



Re Source Global

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EIN: 27-3431475
Report Generated on: 07/06/2022

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Re Source Global

📍 Chicago, IL
🌐 <https://www.resourceglobal.org>
📞 773-519-8287



[View GuideStar Profile](#)

Platinum
Transparency
2022
Candid.

MISSION

Our mission is to teach, mentor, and connect emerging Christian marketplace leaders around the world so they can renew their workplaces and cities for the Gospel.

EIN

27-3431475

FOUNDER AND PRESIDENT

Tommy Lee

RULING YEAR

2012

BOARD CHAIR

Elmer Huh

IRS SUBSECTION

501(c)(3) Public Charity

SUBJECT AREA

Christianity

MAIN ADDRESS

3520 S Morgan St # 102
Chicago, IL
60609

NTEE Code

International, Foreign Affairs,
and National Security N.E.C.
(Q99)

AFFILIATION TYPE

Independent Organization

CONTACT

Tommy Lee, Founder and
President
(773) 519-
tlee@resourceglobal.org

PROGRAMS

1. Resource Global Global Cohort

Population(s) served: Christians, Ethnic and racial groups

COMPLIANCE

- ✓ IRS Pub 78 Verified as of June 2022
- ✓ IRS BMF 509(a) (1) as of June 14, 2022
- ✓ 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?
- 8 Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization, July 2022

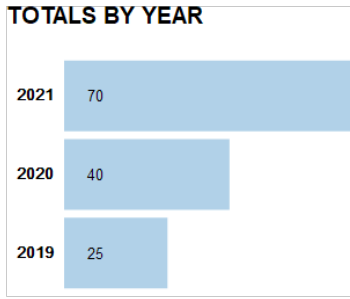
Resource Global Global Cohort

Population(s) Served: n/a

We select and train applicants through an eight-month long cohort-based experiential learning that teaches them to think and lead theologically in their spheres of influence. Our comprehensive curriculum covers topics, such as theology of work, Christian identity and mission, leadership, and creation and community care. During the 8-month program, participants have a unique opportunity to learn from their local city director and teaching team as well as from influential Christian leaders in the church and in the marketplace from around the world. Cohort members are also connected with peers and personal mentors who offer support, prayer, feedback, and accountability during the program and beyond. At the end of the program, cohort participants are required to submit a Gospel Action Plan that describes how they will channel their gifts and influence to positively impact their city in response to Christ's call on their lives.

RESULTS

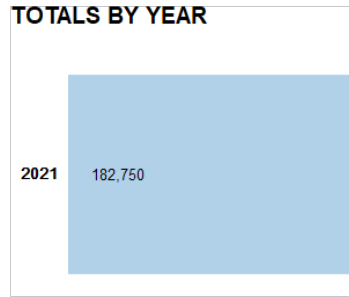
Number of people trained



Population(s) Served: No target populations selected

Related program:

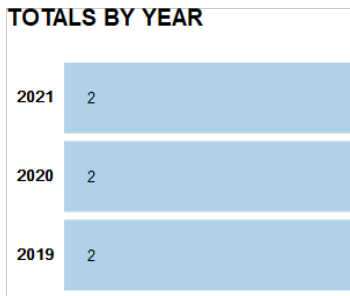
Total dollar amount of grants awarded



Population(s) Served: No target populations selected

Related program:

Total number of cities activated



Population(s) Served: No target populations selected

Related program:

CHARTING IMPACT

What is the organization aiming to accomplish?

Resource Global is committed to providing emerging Christian professionals in major global cities around the world with training and network so they can transform their workplaces and cities for the Gospel. Local leaders in growing cities need solutions and courage to govern well, fight corruption, and develop thriving communities. We believe that the leaders we train have the potential to create justice-filled industries, flourishing churches, help the poor, and start innovative businesses that serve the greater good. Just as Jesus invested in individual disciples so that they can impact the multitudes, we see that God is working through the individual and joint efforts of our cohort graduates to advance human flourishing and transform the world for Christ.

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

Our strategy is three-fold: resource, release, and restore.

RESOURCE: We identify emerging Christian professionals in global cities and equip them through our eight-month cohort program that shapes their understanding of faith, work, and their role in God's redemptive mission. We offer Gospel-centered teaching and mentorship at a critical time in their life and career development and connect them into a global community of like-minded peers, cohort alumni, business and ministry leaders who are committed to advancing the Gospel in cities around the world.

RELEASE: At the end of the eight-month cohort program, each cohort participant presents a Gospel Action Plan. These plans lay out the individualized vision of each cohort member to integrate their unique calling, skills, and gifts to make a Gospel impact in their city. We follow-up with alumni to see how the implementation of their Gospel Action Plan is going and try to create quarterly opportunities for the cohort alumni to get together, share updates, and encourage one another.

RESTORE: The restorative work of our team and cohort members are guided by these three values: 1) Gospel-centered (Each person submits to the lordship of Jesus Christ and is directed by the Gospel that is the compass for our lives.), 2) Servant-leaders (We seek the benefit of our cities by empowering and equipping those around us.), and 3) Global bridge-builders (Knowing that the world's needs are great, we commit to working alongside others and helping them to grow in their potential so that real change can be birthed through our creative, unified effort.).

What are the organization's capabilities for doing this?

The exceptional quality of our global teachers, mentors, and participants from different cultures, denominations, industries, and ministry experience truly distinguishes Resource Global from other similar ministries and positions us well to achieve our goals. The diverse backgrounds and gifts of our team members and volunteers also add to the matrix of our strengths. In addition to our main cohort program, Resource Global promotes and hosts events that bring together next generation Christian marketplace leaders for workshops on Faith and Work and the changing trends of global missions. For example, in 2021, we hosted 20 virtual global training and networking events that impacted over 700 church and marketplace leaders. Our partnership with dedicated individuals, churches, and other Faith and Work organizations enhances the effectiveness of our program and expands our reach in order to meet our goals.

What have and haven't they accomplished so far?

When Resource Global started in 2016, we were a small operation with less than 10 staff members working in only two cities. Today, even amidst the pandemic, we have expanded to 10 international cities (Jakarta, Indonesia; Medan, Indonesia; Nairobi, Kenya; Singapore; Kuala Lumpur, Malaysia; Pretoria, South Africa; Johannesburg, South Africa; Hong Kong (virtual); Chicago, Illinois; and Austin) and have trained more than 300 cohort leaders (an average of 12 carefully selected members). We have also grown to a team of more than 25 international staff members and 100 volunteer-mentors during this period. In 2022, we are investing in 100 leaders across all our cities. Our goal is to impact 500 more emerging Christian marketplace leaders in 10 additional cities in the next five years and strengthen our alumni network to support our

graduates in their continuing work.

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 **\$473,416**

Total expenses and losses per audited financial statements **\$409,391**

Surpluses in last 5 years **5**

Negative Net Assets in past 5 years **0**

Financial Trends Analysis

Business Model Indicators

Created in Partnership with



Profitability	2014	2015	2016	2017	2018
Unrestricted surplus (deficit) before depreciation	-\$61,765	\$155,904	\$29,133	\$43,989	\$14,794
As a % of expenses	-12.7%	22.9%	4.5%	8.9%	3.6%
Unrestricted surplus (deficit) after depreciation	-\$62,114	\$155,135	\$28,364	\$43,220	\$14,025
As a % of expenses	-12.7%	22.7%	4.4%	8.7%	3.4%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$516,161	\$713,409	\$675,911	\$537,366	\$473,416
Total revenue, % change over prior year	-0.8%	38.2%	-5.3%	-20.5%	-11.9%
Program services revenue	12.1%	15.4%	7.5%	19.1%	1.8%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.0%	0.0%	0.0%	0.6%	0.0%
Government grants	0.0%	0.0%	0.0%	0.0%	0.0%
All other grants and contributions	86.2%	84.1%	92.2%	79.7%	98.1%
Other revenue	1.7%	0.5%	0.3%	0.7%	0.1%
Expense Composition					
Total expenses before depreciation	\$487,114	\$682,260	\$646,778	\$493,377	\$408,622
Total expenses, % change over prior year	-0.2%	40.1%	-5.2%	-23.7%	-17.2%
Personnel	23.6%	25.6%	55.8%	61.4%	46.5%
Professional Fees	3.7%	3.2%	1.0%	0.0%	0.0%
Occupancy	2.5%	1.9%	0.8%	0.0%	0.1%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	13.9%	4.2%	0.0%	0.0%	0.0%
All other expenses	56.3%	65.2%	42.4%	38.6%	53.4%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2014	2015	2016	2017	2018
Total Expenses (after depreciation)	\$487,463	\$683,029	\$647,547	\$494,146	\$409,391
One Month of Savings	\$40,593	\$56,855	\$53,898	\$41,115	\$34,052
Debt Principal Repayment	\$0	\$0	\$0	\$0	\$6,405
Fixed Asset Additions	\$3,846	\$0	\$0	\$0	\$0
Total Full Costs (estimated)	\$531,902	\$739,884	\$701,445	\$535,261	\$449,848

Capital Structure Indicators

Liquidity

Months of cash	1.4	1.9	3.9	1.7	3.5
Months of cash and investments	1.4	1.9	3.9	1.7	3.5
Months of estimated liquid unrestricted net assets	-0.9	2.1	2.8	4.7	6.1

Balance Sheet Composition

Cash	\$56,423	\$107,021	\$208,411	\$68,557	\$120,419
Investments	\$0	\$0	\$0	\$0	\$0
Receivables	\$143,881	\$12,908	\$2,496	\$198,053	\$174,096
Gross land, buildings, and equipment (LBE)	\$3,846	\$3,846	\$3,846	\$3,846	\$3,846
Accumulated depreciation (% of LBE)	9.1%	29.1%	49.1%	69.1%	89.1%
Liabilities (as % of assets)	61.5%	2.5%	29.2%	27.6%	16.0%
Unrestricted net assets	-\$32,877	\$122,258	\$150,622	\$193,842	\$207,867
Temporarily restricted net assets	\$124,755	\$0	\$0	\$0	\$50,000
Permanently restricted net assets	\$0	\$0	\$0	\$0	\$0
Total restricted net assets	\$124,755	\$0	\$0	\$0	\$50,000
Total net assets	\$91,878	\$122,258	\$150,622	\$193,842	\$257,867

Key Data Checks

Material Data Errors	2014	2015	2016	2017	2018
	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, July 2022

FOUNDER AND PRESIDENT

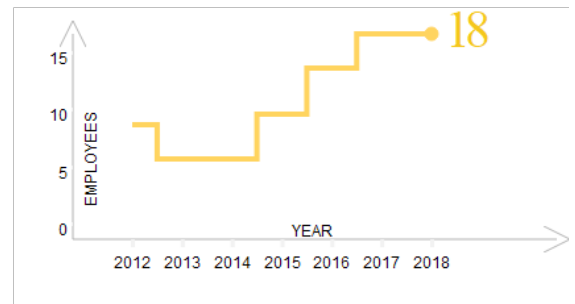
Tommy Lee

[LinkedIn profile](#)

Entrepreneurial by nature, Tommy is passionate about fostering partnerships based on Acts 1:8. His leadership experience includes spearheading initiatives and collaborating with a wide range of ministries, such as A21, Navigators Chicago, Redeemer City to City, the Lausanne Congress, Global Proclamation Congress for Pastoral Trainers, InterVarsity Christian Fellowship, Urbana Missions Conference, and TogetherLA with Tim Keller, Billy Graham Center, World Relief, and Barnabas Group. In addition to being the Founder and President of Resource Global, Tommy is the Executive Director of The Grow Center for Church and Mission at Northern Seminary, Managing Director of TogetherLA, and the Founder of CreatePossible LLC, a for profit company. He is on the board of inContext with Dr. Michael Easley and Renew Chicago. He has a bachelor's degree from Washington University and a master's degree from Moody Theology Seminary.

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Elmer Huh

The M.J. Murdock Charitable Trust

Term: 2022 - 2025

BOARD MEMBERS

Tony Chen

Kinyungu Ventures

Tricia Felice

RedMark Group

Scott Gifford

Alight Solutions

Ling Kung Joe

Kaiser Permanente

Andrew Kamau

United Health Group

May Lum

McDonald's Corporation

Marissa Maren

Busana Apparel Group

Keri-Leigh Paschal

Mergon Integrate

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Tommy Lee	Executive Director	\$35,000	\$0	\$0
Greg Jao	Chairman	\$0	\$0	\$0
Jimmy Lee	Director	\$0	\$0	\$0
Eden Chen	Director	\$0	\$0	\$0
Julia Mulligan	Director	\$0	\$0	\$0
William Adjai	Director	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2017

Name	Title	Compensation	Other	Related
Tommy Lee	Executive Director	\$33,000	\$0	\$0
Greg Jao	Chairman	\$0	\$0	\$0
Elmer Huh	Director	\$0	\$0	\$0
Jason Knupp	Director	\$0	\$0	\$0
Jimmy Lee	Director	\$0	\$0	\$0
Nicholas Barnhart	Director	\$0	\$0	\$0
Eden Chen	Director	\$0	\$0	\$0
Julia Mulligan	Director	\$0	\$0	\$0
William Adjai	Director	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2016

Name	Title	Compensation	Other	Related
Tommy Lee	Executive Director	\$59,322	\$0	\$0
Greg Jao	Chairman	\$0	\$0	\$0
Elmer Huh	Director	\$0	\$0	\$0
Jason Knupp	Director	\$0	\$0	\$0
Jimmy Lee	Director	\$0	\$0	\$0
Nicholas Barnhart	Director	\$0	\$0	\$0
Eden Chen	Director	\$0	\$0	\$0
Julia Mulligan	Director	\$0	\$0	\$0
William Adjai	Director	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2015

Name	Title	Compensation	Other	Related
Tommy Lee	Executive Director	\$18,000	\$0	\$0
Greg Jao	Chairman	\$0	\$0	\$0
Jason Knupp	Director	\$0	\$0	\$0
Jimmy Lee	Director	\$0	\$0	\$0
Jay Lee	Director	\$0	\$0	\$0
Elmer Huh	Director	\$0	\$0	\$0
Eden Chen	Director	\$0	\$0	\$0
Nicholas Barnhart	Director	\$0	\$0	\$0
Julia Mulligan	Director	\$0	\$0	\$0
William Adiai	Director	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2014

Name	Title	Compensation	Other	Related
Tommy Lee	Executive Director	\$6,000	\$0	\$0
Greg Jao	Chairman	\$0	\$0	\$0
Jason Knupp	Director	\$0	\$0	\$0
Jimmy Lee	Director	\$0	\$0	\$0
Jay Lee	Director	\$0	\$0	\$0
Elmer Huh	Director	\$0	\$0	\$0
Eden Chen	Director	\$0	\$0	\$0
Nicholas Barnhart	Director	\$0	\$0	\$0

Paid Preparers

FISCAL YEAR 2018

Firm Name	Firm EIN	Firm Address	Firm Phone
James M. Babic, CPA	20-0713860	6414 Sinclair Ave, Berwyn IL 60402 USA	708-749-7030

Paid Preparers

FISCAL YEAR 2017

Firm Name	Firm EIN	Firm Address	Firm Phone
James M. Babic, CPA	20-0713860	6414 Sinclair Ave, Berwyn IL 60402 USA	708-749-7030

Paid Preparers

FISCAL YEAR 2016

Firm Name	Firm EIN	Firm Address	Firm Phone
James M. Babic, CPA	20-0713860	6414 Sinclair Ave, Berwyn IL 60402 USA	708-749-7030

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	Asian American/Pacific Islanders/Asian
Gender Identity	Male, Not transgender (cisgender)
Sexual Orientation	Heterosexual or Straight
Disability Status	Decline to state

Race & Ethnicity

No data

Gender Identity

No data

Sexual Orientation

No data

Disability

No data.

Appendix

Key Documents

IRS Forms 990

[2020 990](#)

[2018 990](#)

[2017 990](#)

[2016 990](#)

[2015 990](#)

IRS Forms 990T

Not Available

Audited Financial Statements

[2020 Audited Financial Statement](#)

Key Organization Documents

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

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

GuideStar Charity Check

Re Source Global

3520 S Morgan St # 102
Chicago, IL 60609

- ✓ 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
Re Source Global	Chicago, IL	June 2022
EIN	<u>Deductibility status description</u>	Verified with most recent Internal Revenue Bulletin
27-3431475	A public charity (50% deductibility limitation).	July 05, 2022

IRS Business Master File Details



Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
RE SOURCE GLOBAL	June 14 2022	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
EIN	IRS subsection	Ruling date
27-3431475	This organization is a <u>501(c)(3) Public Charity</u>	09/2012

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.