

Welcome Home Ministries



General Information

**Nonprofit
Address
Phone
Web Site
Facebook**

Welcome Home Ministries
P.O. Box 100183
615-309-7087
www.welcomehomemin.org
<https://www.facebook.com/welcomehomeministries>

**Twitter
Email**

welcomehomemin@comcast.net

Mission & Impact

Statements

Mission

To enter worlds of brokenness in order that all might experience wholeness in Jesus Christ.

Background

In 1998, Welcome Home Ministries opened our first "Welcome Home House," to provide recovery services for nine men with chronic alcohol and drug addictions. By 2016, we owned and operated seven recovery residences to provide a healthy recovery community of compassionate care for 57 men. It was July 23, 2019, when Welcome Home Ministries purchased our eighth recovery residence with a total of eleven recovery beds: Nine congregate living recovery beds, and an independent apartment with two permanent supportive "graduate" recovery beds. In 2021, we opened our ninth recovery residence to meet the growing need for addiction recovery support. We now care for 77 men seeking a sober, safe, affordable and healthy living environment for men who suffer from substance use disorder and co-occurring mental health conditions. Our recovery support services and compassionate care are provided in a 24/7 supportive environment, 365 days a year. Note: Since 2011, Welcome Home Ministries has experienced exponential growth. We expanded our recovery housing capacity from 24 to 85 beds in eleven recovery residences. We anticipate serving approximately 260 individuals in eleven recovery residences in 2024. WHM will celebrate 31 years of ministry outreach on December 9, 2023. The total number of individuals that we will have served since our ministry was established in 1992 through the end of 2022 is approximately 2,500 souls.

Impact

Welcome Home Ministries seeks to provide a safe and affordable recovery home in an abstinence-based sober living environment in which one can recover from substance use disorder -- alcohol and drug addictions. Residents commit to making themselves accountable in a supportive recovery community while actively engaging in our recovery support programs. Additionally, we endeavor to encourage a healthy sobriety that promotes self-sustainability as productive citizens with the hope that eventually residents may obtain permanent, independent housing. The need for recovery housing continues to be great as we receive calls on a daily basis

from men seeking to enter our recovery program... The need is so great that we must maintain a waiting list.

Needs

- 1. Household items: twin sheets, cleaning supplies, etc. 2. Donations

Statement from CEO/Executive Director

Welcome Home Ministries strives to offer personal quality service to its recipients. Our philosophy and values upon which we operate reflect Biblical teachings. In addition, we use the 12 step program as a tool of recovery. There are six levels of progression within our alcohol and drug recovery support community, which require a minimum of approximately six months for residents to graduate. However, we encourage residents to remain in our recovery program for at least a year to establish a stable foundation of support for a healthy sobriety and long-term recovery. Many of our clients have a criminal history and are jobless upon entering our recovery program. We assist our clients with supported employment opportunities and provide an array of services to foster hope and to assist our clients' journey toward recovery, healing and spiritual wholeness.

Statement from Board Chair

Service Categories

- Primary Category**
- Secondary Category**
- Tertiary Category**

Housing, Shelter - Housing Support
Mental Health & Crisis Intervention - Substance Abuse
Dependency, Prevention & Treatment
Religion- Related - Christianity

Areas Served

While most referrals are from Davidson and surrounding counties, referrals can be made state-wide.

TN - Davidson

Programs

Welcome Home House

Description

WHH provides a safe, sober living environment for men to recover from addiction. Six houses in East Nashville provide transitional housing for 9 male veterans and 45 non-veteran men. Approximately 100 men are served annually.

Budget \$686,700.00

Population Served People with substance use disorder
Adults

Welcome Home Employment Counseling

Description

To provide assistance for clients with re-entry into the workforce: Job search assistance, career counseling, job interview mentoring/coaching, resume' formation, and partnership cultivation with employers.

Budget \$35,000.00

Population Served People with substance use disorder
Adults

Welcome Home Permanent Supportive Housing

Description

This program offers permanent housing for those who have successfully completed transitional recovery housing and are looking for apartment style independent living in a sober-living community. We offer 14 beds in 3

facilities.

Budget \$131,000.00

Population Served Men and boys
People with substance use disorder
Adults

Governance

Board Chair
Company Affiliation
Term
Email

Kurt Koehn
CK Masonry
May 2023 to May 2026
kurtkoehn@ckmasonry.com

Board of Directors

Name	Affiliation	Status
Dr. Maurice Abney		Voting
Mr. Stan Kania	UPS	Voting
David Peden		Voting
Eddie Phillips		Exofficio
Suzanne Simmons		Voting
Mr Chris Slonecker	Benefit Planner	Voting
Mr. Sid Stanley	TN Steel Haulers	Voting
Mr. Edward Vinsang	Self Employed	Voting
Mrs. Pamela Wood	Self Employed	Voting

Board Demographics - Ethnicity

African American/Black	3
Asian American/Pacific Islander	0
Caucasian	6
Hispanic/Latino	0
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	7
Female	2
Unspecified	0

Governance

Board Term Lengths	3.00
Board Term Limits	
Board Meeting Attendance	71%
Does the Organization have written Board Selection Criteria?	No
Does the Organization have a Written Conflict of Interest Policy?	Yes
Percentage Making Monetary Contributions	85%
Percentage Of Board Members Making In Kind Contributions	100%
Does the Board include Client Representation?	Yes
Number of Full Board Meetings Annually	4

Standing Committees

Development / Fund Raising
Finance
Program
Special Events

Risk Provisions

Automobile Insurance
Commercial General Liability
Directors and Officers Policy
General Property Coverage
Medical Health Insurance
Professional Liability
Workers Compensation and Employers' Liability

CEO/Executive Director/Board Comments

Occasional and one-time volunteers work at the house providing food and activities for residents. Volunteers also provide office support.

Management

Executive Director

Mr. Daryl Murray

Email

welcomehomemin@comcast.net

Term Start

December 1992

Daryl's Experience: Mr. Murray is a graduate of Trevecca Nazarene University. His degree is in Communications Human Relations and a minor in Social Welfare. He served 2 years as a street minister in New York City. He was a youth pastor for 5 years. In 1992 he founded Welcome Home Ministries and serves as Executive Director.

Staff

Number of Full Time Staff	6
Number of Part Time Staff	10
Volunteers	100
Contractors	0
Staff Retention Rate	80%

Plans & Policies

Fundraising Plan?	Yes
Strategic Plan?	Yes
Years Strategic Plan Considers	N/A
When Strategic Plan Adopted?	February 2018
Management Succession Plan?	No
Policy and Procedures Plan?	Yes
Nondiscrimination Policy?	Yes
Whistle Blower Policy?	No
Document Destruction Policy?	No

Senior Staff

Name

Glenda Murray
Kyle Duvall
Simon Smeddle

Title

Office Administrator
Deputy Executive Director
Director, Peer Recovery Resources

Formal Evaluations

Is there a formal evaluation for...		Frequency
CEO/Executive Director	No	N/A
Senior Management	No	N/A
Non-Management	No	N/A

Affiliations

Affiliation	Year
Center for Nonprofit Management Excellence Network	2023
Community Resource Center - Nashville	2023
Second Harvest Food Bank	2023
Tennessee Association of Alcohol, Drug and other Addiction Services (TAADAS)	2023
TN Association of Recovery Residences	2023

Awards

Award/Recognition	Organization	Year
Bank of America-CEO of the Year-Finalist	Center for Non-Profit Management	2012
CEO of the Year	TN Association of Alcohol, Drug, & Addiction Services	2014
Finalist-The Memorial Foundation Leadership Award	Center for NonProfit Management-Salute to Excellence Awards	2014
Volunteer of the Year-Kyle Duvall	TN Association Alcohol, Drug & Other Addiction Services	2016
Mission Partner of the Year	Goodwill Industries	2022

Financials

Financials

Fiscal Year Start

01/01/2024

Fiscal Year End

12/31/2024

Projected Revenue

\$1,165,235.00

Projected Expenses

\$1,165,235.00

Detailed Financials

Revenue and Expenses

Fiscal Year	2023	2022	2021
Total Revenue	\$1,183,818.00	\$971,917.00	\$1,312,543.00
Total Expenses	\$1,092,105.00	\$1,114,267.00	\$1,045,474.00
Revenue Less Expense	\$91,713.00	(\$142,350.00)	\$267,069.00

Revenue Sources

Fiscal Year	2023	2022	2021
Foundation and Corporation Contributions	\$0.00	\$0.00	\$0.00
Government	\$0.00	\$0.00	\$0.00

- Federal			
Government - State	\$0.00	\$0.00	\$0.00
Government - Local	\$0.00	\$0.00	\$0.00
Government - Unspecified	\$306,606.00	\$234,089.00	\$236,139.00
Individual Contributions	\$278,702.00	\$206,032.00	\$521,042.00
Indirect Public Support	\$0.00	\$0.00	\$0.00
Earned Revenue	\$506,336.00	\$438,265.00	\$345,754.00
Investment Income, Net of Losses	\$1,415.00	\$5.00	\$14.00
Membership Dues	\$0.00	\$0.00	\$0.00
Special Events	\$90,382.00	\$90,967.00	\$97,612.00
Revenue In-Kind	\$0.00	\$0.00	\$0.00
Other	\$377.00	\$2,559.00	\$111,982.00

Expense Allocation

Fiscal Year	2023	2022	2021
Program Expense	\$896,460.00	\$893,148.00	\$834,278.00
Administrative Expense	\$195,645.00	\$221,119.00	\$211,196.00
Fundraising Expense	\$0.00	\$0.00	\$0.00
Total Revenue/Total Expenses	108%	87%	126%
Program Expense/Total Expenses	82%	80%	80%
Fundraising Expense/Contributed Revenue	0%	0%	0%

Top Funding Sources

Fiscal Year	2023	2022	2021
Top Funding Source & Dollar Amount	Program Revenue - \$506,336.00	Program Revenue - \$438,265.00	Contributions, Gifts, and Grants - \$521,042.00
Second	Government	Government	Program

Highest Funding Source & Dollar Amount	Grants - \$306,606.00	Grants - \$234,089.00	Revenue - \$345,754.00
Third Highest Funding Source & Dollar Amount	Contributions, Gifts, and Grants - \$278,702.00	Contributions, Gifts, and Grants - \$206,032.00	Government Grants - \$236,139.00

Assets and Liabilities

Fiscal Year	2023	2022	2021
Total Assets	\$2,376,822.00	\$2,339,256.00	\$2,477,012.00
Current Assets	\$130,423.00	\$67,774.00	\$93,794.00
Long-Term Liabilities	\$297,474.00	\$364,853.00	\$353,664.00
Current Liabilities	\$33,493.00	\$26,412.00	\$25,786.00
Total Net Assets	\$2,045,855.00	\$1,947,991.00	\$2,097,562.00

Endowment Info

Do you have an endowment?

Yes

Endowment Value

\$40,365.32

Spending Policy

Percentage

Percentage (if selected)

5%

Capital Campaign Info

Currently in a Capital Campaign?

Yes

Solicitation Permit Info

State Charitable Solicitations Permit

Yes