



CORNERSTONE FAMILY COUNSELING INC

CONTENTS

EIN: 45-4024609
Report Generated on: 08/01/2024

Executive Summary	2
Programs & Results	4
Financial Review	5
Operations & Leadership	7

APPENDIX

Key Documents	17
Charity Check Report	18

CORNERSTONE FAMILY COUNSELING INC

📍 Manhattan, KS
🌐 CornerstoneFamilyCounseling.org
📞 (785)776-4105

[View GuideStar Profile](#)



MISSION

Cornerstone Family Counseling exists to heal the brokenhearted through therapy, support and genuine care using effective clinical practices grounded in a solid Christian faith.

EIN

45-4024609

RULING YEAR

2012

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1980

MAIN ADDRESS

1408 Poyntz Ave
Manhattan, KS
66502

AFFILIATION TYPE

Independent Organization

CONTACT

Michael Welsh, Executive
Director
(785) 776-4105
Michael@CornerstoneFamilyCo
unseling.org

EXECUTIVE DIRECTOR

Michael Welsh

CO-PRINCIPAL OFFICER

Katie Dyck

BOARD CHAIR

Tom Arthur

SUBJECT AREA

Health

Diversity and intergroup
relations

Family services

NTEE Code

(Intergroup/Race Relations)
(R30)

PROGRAMS

1. Therapy

Population(s) served:

POPULATIONS SERVED

1. Children and youth

2. Adults

COMPLIANCE

- ✓ IRS Pub 78 Verified as of July 2024
- ✓ IRS BMF 509(a) (2) as of July 09, 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?
- 4 Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization, May 2024



Therapy

Population(s) Served: n/a

Therapy Services

Financials

FINANCIALS QUICK VIEW

Surpluses in last 5 years	4
Negative Net Assets in past 5 years	0

FISCAL YEAR START: 01/01

FISCAL YEAR END: 12/31

Financial Trends Analysis

Business Model Indicators

Created in Partnership with



Profitability	2019	2020	2021	2022	2023
Unrestricted surplus (deficit) before depreciation	\$53,745	\$57,056	\$54,661	\$264,043	-\$230,165
As a % of expenses	8.6%	8.0%	6.6%	29.7%	-22.9%
Unrestricted surplus (deficit) after depreciation	\$13,089	\$16,186	\$15,842	\$224,822	-\$271,475
As a % of expenses	2.0%	2.1%	1.8%	24.2%	-26.0%

Revenue Composition	2019	2020	2021	2022	2023
Total revenue (unrestricted & restricted)	\$681,555	\$751,271	\$881,297	\$1,153,070	\$962,204
Total revenue, % change over prior year	26.2%	10.2%	17.3%	30.8%	-16.6%
Program services revenue	94.9%	99.6%	95.5%	74.5%	93.9%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.0%	0.0%	0.0%	0.0%	0.1%
Government grants	0.0%	0.0%	0.0%	0.0%	0.0%
All other grants and contributions	5.6%	1.0%	4.6%	25.4%	6.0%
Other revenue	-0.5%	-0.6%	-0.1%	0.1%	0.0%

Expense Composition	2019	2020	2021	2022	2023
Total expenses before depreciation	\$627,810	\$713,415	\$826,636	\$889,027	\$1,004,431
Total expenses, % change over prior year	12.4%	13.6%	15.9%	7.5%	13.0%
Personnel	15.9%	14.7%	13.8%	14.1%	13.1%
Professional Fees	73.6%	74.6%	74.7%	74.0%	68.2%
Occupancy	1.8%	1.4%	1.3%	2.7%	2.8%
Interest	1.5%	1.3%	1.1%	0.9%	6.8%
Pass-Through	0.0%	0.0%	0.0%	0.0%	0.0%
All other expenses	7.1%	7.9%	9.1%	8.3%	9.1%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2019	2020	2021	2022	2023
Total Expenses (after depreciation)	\$668,466	\$754,285	\$865,455	\$928,248	\$1,045,741
One Month of Savings	\$52,318	\$59,451	\$68,886	\$74,086	\$83,703
Debt Principal Repayment	\$15,485	\$14,696	\$15,833	\$28,559	\$0
Fixed Asset Additions	\$0	\$0	\$0	\$68,537	\$725,800
Total Full Costs (estimated)	\$736,269	\$828,432	\$950,174	\$1,099,430	\$1,855,244

Capital Structure Indicators

Liquidity

Months of cash	1.4	2.0	2.2	4.3	2.6
Months of cash and investments	1.4	2.0	2.2	4.3	2.7
Months of estimated liquid unrestricted net assets	1.4	2.0	2.2	4.3	2.3

Balance Sheet Composition

Cash	\$74,817	\$117,177	\$154,203	\$321,150	\$216,089
Investments	\$0	\$0	\$0	\$0	\$13,944
Receivables	\$0	\$0	\$0	\$0	\$0
Gross land, buildings, and equipment (LBE)	\$793,443	\$793,443	\$795,245	\$863,782	\$1,450,920
Accumulated depreciation (% of LBE)	30.0%	35.1%	39.9%	41.3%	17.9%
Liabilities (as % of assets)	67.3%	64.8%	62.3%	44.1%	86.5%
Unrestricted net assets	\$206,295	\$222,481	\$238,323	\$463,145	\$191,670
Temporarily restricted net assets	N/A	N/A	N/A	N/A	N/A
Permanently restricted net assets	N/A	N/A	N/A	N/A	N/A
Total restricted net assets	\$0	\$0	\$0	\$0	\$0
Total net assets	\$206,295	\$222,481	\$238,323	\$463,145	\$191,670

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'](#)

NUMBER OF EMPLOYEES
BOARD CHAIR

Source: IRS Form 990
Tom Arthur

Operations

Source: Self-Reported by Organization, May 2024

EXECUTIVE DIRECTOR

Michael Welsh

Katie Dyck

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Dr Michael Welsh	DIRECTOR	\$0	\$0	\$0
Tom Arthur	PRESIDENT	\$0	\$0	\$0
Dan Strom	DIRECTOR	\$0	\$0	\$0
Tim Weddle	TREASURER	\$0	\$0	\$0
Brian Smith	DIRECTOR	\$0	\$0	\$0
Catherine Dyck	DIRECTOR	\$0	\$0	\$0
Gina Smith	DIRECTOR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Dr Michael Welsh	DIRECTOR	\$0	\$0	\$0
Tom Arthur	PRESIDENT	\$0	\$0	\$0
Dan Strom	DIRECTOR	\$0	\$0	\$0
Tim Weddle	TREASURER	\$0	\$0	\$0
Brian Smith	DIRECTOR	\$0	\$0	\$0
Catherine Dyck	DIRECTOR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Tom Arthur	PRESIDENT	\$0	\$0	\$0
Dan Strom	DIRECTOR	\$0	\$0	\$0
Tim Weddle	TREASURER	\$0	\$0	\$0
Dr Michael Welsh	DIRECTOR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Tom Arthur	PRESIDENT	\$0	\$0	\$0
Dan Strom	DIRECTOR	\$0	\$0	\$0
Tim Weddle	BOARD MEMBER	\$0	\$0	\$0
Dr Michael Welsh	DIRECTOR	\$0	\$0	\$0

Contractors

FISCAL YEAR 2022

Name	Type of Service
Michael L Welsh PsyD INC	CONSULTING/MGT

Contractors

FISCAL YEAR 2021

Name	Type of Service
Michael L Welsh PsyD INC	CONSULTING/MGT

Paid Preparers

FISCAL YEAR 2023

Firm Name	Firm EIN	Firm Address	Firm Phone
VARNEY & ASSOCIATES CPAS LLC	300038643	1501 POYNTZ AVE, MANHATTAN KS 66502	7855372202

Paid Preparers

FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
VARNEY & ASSOCIATES CPAS LLC	30-0038643	1501 POYNTZ AVENUE, MANHATTAN KS 665026092 USA	785-537-2202

Paid Preparers

FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
VARNEY & ASSOCIATES CPAS LLC	300038643	1501 POYNTZ AVENUE, MANHATTAN KS 665026092	7855372202

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? No

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year? No

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

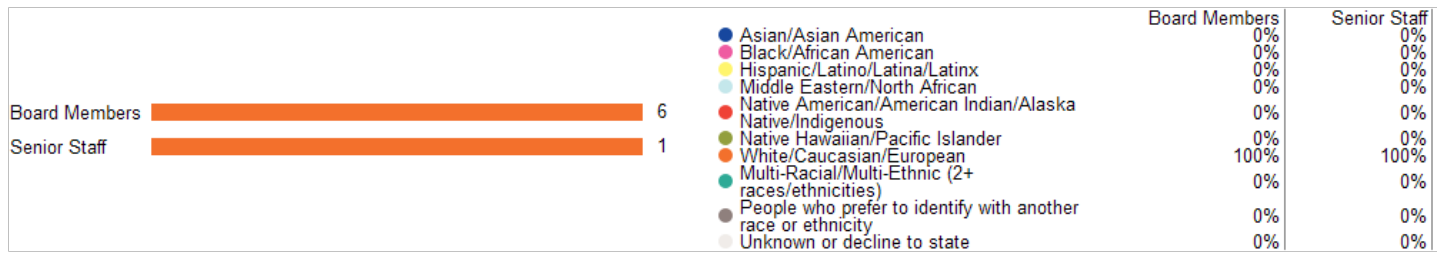
The organization's co-leader identifies as:

Race & Ethnicity	White/Caucasian/European
Gender Identity	Male, Not transgender
Sexual Orientation	Heterosexual or Straight
Disability Status	Person without a disability

The organization's other co-leader identifies as:

Race & Ethnicity	White/Caucasian/European
Gender Identity	Female
Sexual Orientation	Decline to state
Disability Status	Decline to state

Race & Ethnicity

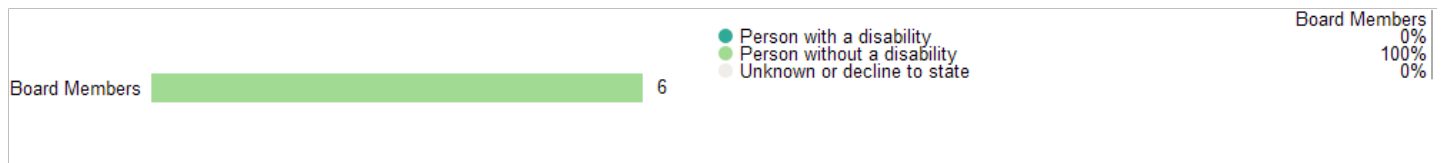


Gender Identity

Transgender Identity

Sexual Orientation

Disability



We do not display staff or senior staff disability information for organizations with fewer than 15 staff.

Equity Strategies *Last Updated: 05/06/2024*

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 review compensation data across the organization (and by staff levels) to identify disparities by race.
- ✓ We ask team members to identify racial disparities in their programs and/or portfolios.
- ✓ 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 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

[2023 990](#)

[2022 990](#)

[2021 990](#)

[2019 990](#)

[2018 990](#)

IRS Forms 990T

Not Available

Audited Financial Statements

Not Available

Key Organization Documents

[Letter of Determination](#)

['Key Revenue & Expense Data from Form 990'](#)

['Key Balance Sheet Data from Form 990'](#)

GuideStar Charity Check

CORNERSTONE FAMILY COUNSELING INC

1408 Poyntz Ave
Manhattan, KS 66502

- ✓ 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
Cornerstone Family Counseling Inc.	Manhattan, KS	July 2024
EIN	Deductibility status description	Verified with most recent Internal Revenue Bulletin
45-4024609	A public charity (50% deductibility limitation).	July 29, 2024

IRS Business Master File Details



Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
CORNERSTONE FAMILY COUNSELING INC	July 09 2024	Section 509(a)(2) organization
EIN	IRS subsection	Ruling date
45-4024609	This organization is a 501(c)(3) Public Charity	09/2012
Foundation Code	Foundation Code Description	
16	Organization that normally receives no more than one-third of its support from gross investment income and unrelated business income and at the same time more than one-third of its support from contributions, fees, and gross receipts related to exempt purposes.	

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.