandra Bumbaugh	SECRETARY	\$0	\$0	\$0
Jack Gochenauer	TREASURER	\$0	\$0	\$0
Matt Shipman	VICE CHAIR	\$0	\$0	\$0
Melinda Woll	PRESIDENT	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Melinda Woll	CHAIR	\$0	\$0	\$0
Jack Gochenaur	TREASURER	\$0	\$0	\$0
Cassie Jones	SECRETARY	\$0	\$0	\$0
Matt Shipman	VICE CHAIR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Jeremy Wike	PRESIDENT	\$0	\$0	\$0
Jack Gochenaur	TREASURER	\$0	\$0	\$0
Cassie Jones	SECRETARY	\$0	\$0	\$0
Melinda Woll	VICE CHAIR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Jeremy Wike	PRESIDENT	\$0	\$0	\$0
Jack Gochenaur	TREASURER	\$0	\$0	\$0
Matt Converse	VICE PRESIDENT	\$0	\$0	\$0
Melinda Woll	SECRETARY	\$0	\$0	\$0

Paid Preparers
FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
ESTEP BURKEY SIMMONS LLC	04-3587095	PO BOX 42, MUNCIE IN 473080042 USA	765-284-7554

Paid Preparers
FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
DUFFITT & ASSOCIATES LLC	842228694	118 E VAN BUREN ST, COLUMBIA CITY IN 467252152	2602447611

Paid Preparers
FISCAL YEAR 2020

Firm Name	Firm EIN	Firm Address	Firm Phone
HRB TAX GROUP INC	431871840	543 A N LINE ST, COLUMBIA CITY IN 46725	2602445040

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?

No

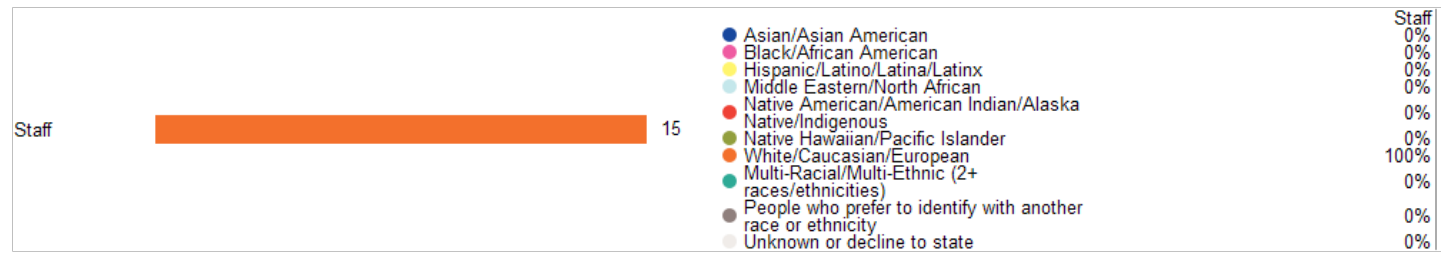
Organizational Demographics

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.

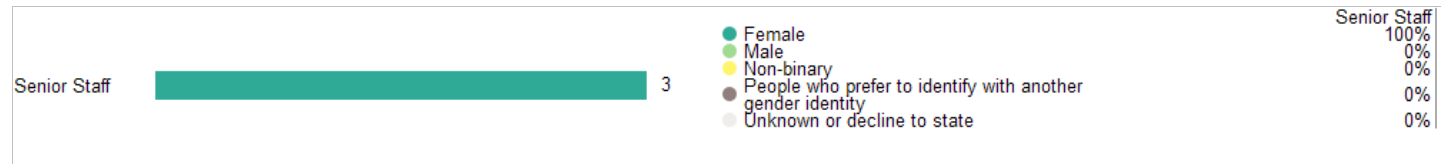
Leadership

The organization's co-leader identifies as:		The organization's other co-leader identifies as:	
Race & Ethnicity	White/Caucasian/European	Race & Ethnicity	White/Caucasian/European
Gender Identity	Female	Gender Identity	Female
Sexual Orientation	Decline to state	Sexual Orientation	Decline to state
Disability Status	Decline to state	Disability Status	Decline to state

Race & Ethnicity



Gender Identity



Transgender Identity

Sexual Orientation

No data

Disability

No data.

Equity Strategies *Last Updated: 01/18/2024*

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 disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.
- ✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

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 measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

Appendix

Key Documents

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

Interfaith Mission Inc

- PO Box 524
Columbia City, IN 46725
- ✓

 Foundation Status Code: PC*
- ✓

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

IRS Publication 78 Details



Organization name	Location	Most recent IRS Publication 78
Interfaith Mission Inc.	Columbia City, IN	March 2024
EIN	<u>Deductibility status description</u>	Verified with most recent Internal Revenue Bulletin
35-2071824	A public charity (50% deductibility limitation).	March 25, 2024

IRS Business Master File Details



Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
INTERFAITH MISSION INC	March 12 2024	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
EIN	IRS subsection	Ruling date
35-2071824	This organization is a <u>501(c)(3) Public Charity</u>	12/2003
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.
- 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 [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 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 [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 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.
- The [IRS Business Master File](#) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.