

African Nonprofits

2007

A report of financially active African-led nonprofit organizations in Minnesota, serving African immigrants, refugees and asylees

A joint report by



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The Minnesota Council of Nonprofits (MCN) is the statewide association of more than 1,750 Minnesota nonprofit organizations. Through its Web site, publications, workshops and events, cost-saving programs, and advocacy, MCN works to inform, promote, connect, and strengthen individual nonprofits and the nonprofit sector.

The Leadership Empowerment and Development Group (LEAD) is a community-based nonprofit organization that intends to link new immigrants and refugees who are just beginning to undertake initiatives, such as establishing programs to deliver services, with the resources they need to succeed, including leadership and capacity building, education and training, and opportunities to build alliances among similar or complimentary organization.

Executive summary

Minnesota's African population has seen more than a threefold increase since 2000, including representation from more than 45 nationalities. As this African population has grown, so too has the number of African-led nonprofit organizations in Minnesota, many of which have been organized to provide key services to immigrants, refugees and asylees.

The aim of this study was to investigate the scope and impact of financially active (revenues greater than \$25,000 per year) African-led nonprofit organizations in Minnesota whose primary mission is to serve African immigrants, refugees and asylees. Thirty-two organizations fit within this category, and 18 returned completed surveys.

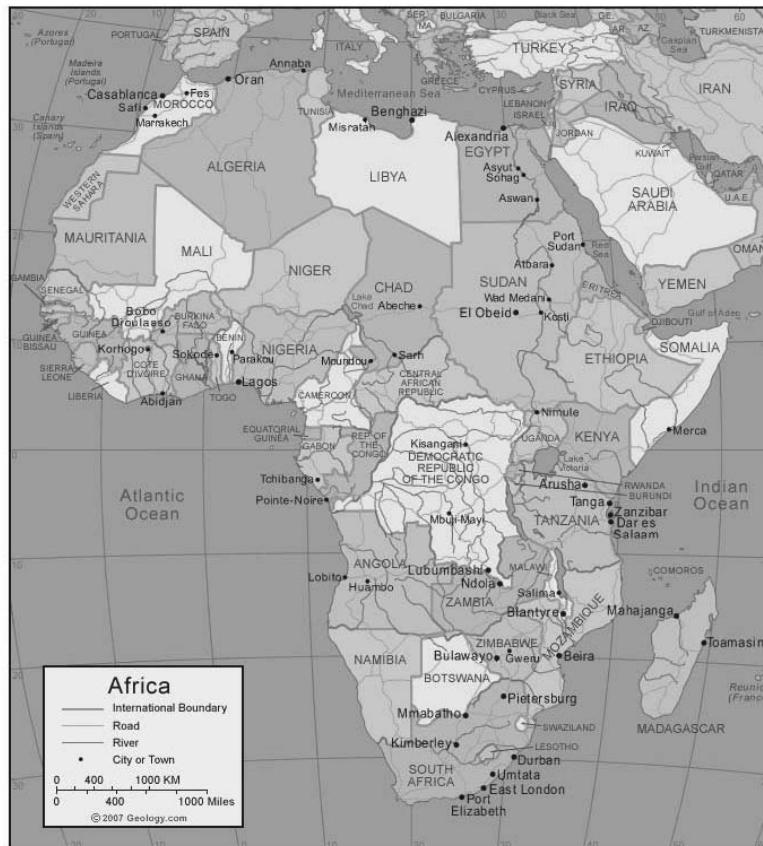
Of the 18 organizations that returned surveys, a majority were formed between 2000 and 2006 and are situated in the Twin Cities metro area. All 18 organizations could be described as multi-service, as opposed to focusing on a single type of activity. Several African nationalities are represented in the clientele of these organizations, which offer written and spoken translation services incorporating a wide-range of African languages and dialects. All 18 nonprofits also engage in some form of collaborative and referral process.

In terms of financial activity, 77 percent of the organizations' combined total revenue in 2005 came from charitable contributions, gifts and grants, and 50 percent of expenses were for salaries, other employee compensations and employee benefits.

The greatest challenge reported by the executive directors of

these organizations is obtaining sufficient funds to sustain their organization's presence and growth. Executive directors also expressed a need for training specifically focused on grantwriting, financial management, leadership development, program planning and evaluation, networking skills and cultural competency to improve the growth of their nonprofit organizations.

African-led nonprofits provide a vital connection and source of information and advocacy for Minnesota's African communities. As the number of African immigrants, refugees and asylees has grown, community demands for services and support has also grown, often stretching these organizations beyond available resources. This report concludes with recommendations for funders, nonprofits and future research in this area in advancing Minnesota's African nonprofit sector.



Introduction

Minnesota’s African population has seen more than a three-fold increase since 2000, including representation from more than 45 nationalities, with the top five being Somalis, Ethiopians, Liberians, Kenyans and Nigerians. As this African population has grown, so too has the number of African-led nonprofit organizations in Minnesota, many of which have been organized to provide key services to immigrants, refugees and asylees. Until this report, little or no cumulative information has been available on the characteristics of these organizations.

For this reason, Leadership Empowerment and Development Group (LEAD) and Minnesota Council of Nonprofits (MCN) created a joint project in September of 2006 to investigate the scope and impact of financially active (defined as having revenues greater than \$25,000 per annum) African-led nonprofit organizations in Minnesota whose primary mission is to serve African immigrants, refugees and asylees. The \$25,000 threshold was chosen because nonprofits at this fiscal level are required to file annually with the Internal Revenue Service and Minnesota’s Attorney General’s Office, where current, reliable and comparable financial information could then be obtained. It is important to note that numerous African-led nonprofits serving immigrants, refugees and asylees also operate with revenues below \$25,000 and still make significant contributions to their community. However, due to time and resource constraints, the report authors did not have the capacity to investigate the characteristics and contributions of these small, but often vital organizations.

The resulting study, the first of its kind, is intended to increase the visibility and understanding of African nonprofit organizations in Minnesota and document their progress in providing much needed programs and services for their communities.



photo courtesy of LEAD

While documenting the number of African immigrants in Minnesota is a difficult and inexact process, census data does reveal the approximate distribution among countries of origin. Minnesota is home to African immigrants from at least 45 countries, with the Somali population making up the largest group. (Figure 1)

Figure 1: Top African immigrants to Minnesota by country of birth (2000-2005)

	2000	2001	2002	2003	2004	2005	percent of total African population in Minnesota in 2005
Somalia	604	783	1588	786	1445	2223	37%
Ethiopia	262	363	918	627	798	1303	21%
Liberia	194	307	388	287	468	713	12%
Kenya	200	191	285	266	488	502	8%
Nigeria	160	231	262	203	215	291	5%
Other	480	766	836	606	905	1041	17%
Total	1900	2641	4277	2775	4319	6073	100%

Source: Minnesota State Demographic Center (www.demography.state.mn.us) analyzes and distributes data from state, U.S. Census Bureau and other sources.

Primary results

The aim of this study was to investigate the scope and impact of financially active African-led nonprofit organizations in Minnesota whose primary mission is to serve African immigrants, refugees, and asylees. The study's survey research began by using lists of African-led nonprofit organizations known to LEAD and MCN, and identified 55 active organizations to survey. Of the 55 organizations surveyed, 28 returned completed surveys to MCN. However, before analyzing the results, the research team examined the 55 organizations to verify whether each one met the two criteria for this study, that is, (1) the organization must have a primary mission to serve African immigrants, refugees and asylees, and (2) the organization must have revenues greater than \$25,000.

Using the Minnesota Attorney General's and Secretary of State's official nonprofit organization databases, researchers found that of the 55 organizations originally surveyed, six did not meet the study's "primary mission" criteria and an additional four did not meet the "revenues greater than \$25,000" criteria. Eight organizations were also found to be dissolved as of December 2006 and another five were not on file according to the Attorney General's Office. Therefore, the additional research conducted reduced the total number of nonprofits in the "formal organizations" category to 32 with 18 surveys usable for analysis, a 56 percent response rate.

Majority of organizations formed since 2000

Of the 18 organizations that matched the criteria for this study, two were formed before 1990, two were formed between 1990 and 1999, and 14 were formed between 2000 and 2006. (Figure 2) The fact that a majority of the organizations were formed between 2000 and 2006 strongly corresponds with the growth of the African immigrant, refugee and asylee population in Minnesota during the same time period.

Figure 2: When organizations were formed

Year formed	Number and names of organizations
Before 1990	2
	Oromo Community, Inc. Umunne Cultural Association
1990-1999	2
	New Sudan – American Hope Somali Mai Community of Minnesota
2000-2006	14
	Africa Network for Development African and American Friendship Association for Cooperation and Development African Assistance Program African Development Center African Refugee Support Services, Inc. American Oromo Community of Minnesota Eftin Kenya American Association Leadership Empowerment and Development Group Liberian Women's Initiatives of Minnesota Minnesota African Women's Association Oromo – American Citizens Council Somali Action Alliance St. Cloud Area Somali Salvation Organization



photo courtesy of LEAD

Areas served by African nonprofits: Activity areas

Organizations offer multiple services

All 18 organizations could be described as multi-service as opposed to focusing on a single type of activity. These organizations conduct a number of activities for their clients in the areas of education, community development, human services, health care, employment assistance and workforce development, law and human rights, recreation, arts and culture, the environment and leadership development.

One of the principle roles of all of the organizations is to serve as a hub for community connection – sponsoring meetings, cultural events and support for African immigrants, refugees and asylees.

Each organization sets its own work plan for what activities it will undertake, often by seeking funds for specific projects. The chart below shows the most prevalent activities of African-led nonprofits in Minnesota. (Figure 3) Within each of these activity areas, organizations also reported a more specific set of services that they offer.

African immigrants are their focus

Of the 18 nonprofits, three organizations' clientele are comprised of 50 to 75 percent of African immigrants, whereas the remaining fifteen are comprised of 76 to 100 percent of African immigrants.

Sixty-two percent of the organizations have clients from Somalia, 62 percent have clients from Kenya, 56 percent have clients from Ethiopia, 44 percent have clients from Liberia, 44 percent have clients from Cameroon, 39 percent have clients from Sudan, 33 percent have clients from Nigeria, 33 percent have clients from Togo, 33 percent have clients from Sierra Leone, and 28 percent have clients from Ghana. (Figure 4)

Other African nations represented in the clientele of these organizations (although in much smaller percentages) include Benin, Burundi, Democratic Republic of Congo, Djibouti, Eritrea, Guinea, Ivory Coast, Mauritania, Senegal, South Africa, Tanzania, Uganda, and Zimbabwe.

In addition, of the 18 organizations, six primarily serve a single African nationality while the remaining 12 serve a diverse group of African clientele. The six organizations that primarily focus on serving a single African nationality are the American Oromo Community of Minnesota, Kenya American Association, New Sudan – American Hope, Oromo-American Citizens Council, Somali Action Alliance and Somali Mai Community of Minnesota.

Within the nonprofit sector, language plays a key role in planning and participating in programs and services. One asset that African-led nonprofits offer to their clientele is written and spoken translation services incorporating a wide-range of African languages and dialects.

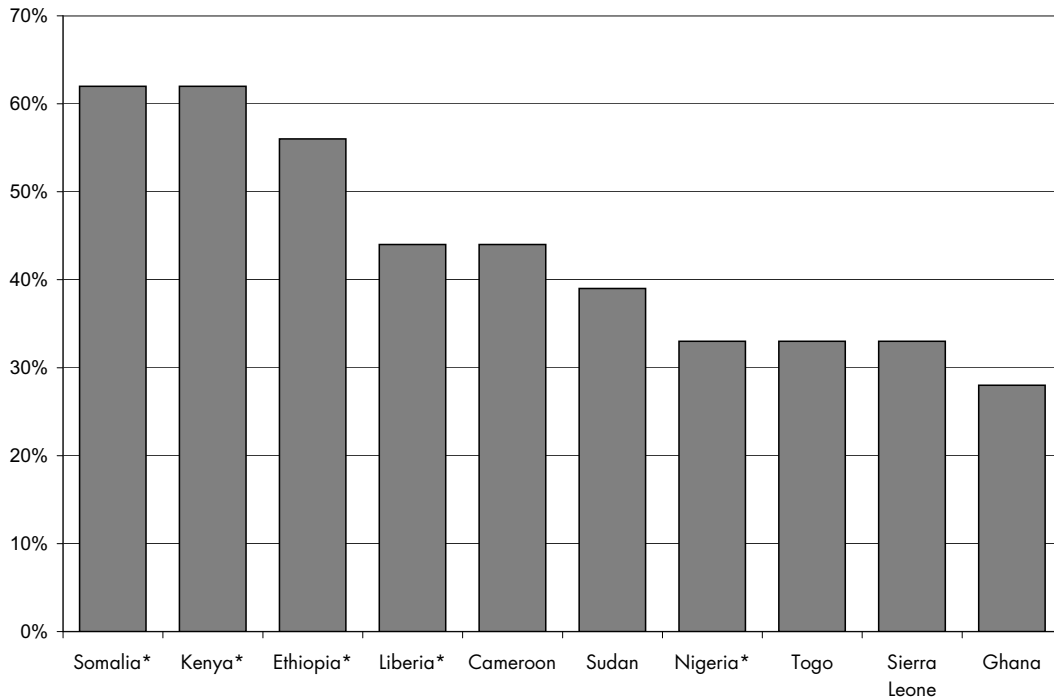
In addition to English, some other African languages and dialects that the 18 organizations provide written and/or spoken translation services in include Amharic and Oromo (Ethiopia); Arabic (several regions of North and East Africa); French (Cameroon, Democratic Republic of Congo, Djibouti, Guinea, Ivory Coast, Mauritania, and Senegal); several Liberian dialects, including Gio, Grebo, Kissi, Krahn, Kru, Mano, and Market English; Kiswahili (Tanzania, Kenya, Democratic Republic of Congo, and Uganda); Somali and Mai (Somalia); and West African Pidgin English. (Figure 5) Overall, the five most common African languages used by the organizations to provide services to their clients are Somali, Amharic, Oromo, Kiswahili, and Arabic.

Fig. 3: Major activity areas and most common service offered

Major Activity Areas	Percent of organizations conducting some services within this activity area	Most common services offered
Education	94%	Adult Basic Education programs, ESL classes, and educational guidance services
Community development	72%	Cultural competency training; business financing services; women's empowerment programs; interpreting services; immigrant and refugee resettlement assistance; home ownership, education, and counseling services; citizenship classes; transportation services; and financial literacy education and counseling services
Human services	67%	Day-care and after-school programs
Health care	50%	HIV/AIDS education, as well as alcohol, tobacco, and drug abuse education
Employment Assistance and Workforce Development	44%	Job skills training, job searching strategies, guidance in resume and cover letter preparation, job interview training, and cross-cultural employer-employee training
Law and Human Rights	44%	Human rights education
Recreation	39%	Formal and informal sports events, including soccer
Arts and Culture	39%	Historical and religious festivities and informal social gatherings
Environment	11%	Environmental awareness campaigns
Leadership Development	6%	Leadership development training and entrepreneurship training

Areas served by African nonprofits: Activity areas

Figure 4: Percent of organizations having at least some clients from the specified African country



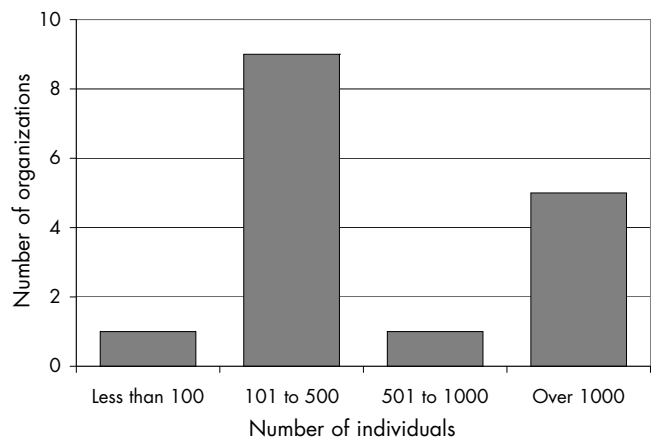
*Indicates the five African countries having the largest immigrant populations in Minnesota between 2000-2005.

The total number of individuals served in all programs for the year 2006 varied among the 18 nonprofits. One organization served less than 100 individuals, nine served between 101 to 500 individuals, one served between 501 to 1000 individuals, and five served more than 1000 individuals. Two organizations did not respond to this question.

Figure 5: Languages spoken among African-led nonprofits

African languages and dialects	Predominant countries/regions spoken
Amharic and Oromo	Ethiopia
Arabic	North and East Africa
French	Cameroon, DR of Congo, Djibouti, Guinea, Ivory Coast, Mauritania, and Senegal
Gio, Grebo, Kissi, Krahn, Kru, Mano, and Market English	Liberia
Kiswahili	Tanzania, Kenya, DR of Congo, and Uganda
Somali and Mai	Somalia
Pidgin English	Parts of West Africa

Fig. 6: Number of individuals served in organizations



Areas served by African nonprofits: Geographic regions

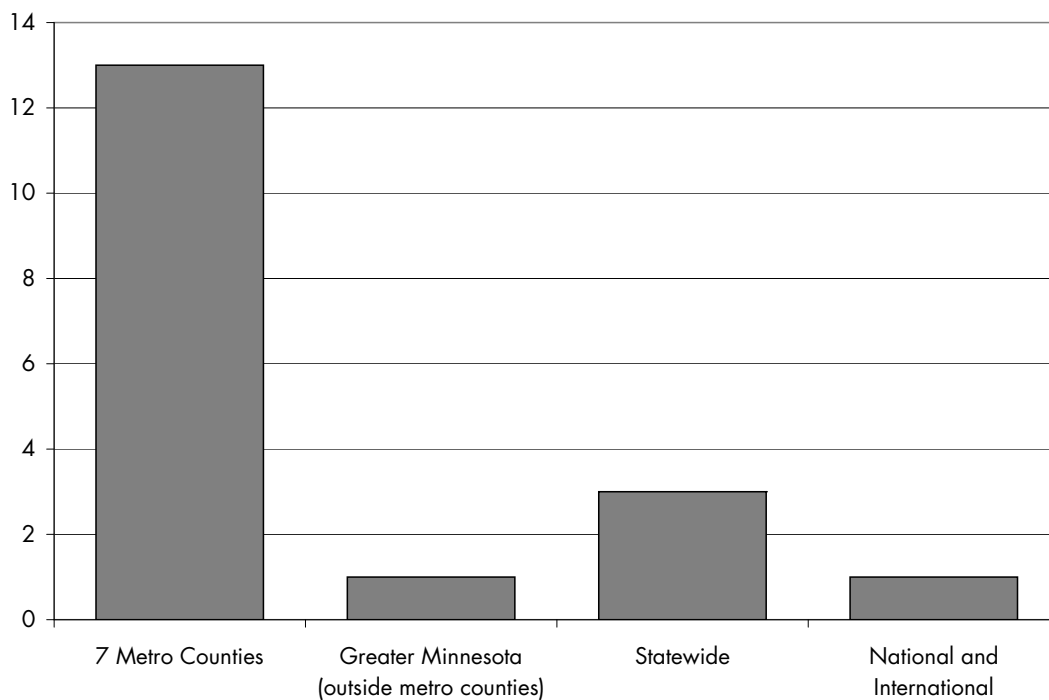


African Dialogue Series, sponsored by MCN and LEAD

Geographic areas served:

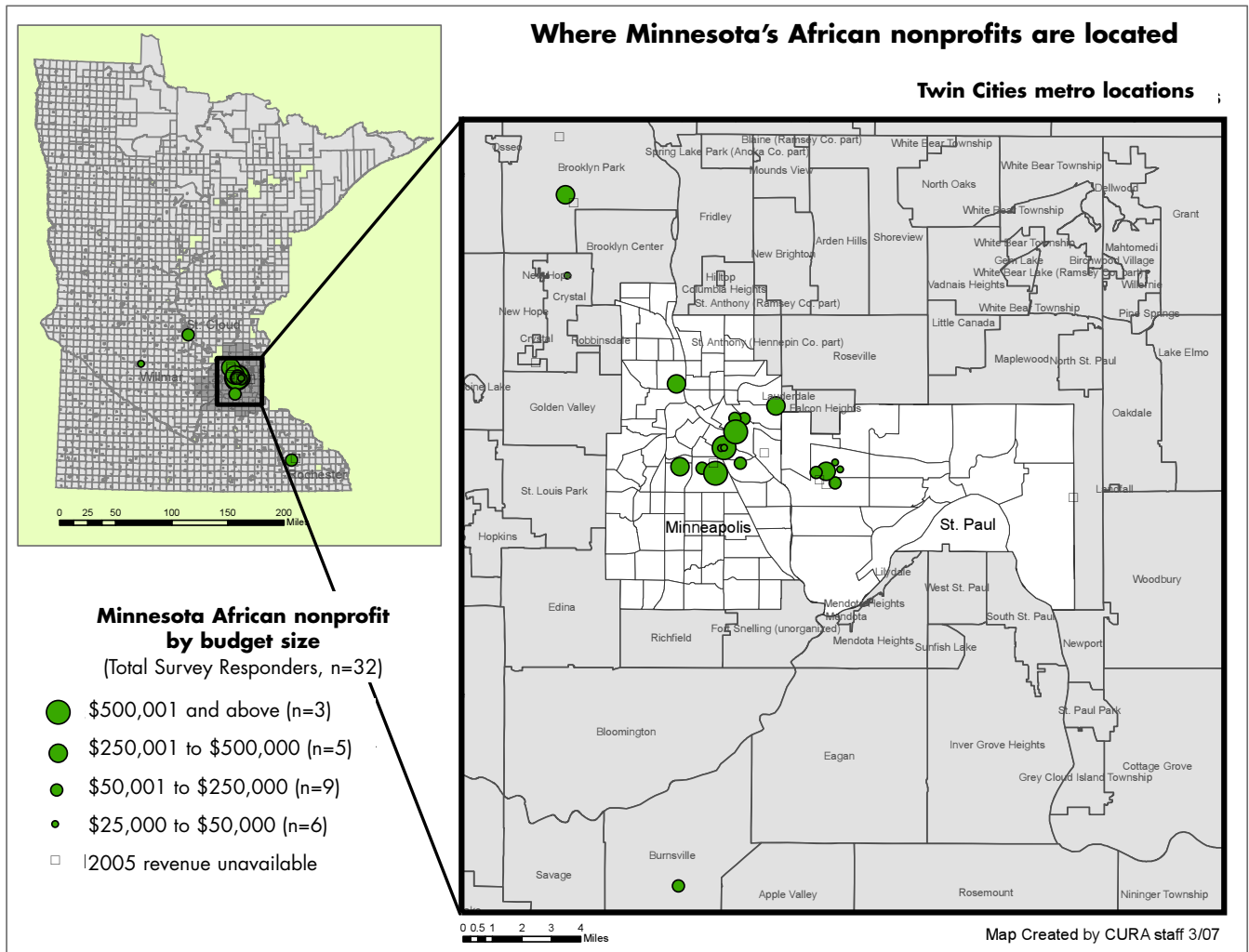
Thirteen of the 18 nonprofits conduct their activities within the seven metro counties of the Twin Cities: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott and Washington counties. One of the organizations – St. Cloud Area Somali Salvation Organization – conducts its activities in the greater Minnesota area (outside the metro counties), three organizations – New Sudan-American Hope, Somali Action Alliance, and Somali Mai Community of Minnesota, Inc. – conduct their work at the statewide level, and one organization – Kenya American Association – conducts its work at the national and international level. (Figure 7, Figure 8)

Figure 7: Number of organizations served in each geographic region of Minnesota



Areas served by African nonprofits: Geographic regions

Figure 7: Number of organizations served in each geographic region of Minnesota



Collaboration and leadership

Collaboration and referral:

Organizational collaborations and referrals are vital to the successful operation of the nonprofit sector. Typically no single organization has exclusive contact with a client. Instead organizations work collaboratively with one another to share valuable information, utilize resources efficiently, and provide a variety of programs and services to clients. All 18 nonprofits engage in some form of collaborative and referral process, with six types of organizations reported as the most common collaborators and referral destinations or sources. Figure 9 provides an illustration of the percent of survey respondents that engage in collaboration and referrals.

Employees, volunteers and board members:

African-led nonprofits serve as community centers and bring

together the human energy and ideas of many people, whether as paid staff, board members or volunteers. Figure 10 provides a breakdown of the number of employees, volunteers and board members of survey respondents.

Executive leadership:

The Executive Leadership section in the survey was targeted at the executive directors of the 32 organizations. Eleven of the 18 survey respondents stated that they were the executive directors of their organizations, and nine of the 11 mentioned that this was their first experience managing a nonprofit. Their average time holding the role of an executive director is approximately three and a half years.

Four open-ended questions were asked in the survey, including:

Figure 9: Types of collaborators and referrals to African nonprofits

Types of collaborators and referrals	Percent of organizations that engage in collaborations	Percent of organizations that engage in referrals
Nonprofit service provider, secular	97%	89%
School	67%	72%
Nonprofit service provider, religious affiliate	61%	61%
Government Agency	50%	67%
For-profit service provider	39%	44%
Religious congregation	33%	33%

Figure 10: African nonprofit employees and volunteers

Number of employees, board members and volunteers in 2006	Number of organizations	Percent of organizations
Full-time employees		
0	6	33%
1-2	6	33%
3-5	4	22%
more than 5	2	11%
Part-time employees		
0	7	39%
1-2	6	33%
3-5	5	28%
more than 5	0	0%
Board members		
1-5	1	6%
6-10	14	77%
more than 11	3	17%
Volunteers		
0	0	0%
1-5	8	44%
6-10	4	22%
more than 11	6	33%

Collaboration and leadership

- (1) What is the greatest challenge you face as the executive director of this organization? Are there any unique challenges that you face based on the population that you serve?
- (2) What are your strengths and opportunities as the executive director of this organization?
- (3) What, in general, would help you become a more effective executive director?
- (4) Are there any specific training that would benefit you as an executive director?

The following paragraphs provide a synopsis of the executive directors' responses to the abovementioned questions. It is important to note that while 11 of the 18 survey respondents were executive directors, the remaining seven, whose responses are also summarized below, held other executive positions within their organizations.

The greatest challenge reportedly faced by executive directors is obtaining sufficient funds to sustain their organization's presence and growth: "My challenge is to get more money for my organization," (said one survey respondent. Several also claimed that they either do not know how to access funding opportunities, significantly lack effective grantwriting skills, or need to seek out financially stable organizations to collaborate with in order to be more successful at fundraising. At the same

time, some of the executive directors also emphasized the fact that it has been uniquely challenging for them to explain the life experiences of African immigrants, refugees and asylees to a U.S. audience.

Several executive directors mentioned that their greatest strength is their determination to fulfill their organization's mission on behalf of the African community in Minnesota: "I am able to effectively communicate the mission of my organization and I am determined to work hard on behalf of the African community," claimed a survey respondent. Even with a lack of financial resources and solid vocational skills to support organizational growth, they are determined to make the effort to become better communicators of their organization's and community's needs.

To help them become better leaders of their organizations and communities, executive directors claimed that they needed additional monetary resources for the purpose of organizational development, vocational training for staff members, board members and volunteers, and collaborative projects with financially stable organizations.

Moreover, executive directors stated that training specifically focused on grantwriting, financial management, leadership development, program planning and evaluation, networking skills and cultural competency would greatly improve the growth of their nonprofit organizations.



photo courtesy of LEAD

Financial activity

Obtaining adequate financial support is one of the most important and most difficult tasks for nonprofit organizations. As in the case of small businesses, the start-up phase is especially challenging for every organization, even without having to adapt to a new country, language and business culture.

Since financial information for nonprofits is publicly available, the research team did not have to rely on survey responses for this information. Instead, financial data in terms of sources of revenue, expenses and historical financial trends (2001-2005) were examined for all 32 nonprofits that met the eligibility criteria for the study using organizations' IRS Form 990s.

Twenty-six of the 32 nonprofits had financial data available for 2005. Approximately 77 percent percent of the organizations' total revenue came from charitable contributions, gifts and grants, 19 percent came from program service revenue, including government fees and contracts, and 4 percent came from other revenue. (Figure 11)

In terms of expenses by functional categories, 80 percent of the African-led nonprofits' total expenses went to program services, 16 percent went to management and general, and 4 percent went to fundraising. (Figure 12)

Figure 11: Revenue by sources

Sources of revenue (2005)	Revenue	Percent of total
Contributions, gifts, grants, and similar amounts received	\$3,840,430	77%
Program service revenue, including government fees and contracts	\$932,657	19%
Other revenue ¹	\$180,201	4%
TOTAL REVENUE	\$4,953,288	100%

Figure 13: Expense by categories

Expenses by expense categories (2005)	Expenses	Percent of total
Salaries, other compensation, and employee benefits	\$2,208,756	50%
Occupancy, rent, utilities, and maintenance	\$403,697	9%
Travel, conferences, meetings	\$242,578	6%
Professional fees and other payments to independent contractors	\$140,723	3%
Printing, publications, postage, and shipping	\$32,339	1%
Other expenses ²	\$1,591,150	31%
TOTAL EXPENSES	\$4,376,665	100%

¹ Includes membership dues and assessments; interest on savings and temporary cash investments; dividends and interest from securities; net rental income or loss; other investment income; and gain or loss from sale of assets, special events and activities, and inventory.

² Includes interest, depreciation, special assistance to individuals, etc.

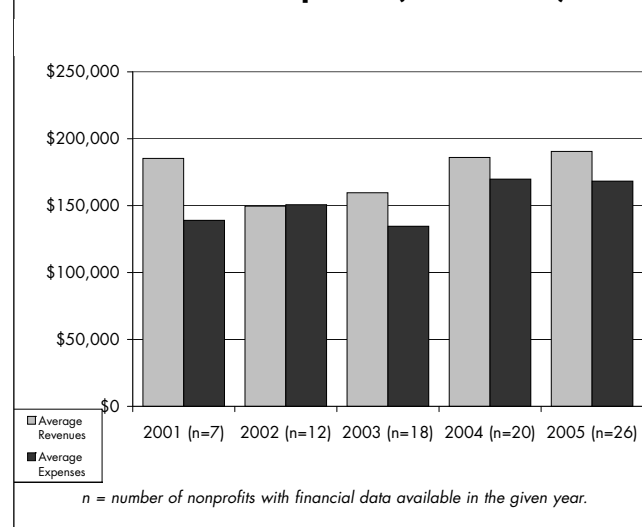
In terms of expenses by expense categories, 50 percent of the African-led nonprofits' total expenses went to salaries, other compensation and employee benefits, 9 percent went to occupancy, rent, utilities and maintenance, 6 percent went to travel, conferences and meetings, 3 percent went to professional fees and other payments to independent contractors, 1 percent went to printing, publications, postage, and shipping, and 31 percent went to other expenses. It is important to note that there was no clear breakdown of the "other expenses" category in the organizations' Form 990s. (Figure 13)

The 32 nonprofit organizations' Form 990s were also examined over a specific five year period (2001-2005) to determine historical financial trends of annual revenues and expenses. It is important to note that Figure 14 provides the number of organizations (n) that have financial data available for a particular year, and that this number increased each year from 7 to 26. Throughout the five year period, the average revenues were close to \$150,000 – relatively small nonprofit organizations – but the cumulative resources more than tripled during this period. Expenses for the seven organizations in 2001 averaged \$140,000 and expenses for the 26 organizations in 2005 averaged \$190,000.

Figure 12: Expenses by functions

Expenses by functional categories (2005)	Expenses	Percent of total
Program services	\$3,486,980	80%
Management and general	\$720,692	16%
Fundraising	\$167,804	4%
Payments to affiliates	\$1,189	<1%
TOTAL EXPENSES	\$4,376,665	100%

Figure 14: Average revenues and expenses of African nonprofits (2001-2005)



Conclusions and recommendations

African-led nonprofits provide a vital connection and source of information and advocacy for Minnesota's African communities. As the number of African immigrants, refugees and asylees has grown, community demands for services and support has also grown, often stretching these organizations beyond available resources. The following section provides recommendations for funders, nonprofits, and future research in this area.

Recommendations for funders:

1. The work of philanthropic institutions would benefit from greater familiarity with the size and characteristics of the African community in Minnesota and of the special roles and contributions of African-led organizations.
2. While single-year project funding is common, a lack of funding poses a significant challenge to African-led nonprofits. Potential funders should recognize that these organizations need a consistent flow of resources over time to become stable and be more effective.
3. The total commitment by funders should be periodically examined since investments have not kept up with the growth and needs of the African community in Minnesota.
4. Funders should compare and contrast the amount and impact of resources going to mainstream organizations as opposed to smaller African-led organizations to ensure optimal distribution and use of resources.

Recommendations for nonprofits:

1. African-led nonprofits will benefit from participating in future surveys and research projects as one method to better communicate their needs, effectiveness and contributions to the communities that they serve and to develop information for comparisons.
2. Sometimes organizations strive to meet a great many of their clients needs, resulting in an overall lack of focus and effectiveness. Instead, organizations should recognize the importance of prioritizing goals and focusing their efforts in a timely fashion in order to be most effective.
3. Organizations should avoid "chasing" requests for proposals (RFPs) and other potential funding sources, which can sometimes cause organizations to become unfocused and ineffective in achieving their missions.
4. By communicating directly, openly and honestly with funders and other stakeholders about organizational strengths and weaknesses, as well as resource and capacity needs, organizations will be better prepared to meet expectations.

Recommendations for future research in this area:

1. Focus groups and direct interviews with organizational staff and/or board members can be an additional tool to gather more comprehensive information about African-led nonprofits.
2. It is important to document the scope and impact of informal African-led organizations (those with revenues less than \$25,000 per annum). The research team estimates that there are at least 50 of these informal African-led organizations currently in Minnesota.
3. A thorough needs assessment of the African community in Minnesota is necessary so that both funders and nonprofits can more effectively allocate valuable resources to better serve the community's needs.



African Dialogue Series, sponsored by MCN and LEAD

Methodology

The aim of this study is to investigate the scope and impact of financially active (defined as having revenues greater than \$25,000 per annum) African-led nonprofit organizations in Minnesota whose primary mission is to serve African immigrants, refugees and asylees.

Before going into the methodological details of the study, it is important to note that obtaining financial data for nonprofits can be a challenging task. This is because the focus of these organizations, particularly small ones, usually lies in sustaining day-to-day operations and activities as opposed to tracking historical financial trends. Moreover the fact that this study investigates African-led nonprofits implies, in and of itself, that cultural and lingual factors will operate as barriers in acquiring current and reliable data.

The first step in data collection involved establishing a comprehensive list of nonprofit organizations in Minnesota which serve African immigrants, refugees, and asylees. Several resources were utilized to gather this data, including:

- (1) MCN's *Minnesota Nonprofit Directory, 5th edition*
- (2) Center for Urban and Regional Affairs' *Directory of Nonprofit Organizations of Color in Minnesota, 5th edition*
- (3) LEAD's Minnesota-based African nonprofit directory, *Partnership of African Communities*
- (4) GuideStar.org, an internet-based resource on U.S. nonprofits
- (5) Minnesota Attorney General's listing of nonprofit organizations
- (6) A listing of nonprofit organizations in Minnesota which serve African immigrants, refugees and asylees from a previous research assistant of Minnesota Council of Nonprofits, Ms. Mia Robillos, who worked on a similar study in 2002
- (7) Internal Revenue Services' Master File, a cumulative list of 501(c)(3) organizations in the U.S.
- (8) Minnesota Dialogues on Africa participant lists, which



photo courtesy of LEAD

includes nonprofit organizations that participated in Africa-focused discussions organized by LEAD, MCN and the Center for Policy, Planning, and Performance.

A comprehensive list of more than 200 Minnesota-based nonprofit organizations which serve African immigrants, refugees, and asylees was developed utilizing the abovementioned resources, some of which may no longer be active. Due to time and resource constraints, the research team did not have the capacity to survey all the organizations in this initial list. Specific criteria were therefore developed to determine a sample of organizations which could be investigated during the allotted time frame.

In order to structure the research project, nonprofit organizations from this initial list were divided into three groups, namely:

- (1) Formal organizations: African-led nonprofit organizations in Minnesota that have a primary mission to serve African immigrants, refugees and asylees, and have revenues of \$25,000 and above per annum;
- (2) Informal organizations: African-led nonprofit organizations in Minnesota which have a primary mission to serve African immigrants, refugees, and asylees, but do not have revenues of \$25,000 and above per annum; and
- (3) Mainstream organizations: Nonprofit organizations in Minnesota which have a broader mission of serving the general population and may or may not have revenues of \$25,000 and above per annum, and also have as a component of their organization specific programs and services designed for African immigrants, refugees and asylees.

After dividing up the initial list of nonprofit organizations among the respective categories, the research team decided to focus this study on the "formal organizations" category, that is, African-led nonprofit organizations in Minnesota which have a primary mission to serve African immigrants, refugees and asylees, and have revenues of \$25,000 and above per annum. Apart from the fixed amount of time the researchers had to complete this study, the "formal organizations" category was chosen because it is believed it would provide the most financially accurate and relevant information concerning African-led

Methodology

and serving nonprofit organization activity in Minnesota.

The research team decided to use surveys in order to investigate the scope and impact of the 55 nonprofit organizations included in the “formal organizations” category. The survey developed by the research team, “Survey of Minnesota Nonprofit Organizations Serving African Immigrants, Refugees, and Asylees,” was adapted from the work of a previous research assistant of MCN, Mia Robillos, who started a similar study in 2002. It contained questions in six parts: (1) General Organization Information, (2) Programs and Services Offered, (3) Collaborations and Referrals, (4) Staffing, (5) Financial Activity, and (6) Executive Leadership. It was completed either online or on hard copy and sent to MCN’s office via mail or fax.

Surveys were mailed to the 55 nonprofit organizations on November 3, 2006 along with an introduction letter explaining the purpose of the study and an invitation to an event on November 15, 2006. The primary aim of the event was to reiterate the importance of the study and to obtain completed surveys from participants. The research team also invited Dr. Bruce Corrie, professor of economics and chair of the Department of Business at Concordia University, to speak on the economic impact of immigrants, refugee, and asylees in Minnesota. Representatives from 15 of the 55 nonprofit organizations attended the event – none of them had completed the survey by that point.

The deadline for returning the surveys to MCN was initially set for November 27, 2006. In order to obtain a satisfactory response rate (greater than 50 percent), the research team followed-up with each of the 55 nonprofit organizations with at

least four phone calls and four e-mails. In addition, the executive directors of seven of the 55 organizations were visited in-person in order to encourage them to complete the survey by the deadline. It is important to note that in-person visits could not be arranged for all 55 organizations because of the study’s time constraints. However, 15 of the 55 organizations that participated in LEAD’s monthly Partnership of African Communities leadership workshops during the month of November 2006 also received in-person encouragement to complete the survey by the deadline.

In summary, the research team used a combination of phone calls, emails, in-person appointments, the event on November 15, and LEAD’s leadership workshop for the month of November to follow-up with the 55 nonprofit organizations which constituted the “formal organizations” category. Moreover, the deadline for returning surveys to MCN was also extended to give participants more time to submit completed surveys.

As the deadline for submitting the survey neared, the research team also obtained financial information on the 55 nonprofit organizations using their publicly available IRS Form 990s. Form 990 is an annual reporting return that provides information on the filing organization’s mission, programs and finances. With some exceptions, federally tax-exempt nonprofits that have incomes of more than \$25,000 are required to file Form 990. Therefore, the 55 nonprofit organizations’ Form 990s were examined over a specific five year period (2001-2005) to determine financial trends in terms of annual revenues and expenses.



photo courtesy of LEAD

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African nonprofit directory

Listing of Minnesota African nonprofit organizations with revenues greater than \$25,000

Africa Network for Development

1821 University Ave. W.
St. Paul, MN 55104
651-283-4797
Charity Tawah Menton, President
Mission: To provide access to resources for African immigrants.

African American Relief and Development Initiative

1806 Riverside Ave., Ste. 3
Minneapolis, MN 55454
612-766-9500
www.aradi.org
Folarin Ero-Phillips, Executive Director
Mission: To focus on a system of change through culturally responsive investments in human capital and improvements in social capital formation.

African and American Friendship Association for Cooperation and Development

1821 University Ave. W., Ste. 328
St. Paul, MN 55104
651-645-5828
Mayalan Brown, Outreach Case Manager
Mission: To provide educational and other services to empower African immigrants to participate fully in Minnesota's growth and development.

African Assistance Program

7710 Brooklyn Blvd., Ste. 206
Brooklyn Park, MN 55443
763-560-9643 or 763-560-8995
www.africanassistanceprogram.org
John Tarley, Executive Director
Mission: To reduce or eliminate prejudice and racism, resulting in greater economic security for African immigrant and refugee families through its workers rights education, advocacy, health education and economic development programs such as job placement and cross-cultural services.

African Community Services

1305 24th St. E., Lower Level
Minneapolis, MN 55404
612-721-9984
www.africanscs.org
Abdullahi Nur or Khalif Jama
Mission: To assist new Americans arriving from Africa to become productive and well-adjusted citizens.

African Development Center

1808 Riverside Ave., Ste. 200
Minneapolis, MN 55454
612-333-4772
www.adcminnesota.org
Hussein Samatar, Executive Director
Mission: To work within the African communities in Minnesota to start and sustain successful businesses, build assets, and promote community reinvestment.

African Refugee Support Services, Inc.

9213 Florida Ave. N.
Brooklyn Park, MN 55445
612-616-8237
Halima Ibrahim, Associate Director

American Oromo Community of Minnesota

1821 University Ave. W., Ste. 281
St. Paul, MN 55104
651-644-4166
www.americanoromocommunity.org
Awal Bune, Executive Director
Mission: To assist Oromo people to adapt to and succeed in the Twin Cities.

Coalition of African Community Services

321 5th St. S.W., Ste. 111
Willmar, MN 56201
320-214-8189
Abdi Duh
Mission: To provide assistance to East African immigrants.

Confederation of Somali Community in Minnesota

420 15th Ave. S.
Minneapolis, MN 55454
612-338-5282
www.cscmn.org
Saeed Fahia
Mission: To develop and strengthen the capacity of Somali Minnesotans to realize their full potential and contribute to the wider community, while preserving their culture.

Eftin

13755 Nicollet Ave. S., Ste. 202
Burnsville, MN 55337
952-435-7404 or 763-443-0305
www.eftin.org
Anab A. Gulaid, Executive Director
Mission: To provide culturally-specific support services to immigrant families and their local service providers.

Eritrean Community Center of Minnesota

1935 University Ave. W.
St. Paul, MN 55104
612-578-7846
www.nitesoft.com/eccm/eccm03.html
Mr. Mesfun
Mission: To provide a positive social environment for the Eritrean community in Minnesota.

Good Image Family Services

179 McKnight Rd. N., Apt. 212
St. Paul, MN 55119
651-338-2735
Moses Fasanya

Immigrant Credit Education and Financial Counseling

3010 Hennepin Ave. S., Ste. 142
Minneapolis, MN 55404
612-813-0501
Martin Mohammed or Spencer Blaw
Mission: To provide culturally appropriate financial management and educational services for African immigrants and refugees.

Kenya American Association

3020 Sumter Ave. N., Ste. 111
Crystal, MN 55427
612-599-4232 or 763-489-1054
Joash Nyagacha
Mission: To assist fellow Kenyans to adjust to living in the U.S.

Leadership Empowerment and Development Group

1313 5th St. S.E., Ste. 319
Minneapolis, MN 55414
612-379-3850
www.leadgroupmn.org
Qamar Ibrahim, Executive Director or Doreene Langason, Program Coordinator
Mission: To provide organization development services to enhance the capacity of organizations and systems that serve African immigrants and refugees in Minnesota.

Liberian Women's Initiatives of Minnesota

7420 Unity Ave. N., Ste. 108
Brooklyn Park, MN 55443
763-560-2402
Doris K. Parker, Executive Director
Mission: To empower Liberian women and girls to become independent decision makers in society.

Minnesota African Refugees and Immigrants Initiative

6000 Bass Lake Rd., Ste. 101
Crystal, MN 55429
763-533-1609
Emmanuel Ezike
Mission: To provide access to community-based training and educational services, mental health support, and employment opportunities for African immigrants and refugees.

Minnesota African Women's Association

2207 2nd St. N.
Minneapolis, MN 55411
612-588-7666
www.mawanet.org
Melissa Nambangi, Executive Director
Mission: To promote the health and well-being of African refugee and immigrant women and their families in the Twin Cities through research, education, advocacy, and programming.

African nonprofit directory

Listings of Minnesota African nonprofit organizations

New Americans Community Services

1821 University Avenue W., Ste. 286
St. Paul, MN 55104
651-287-5223

Sirad Osman

Mission: To strengthen the capacity of immigrant communities so they may share and contribute to the educational, economic, and social well being of the American culture.

New Sudan - American Hope, Inc.

117 Center St. E., Ste. B
Rochester, MN 55904
507-287-2047 ext. 26
www.newsudanamericanhope.org
Benson Giwa, Executive Director

Oromo - American Citizens Council

1821 University Ave. W., Ste. 336
St. Paul, MN 55104
651-917-0430

www.oromoamerican.org

Robsan Itana, Executive Director

Mission: To educate and motivate Oromo Americans and others to participate in social and political processes locally and nationally and to work to prevent violations of fundamental civil and political rights in Ethiopia and around the world.

Oromo Community, Inc.

420 15th Ave. S.
Minneapolis, MN 55454
612-340-0282 or 612-338-5282

www.oromocommunitymn.com

Alemayehu Baisa, Executive Director

Mission: To provide integrated programs and services to assist the Oromo community in Minnesota to become self-sufficient, and to create a vibrant, sustainable, and cohesive community while promoting Oromo social, cultural, and historical values.

Somali Action Alliance

2525 Franklin Ave. E., Ste. 301
Minneapolis, MN 55406
612-455-2185

www.somaliactionalliance.org

Hashi Abdi, Executive Director

Mission: To bring together Somali individuals and organizations who share a common interest in building an understanding of public policy and expanding civic engagement among members of this immigrant community.

Somali Benadiri Community of Minnesota

1433 Franklin Ave. E., Ste. 7E
Minneapolis, MN 55403
612-879-4326

Mohamed Haji-Husein

Somali Community Resettlement Services

1903 Broadway St. S.
Rochester, MN 55904
Abdullah Nar Hared

Mission: To provide resettlement services to Somali immigrants.

Somali Education Center

2205 Nicollet Ave. S.
Minneapolis, MN 55404
612-872-8812 or 612-558-6316

www.someducenter.org

Abdikadir Adan

Mission: To provide classes and tutoring to Somali children and adults in math, science, English, social studies, Somali, computer applications, arts and crafts, and American understandings of child-rearing and disciplinary practices.

Somali Mai Community of Minnesota, Inc.

15 22nd St. E.
Minneapolis, MN 55404
612-729-7688

Ibrahim Ibrow, President

Mission: To support and empower refugees and immigrants, particularly the Somali Mai community in Minnesota, to adapt to living in the U.S.

Somali Parent Teacher Association

420 15th Ave. S.
Minneapolis, MN 55454
612-338-5282

Mariam Mohamed or Ayan Ismail

Somali Women in Minnesota

Luxton Park, 112 Williams Ave. S.E.
Minneapolis, MN 55414
612-379-0784
Hawa Aden

St. Cloud Area Somali Salvation Organization

22 Wilson Ave. N.E., Ste. A, P.O. Box 791
St. Cloud, MN 56302
320-230-8707 or 320-224-9450
or 651-249-1389

Mohamoud Mohamed, Executive Director

Mission: To provide walk-in services, culturally-specific advocacy, direct programs and services, and referrals to enable Minnesota's Somali refugee and immigrant community to become self-sufficient.

Umunne Cultural Association

P.O. Box 4736
St. Paul, MN 55104
651-644-2010

www.umunne.org

George C. Ogbonna, Sr.

Mission: To promote Igbo Culture, enhance the assimilation of our members into mainstream America, assure the civil well-being of our members, and serve the community in which we live through capacity building and collaborative engagements.



2314 University Avenue West, Suite 20, Saint Paul, MN 55114
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