UJAMAA PLACE HISTORY

In 2009, Bill Sands, Bill Svrluga, John Harrington, and Rick Heydinger felt called to respond to the crisis of underinvestment in young Black men in Saint Paul. The concept of a haven that provides holistic, culturally responsive transformation for young African American men experiencing inequity at the intersection of race/ethnicity and poverty, was created in conjunction with other nonprofits and community partners. Ujamaa Place opened its doors in 2010 with the mission of helping participants achieve brotherhood, stability, and personal success.

FOUNDING FATHERS

Rick Heydinger  
John Harrington  
Bill Sands  
Bill Svrluga

CEOs

Otis Zanders,  
CEO  

Michael Belton,  
Interim CEO  
(Oct. 2022 – Apr. 2023)

Christopher Crutchfield,  
CEO  
(Apr. 2023 – Current)
I am honored to carry on the work of those who came before me. I am grateful to Otis Zanders, someone I admire very much, for including implementation of a strong framework that I'm confident will move this organization forward another ten. I am also grateful to Michael Belton for stepping out of working retirement to lend his talents to the organization during this period of transition. It helped in my acclimation, and more importantly it minimized any disruption of the critical work this organization does.

Of course, there are so many things I want to do – some more important than others, and some that cannot wait. Based on what I have learned from working with community for the past 30 years, one of those that cannot wait is addressing trauma-related illness in the population we serve. Through the end of this year, heightened focus will be on expanding services to address trauma-related illness.

I am excited by the impressive strategic growth plans for the organization started by my predecessor and the Board of Directors. I look forward to bringing those plans to fruition during my time, to carry the organization forward another ten years and beyond...

Listen as I discuss my vision on S3, E7 of A Black Man’s Sketch, the official podcast of Ujamaa Place with hosts J. Cole, Maurice, Antino and Wes: https://ujamaaplace.org/abms-podcast/
UJAMAA MISSION

Ujamaa Place provides holistic transformation opportunities for young Black men experiencing inequity at the intersection of race and poverty and helps them achieve brotherhood, stability and personal success.
The Theory of Transformation™ program model and evaluation framework was informed by Ujamaa Place participants, staff, and Board of Directors through a series of interviews, talking circles, and meetings.
**DATA SUMMARY**

**2022 Cumulative Enrollment**

**Enrolled Participants (by County)**
- Ramsey County: 88%
- Hennepin: 5%
- Dakota: 3%
- Anoka: 2%
- Washington: 1%
- Scott: 1%

**Participant Zip Codes**
- 55075
- 55102-55107
- 55109
- 55117-55119
- 55123
- 55128
- 55130
- 55372
- 55403
- 55411
- 55412
- 55421
- 55440

**Key Finding:** 88% of Ujamaa Men enrolled in the Theory of Transformation™ are in the Greater Saint Paul area (Ramsey County).
DEMOGRAPHIC DATA

**Age**
- Age 18 - 20: 15%
- Age 21 - 22: 15%
- Age 23 - 24: 12%
- Age 25 - 30: 58%

**Ethnicity**
- African/African American: 5%
- Multi-Racial: 1%
- Hispanic: 1%
- Native American: 1%
- White: 92%

**Education**
- 8th Grade and Under: 1%
- 9th - 12th Grade: 18%
- High School Graduate: 36%
- GED: 10%
- Post-Secondary Education: 2%
- Some College: 15%
- )66A • 6: 18%

**Other**
- Foster Care: 18%
- )64e”A p.: 77%
- Military Veteran: 2%
- Homeless*: 44%

**Theory of Transformation™ Programming**
- Received Education/Employment Training Activities: 20%
- Received Work Experience Activities: 9%
- Received Community Involvement/Leadership Development Activities: 13%
- Received Post-Secondary Exploration, Career Guidance and Planning Activities: 23%
- Received Mentoring/Support Services: 38%
- Received Work Experience Training (Stipend Program): 9%

*At the time of enrollment
FIVE-YEAR HISTORICAL DATA

Data Methodology

Coaches use data to support participants throughout their transformation journey. Coaches track all activities, tasks, milestones and services used in the ClientTrack data system that is customized to measure performance based on completion of program requirements outlined in each participant’s Individual Transformation Plan (ITP). Ujamaa Place data is analyzed on a quarterly and annual basis.

Historical Data Dashboard 2018-2022 (cumulative)

<table>
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<tr>
<th>Period</th>
<th>2018</th>
<th>2019</th>
<th>2020*</th>
<th>2021</th>
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*COVID year
JUSTICE IMPACTED

A majority of participants are justice-impacted meaning they have been or are at risk of being incarcerated, has had a sibling, parent, or extended family member involved in the justice system or has in some other way been affected by law enforcement to the point that such involvement has altered their life.

What is Recidivism?

Recidivism is one of the most fundamental concepts in criminal justice. It refers to a person’s relapse into criminal behavior, often after the person receives sanctions or undergoes intervention for a previous crime. (Source: National Institute of Justice)

RATE OF RECIDIVISM

35-37%  
Minnesota  
4-6%  
Ujamaa Men  
(Source: MN Dept. of Human Rights)

JUSTICE IMPACTED TO CHANGE AGENTS

Participants are empowered to be change agents in their communities. They show up at the Capitol and advocate on issues directly impacting them and their communities i.e. the restoration of voting rights for ex-offenders, investment in historically under-resourced communities.
KEY FINDINGS

Based on the data, we know that:

• Ujamaa men enrolled are unemployed, homeless and have a connection to the criminal justice system

• There is a direct correlation between level of education attained and homelessness

• Ujamaa men test at a 4th – 8th grade reading, writing and math academic level at the time of enrollment

• 17% came from the foster care system

• 1282 men received Education or Job Training Activities

• 119 men received Work Experience Activities

• 188 men completed community service and leadership development and training

• 323 men received post-secondary exploration, career guidance and planning activities

• 536 men received Mentoring/Transformation Support Activities

“History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.”

— Maya Angelou
STAFF

CHRISTOPHER CRUTCHFIELD
CEO

MICHAEL BELTON
Interim COO

BOB ALBACHTEHN
Finance Manager

LINDA LABELLE
Receptionist/Office Assistant

TRACE POLZIN
Office Manager

AL YOUNG
Transportation

KEETH CAMPBELL
Systems Navigator/Coach

DR. ROSILYN CARROLL
Education Coach

RASHAD HAMEED
Chemical Dependency Coach

LOU JAMES
Coach

CJ JESSUP
Housing Coach

NIGEL SHARPER
Employment Coach

CONSULTANTS

MCKINLEY KHUFU BOGAN
Cultural Coach

KIMBERLY HELM
Certified Financial Literacy Trainer

MONIQUE LINDER
Data, Media & Communications Consultant

LINDA MAHONEY
Development Consultant

ROOSEVELT MANSFIELD
Youth Services Coordinator
BOARD OF DIRECTORS

EXECUTIVE BOARD

SAMUEL CLARK
Chair
Civil Division Director,
Ramsey County Attorney’s Office
Member since: 2017

RICHARD WHITE
Vice Chair
Ujamaa Place Alumni
Member since: 2017

ERIC LEVINSON
Secretary
Assistant Chief IP Counsel – 3M
Member since: 2021

JEREMY WELLS
Treasurer
Vice President of Philanthropic Services –
Saint Paul & Minnesota Foundation
Member since: 2018

MEMBERS

STEVE BOEHLKE
African Leadership Group, Sr. Advisor;
Leadership Development Consultant
Member since: 2021

LOUIS CLARK
Member since: 2022

MICHELLE EDGERTON
The Edgerton Group
Member since: 2019

JOEL GREBENICK
Member since: 2022

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Member since: 2021

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Member since: 2022

MICHELLE EDGERTON
The Edgerton Group
Member since: 2019

JOEL GREBENICK
Member since: 2022

KRISTINE MARTIN
CEO - East Side Neighborhood Services
Member since: 2020

SAVITY MCCABE
Member since: 2020

REV. MELVIN MILLER
Progressive Baptist Church
Member since: 2018

SIMBARASHE MUSASA
Member since: 2022

THOMAS NEAL
St. Paul Public Schools (RT)
Member since: 2019

REV. JUDITH RAGIR
Mirror Lake Temple, in Marine on
St. Croix, MN
Member since: 2016

REV. DR. DAVID VAN DYKE
Member since: 2011
ACKNOWLEDGMENTS

courage. To our Staff, Board of Directors, Partners, and Volunteers,
Men. And last but certainly not least, thank you to our lawmakers

A special thank you to all of our partners who make transformation
possible (see next page).
UJAMAA PLACE 2022 PARTNERS

EMPLOYMENT

• Aerotek
• Andersens
• CareerForce
• Catholic Charities
• Center for Energy and Environment
• Corner Home Medical
• Eastside Neighborhood Services
• Goodwill Easter Seals
• HIRED
• Hired Quest Direct
• North Central States Regional Council of Carpenters
• Irreducible Grace
• Mall of America
• Metropolitan Council
• Midwest Yard Pros
• Minnesota State Fair
• Mn Freedom Fund
• MN Tool Library
• MNTECH
• Neighborhood Development Center
• OMG Studios
• OMG Studios
...
EDUCATION

- Saint Paul College
- Saint Paul Public Schools

CRIMINAL JUSTICE ADVOCACY

- Ramsey County
- City of Saint Paul
- Mitchell Hamline Law School
- The Great Rise
- All Squared
- OJP
- Attorney General Keith Ellison
- Senator Bobby Joe Champion
- Commissioner of Public Safety John Harrington

HOUSING

- Housing: PPL
- Common Bond
- Ramsey County
- City of Saint Paul
- A network of independent landlords

WELLNESS

- City of Saint Paul
- Ramsey County
- YMCA
- Cultural Wellness Center
All inquiries should be submitted in writing addressed to Christopher Crutchfield, CEO at the address below or via e-mail: christophercrutchfield@ujamaaplace.org. For more information, visit: ujamaaplace.org.