



Family Guidance and Outreach Center

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EIN: 75-1890384
Report Generated on: 12/01/2021

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Family Guidance and Outreach Center

aka Family Guidance and Outreach
Lubbock, TX
<http://www.lubbockfamily.org>
(806)747-5577



[View GuideStar Profile](#)

MISSION

Family Guidance & Outreach envisions a community without child abuse and neglect. FGOC Is committed to building and empowering families through education and awareness.

EIN

75-1890384

RULING YEAR

1983

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1982

MAIN ADDRESS

5 Briercroft Office Park
Lubbock, TX
79412

AFFILIATION TYPE

Independent Organization

CONTACT

Abby Reed, Executive Director
(806) 747-5577
abby@lubbockfamily.org

EXECUTIVE DIRECTOR

Abby Reed

BOARD CHAIR

Breeanna Olson

SUBJECT AREA

Education

Crime prevention

Abuse prevention

Family services

Youth development

NTEE Code

Family Services (P40)

PROGRAMS

1. School Based Programs

Population(s) served:

2. Parenting Guidance Center

Population(s) served:

POPULATIONS SERVED

1. Children and youth

2. Adults

3. Family relationships

4. Social and economic status

COMPLIANCE

- ✓ IRS Pub 78 Verified as of November 2021
- ✓ IRS BMF 509(a) (1) as of November 08, 2021
- ✗ 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?
- 13** Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization,
December 2021

School Based Programs

Population(s) Served: n/a

Family Guidance and Outreach is proud to offer nearly two-dozen School Based Programs to any school in our area. We offer many of our classes in a virtual format to accommodate school schedules and ease for teacher access. Additionally, we offer many in-person programs as well. We welcome all schools (public, private, virtual, homeschools, etc) to participate in our free programs.

Parenting Guidance Center

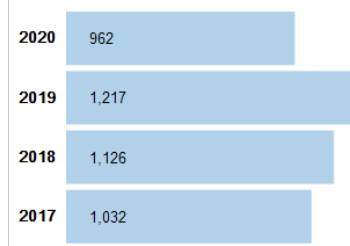
Population(s) Served: n/a

FGOC provides parenting, wellness, life skills, and anger management classes free of charge. Our classes are provided through an online platform to best accommodate students from all across Texas and New Mexico. We offer classes three times a week: Mondays, Tuesdays and Thursdays at 6:30PM (Central). All parenting education hours fulfill CPS, CYFD, Probation, Parole and other legal obligations.

RESULTS

Number of parents engaged in fewer acts of abuse and neglect of their children

TOTALS BY YEAR



Population(s) Served: No target populations selected

Related program: Parenting Guidance Center

Notes: These numbers com from the Texas Department of Family and Protective Services. The numbers represent the confirmed cases of child abuse in Lubbock county during the respective year indicated.

CHARTING IMPACT

What is the organization aiming to accomplish?

Our goal is to educate and empower families in West Texas and Eastern New Mexico. We provide free parenting classes and school based programs aimed at spreading awareness about emotional wellness, child abuse and neglect. We envision a community without child abuse or neglect.

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

We plan to increase the number of parenting classes we provide. We also plan to diversify the classes we offer and to continually stay up to date with the newest trends and needs for our families. The same goes for our school based programs – we plan to increase the number of students we serve by providing our services in communities beyond just our county.

What are the organization's capabilities for doing this?

Thanks to the internet, we plan to continue utilizing an online platform to expand our reach.

What have and haven't they accomplished so far?

In 2021, we quintupled the number of students who received our services. This was because we moved our services into an online platform, which was able to expand our reach.

Financials

FISCAL YEAR START: 01/01

FISCAL YEAR END: 12/31

FINANCIALS QUICK VIEW

Surpluses in last 5 years 2

Negative Net Assets in past 5 years 0

Financial Trends Analysis

Business Model Indicators

Created in Partnership with



Profitability	2015	2016	2017	2018	2019
Unrestricted surplus (deficit) before depreciation	-\$704	-\$27,462	\$83,487	-\$47,497	\$12,192
As a % of expenses	-0.3%	-10.7%	39.3%	-26.5%	5.8%
Unrestricted surplus (deficit) after depreciation	-\$5,054	-\$31,762	\$78,687	-\$52,297	\$7,392
As a % of expenses	-1.9%	-12.2%	36.2%	-28.4%	3.4%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$258,262	\$338,367	\$192,457	\$136,951	\$221,492
Total revenue, % change over prior year	3.1%	31.0%	-43.1%	-28.8%	61.7%
Program services revenue	0.0%	0.0%	0.0%	0.0%	0.0%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.4%	0.8%	0.6%	1.0%	1.5%
Government grants	0.0%	0.0%	0.0%	0.0%	0.0%
All other grants and contributions	46.3%	64.1%	45.5%	59.3%	58.7%
Other revenue	53.3%	35.1%	53.9%	39.7%	39.9%
Expense Composition					
Total expenses before depreciation	\$263,716	\$256,689	\$212,303	\$179,448	\$211,169
Total expenses, % change over prior year	9.5%	-2.7%	-17.3%	-15.5%	17.7%
Personnel	63.5%	72.5%	67.5%	69.6%	57.8%
Professional Fees	1.7%	4.3%	5.4%	4.2%	7.4%
Occupancy	6.2%	3.3%	4.2%	5.5%	6.2%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	0.0%	0.0%	0.0%	0.0%	0.0%
All other expenses	28.6%	19.9%	22.9%	20.7%	28.7%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2015	2016	2017	2018	2019
Total Expenses (after depreciation)	\$268,066	\$260,989	\$217,103	\$184,248	\$215,969
One Month of Savings	\$21,976	\$21,391	\$17,692	\$14,954	\$17,597
Debt Principal Repayment	\$0	\$0	\$0	\$0	\$0
Fixed Asset Additions	\$0	\$0	\$0	\$0	\$0
Total Full Costs (estimated)	\$290,042	\$282,380	\$234,795	\$199,202	\$233,566

Capital Structure Indicators

Liquidity

Months of cash	12.6	16.8	19.5	20.1	14.6
Months of cash and investments	12.6	16.8	19.5	20.1	14.6
Months of estimated liquid unrestricted net assets	13.8	12.9	20.3	20.9	18.4

Balance Sheet Composition

Cash	\$277,190	\$359,957	\$344,995	\$300,780	\$257,724
Investments	\$0	\$0	\$0	\$0	\$0
Receivables	\$22,800	\$23,500	\$16,400	\$18,000	\$28,000
Gross land, buildings, and equipment (LBE)	\$175,531	\$175,531	\$175,531	\$175,531	\$175,531
Accumulated depreciation (% of LBE)	15.8%	18.3%	21.0%	23.8%	26.5%
Liabilities (as % of assets)	3.3%	1.9%	1.7%	1.7%	-6.0%
Unrestricted net assets	\$451,625	\$419,863	\$498,550	\$446,253	\$453,645
Temporarily restricted net assets	\$30,691	\$139,831	\$36,500	\$41,500	N/A
Permanently restricted net assets	\$0	\$0	\$0	\$0	N/A
Total restricted net assets	\$30,691	\$139,831	\$36,500	\$41,500	\$30,691
Total net assets	\$482,316	\$559,694	\$535,050	\$487,753	\$484,336

Key Data Checks

Material Data Errors	2015	2016	2017	2018	2019
	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

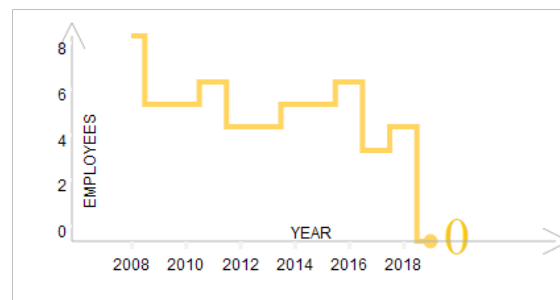
Source: Self-Reported by Organization, December 2021

EXECUTIVE DIRECTOR

Abby Reed

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Breeanna Olson

BOARD MEMBERS

Charlotte Sessom

Clifford Colvin

Shawn Colvin

Jonnette Piercy

Melanie Mackenzie

Erin Gonzales

Ashley Sanders

Amy Bowman

Mark Cavazos

Samuel Juarez

Sarah Schiffecker

Arica Mikael

Dr. Michael Gomez

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
JEFF CON	VICE PRESIDENT	\$0	\$0	\$0
MEGAN MORAN	PRESIDENT	\$0	\$0	\$0
JAY HOUSE	TREASURER	\$0	\$0	\$0
MELANIE MACKENZIE	BOARD MEMBER	\$0	\$0	\$0
ANDREA CRUCE	BOARD MEMBER	\$0	\$0	\$0
DR MICHAEL GOMEZ	BOARD MEMBER	\$0	\$0	\$0
JONNETTE PIERCY	SECRETARY	\$0	\$0	\$0
CHARLOTTE SESSOM	BOARD MEMBER	\$0	\$0	\$0
CHUCK COLBERT	BOARD MEMBER	\$0	\$0	\$0
HUMBERTO ORTIZ	BOARD MEMBER	\$0	\$0	\$0
BREEANNA OLSEN	BOARD MEMBER	\$0	\$0	\$0
TARYN COLVIN	BOARD MEMBER	\$0	\$0	\$0
VERNITA HOLMES	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
JEFF CON	VICE PRESIDENT	\$0	\$0	\$0
MEGAN MORAN	PRESIDENT	\$0	\$0	\$0
JAY HOUSE	TREASURER	\$0	\$0	\$0
MELANIE MACKENZIE	BOARD MEMBER	\$0	\$0	\$0
ANDREA CRUCE	BOARD MEMBER	\$0	\$0	\$0
DR MICHAEL GOMEZ	BOARD MEMBER	\$0	\$0	\$0
JONNETTE PIERCY	SECRETARY	\$0	\$0	\$0
CHARLOTTE SESSOM	BOARD MEMBER	\$0	\$0	\$0
CHUCK COLBERT	BOARD MEMBER	\$0	\$0	\$0
HUMBERTO ORTIZ	BOARD MEMBER	\$0	\$0	\$0
BREEANNA OLSEN	BOARD MEMBER	\$0	\$0	\$0
TARYN COLVIN	BOARD MEMBER	\$0	\$0	\$0
VERNITA HOLMES	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2017

Name	Title	Compensation	Other	Related
JEFF CON	VICE PRESIDENT	\$0	\$0	\$0
MEGAN MORAN	PRESIDENT	\$0	\$0	\$0
JAY HOUSE	TREASURER	\$0	\$0	\$0
VERNITA WOODS-HOLMES	BOARD MEMBER	\$0	\$0	\$0
MELANIE MACKENZIE	BOARD MEMBER	\$0	\$0	\$0
ANDREA CRUCE	BOARD MEMBER	\$0	\$0	\$0
MICHAEL GOMEZ	BOARD MEMBER	\$0	\$0	\$0
DAVID HAYNES	BOARD MEMBER	\$0	\$0	\$0
JONNETTE PIERCY	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2016

Name	Title	Compensation	Other	Related
JEFF CON	president	\$0	\$0	\$0
ROBBIE CROOKS	BOARD MEMBER	\$0	\$0	\$0
PATTI DARWIN	boARD MEMBER	\$0	\$0	\$0
TAMMY EDMONSON	BOARD MEMBER	\$0	\$0	\$0
TONI HANCOCK	secretary	\$0	\$0	\$0
MEGAN MORAN	BOARD MEMBER	\$0	\$0	\$0
PHYLLIS KINNISON	treasurer	\$0	\$0	\$0
JAY HOUSE	BOARD MEMBER	\$0	\$0	\$0
DEBBIE POWELL	BOARD MEMBER	\$0	\$0	\$0
BRIAN QUINN	BOARD MEMBER	\$0	\$0	\$0
KAREN MCMAHON	BOARD MEMBER	\$0	\$0	\$0
RENEE ADVIS	BOARD MEMBER	\$0	\$0	\$0
ROB LEATHERWOOD	VICE PRESIDENT	\$0	\$0	\$0
ABBY REED	BOARD MEMBER	\$0	\$0	\$0
MARY VALENTINI	BOARD MEMBER	\$0	\$0	\$0
VERNITA WOODS-HOLMES	BOARD MEMBER	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2015

Name	Title	Compensation	Other	Related
LYNNETTE WILSON	EXECUTIVE DIRECTOR	\$58,020	\$0	\$0
FIONA MAY	EXECUTIVE DIRECTOR	\$3,091	\$0	\$0
BECKY CRITZ	BOARD MEMBER	\$0	\$0	\$0
JEFF CON	BOARD MEMBER	\$0	\$0	\$0
ROBBIE CROOKS	BOARD MEMBER	\$0	\$0	\$0
PATTI DARWIN	Secretary	\$0	\$0	\$0
TAMMY EDMONSON	BOARD MEMBER	\$0	\$0	\$0
TONI HANCOCK	BOARD MEMBER	\$0	\$0	\$0
MEGAN MORAN	BOARD MEMBER	\$0	\$0	\$0
PHYLLIS KINNISON	Vice President	\$0	\$0	\$0
JAY HOUSE	BOARD MEMBER	\$0	\$0	\$0
KRISTIN HUBER	BOARD MEMBER	\$0	\$0	\$0
DEBBIE POWELL	BOARD MEMBER	\$0	\$0	\$0
BRIAN QUINN	BOARD MEMBER	\$0	\$0	\$0
GEORGEANNA WELCH	BOARD MEMBER	\$0	\$0	\$0
TYLER WELCH	Treasurer	\$0	\$0	\$0
KAREN WORLEY	President	\$0	\$0	\$0
DUSTIN BROOKS	BOARD MEMBER	\$0	\$0	\$0

Paid Preparers

FISCAL YEAR 2019

Firm Name	Firm EIN	Firm Address	Firm Phone
ANDERSON HILL LLP	83-1026475	1910 W American Blvd, Muleshoe TX 79347 USA	806-272-7502

Paid Preparers

FISCAL YEAR 2018

Firm Name	Firm EIN	Firm Address	Firm Phone
ANDERSON HILL LLP	83-1026475	1910 W American Blvd, Muleshoe TX 79347 USA	806-272-7502

Paid Preparers

FISCAL YEAR 2017

Firm Name	Firm EIN	Firm Address	Firm Phone
ANDERSON HILL LLP	83-1026475	1910 W American Blvd, Muleshoe TX 79347 USA	806-272-7502

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
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Organizational Demographics

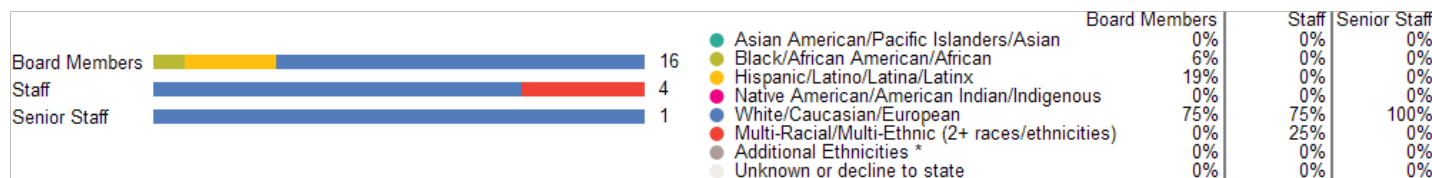
Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

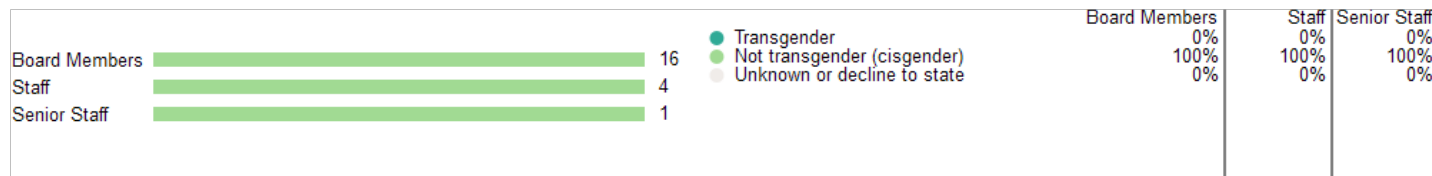
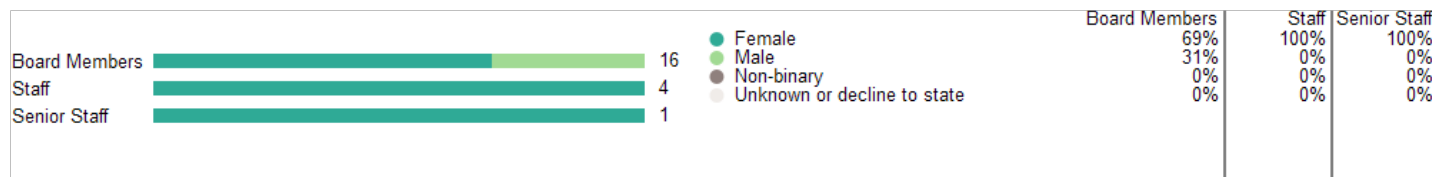
The organization's leader identifies as:

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

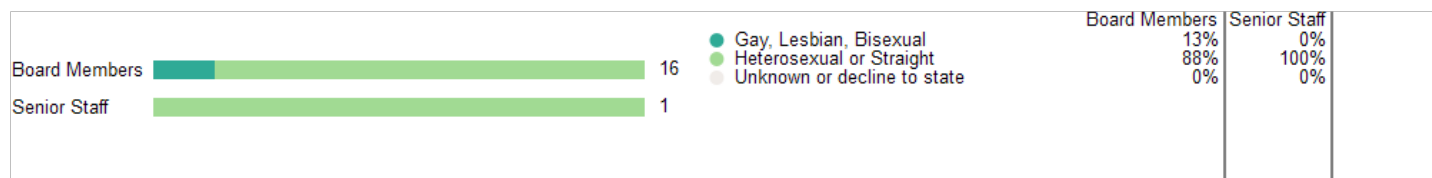
Race & Ethnicity



Gender Identity



Sexual Orientation



Disability

No data.

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

Equity Strategies *Last Updated: 12/01/2021*

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 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.
- ✓ We disaggregate data by demographics, including race, in every policy and program measured.

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

[2019 990](#)

[2018 990](#)

[2017 990](#)

[2016 990](#)

[2016 990](#)

IRS Forms 990T

[2018 990T](#)

[2017 990T](#)

[2016 990T](#)

[2015 990T](#)

[2014 990T](#)

Audited Financial Statements

[2020 Audited Financial Statement](#)

[2019 Audited Financial Statement](#)

Key Organization Documents

[2019 Annual Report](#)

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

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

GuideStar Charity Check

Family Guidance and Outreach Center

Aka Family Guidance and Outreach

5 Briercroft Office Park
Lubbock, TX 79412

- ✓ 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
Lubbock Family Guidance Center Inc.	Lubbock, TX	November 2021
EIN	Deductibility status description	Verified with most recent Internal Revenue Bulletin
75-1890384	A public charity (50% deductibility limitation).	November 29, 2021

IRS Business Master File Details

IRS BMF 509(a)(1)

Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
LUBBOCK FAMILY GUIDANCE CENTER INC	November 08 2021	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
EIN	IRS subsection	Ruling date
75-1890384	This organization is a 501(c)(3) Public Charity	09/1983
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.