

ANNUAL DATA
IMPACT REPORT

2022



UJAMAA
PLACE

VISION FORWARD

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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
(Jan. 2012 - Oct. 2022)



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



Christopher Crutchfield,
CEO
(Apr. 2023 - Current)

VISION FORWARD

BY: CEO CHRISTOPHER CRUTCHFIELD



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 his ten years of service to Ujamaa Place, 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.

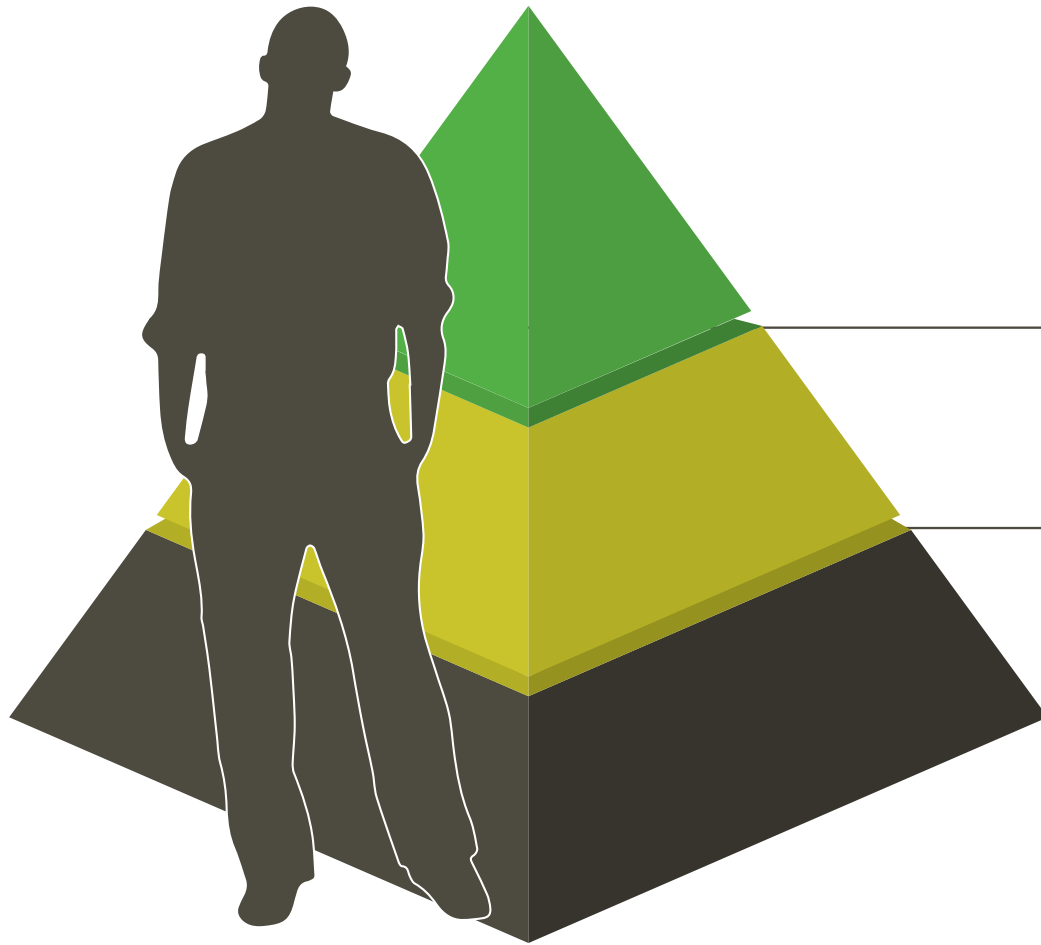
Of course, there are so many things I want to do - some more important than others, and some that cannot wait. Based on what I have learned from working with community for the past 30 years, one of those that cannot wait is addressing trauma-related illness in the population we serve. Through the end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

“My dream is that the next CEO be a Ujamaa Man.”

THEORY OF TRANSFORMATION™



3

ULTIMATE OUTCOMES

Produced as a result of the Ujamaa Place experience

2

PROGRAM ELEMENTS FOR SUCCESS

Interacting determinants of self-transformation

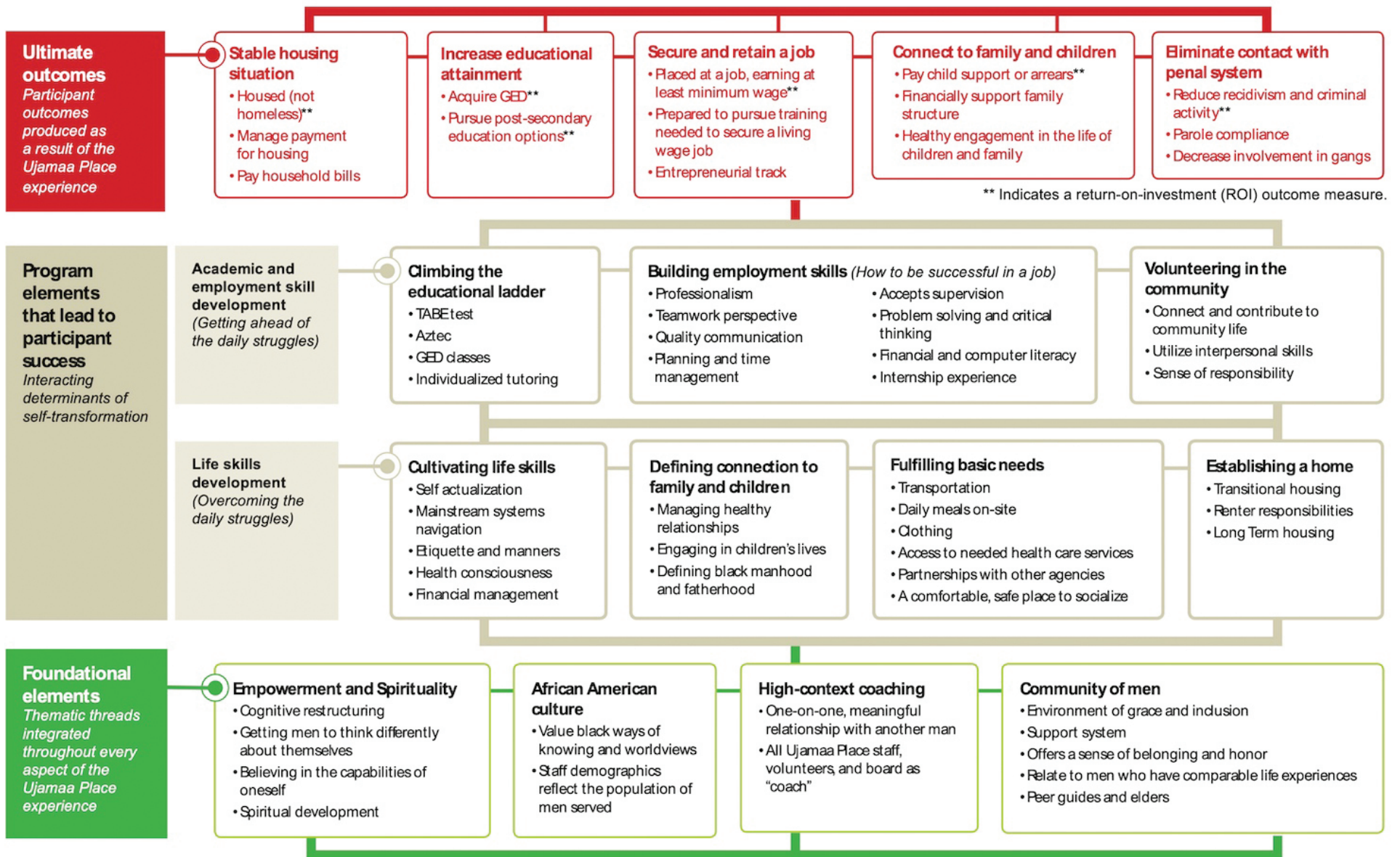
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FOUNDATIONAL ELEMENTS

Thematic threads integrated throughout every aspect of the Ujamaa Place experience

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.



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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



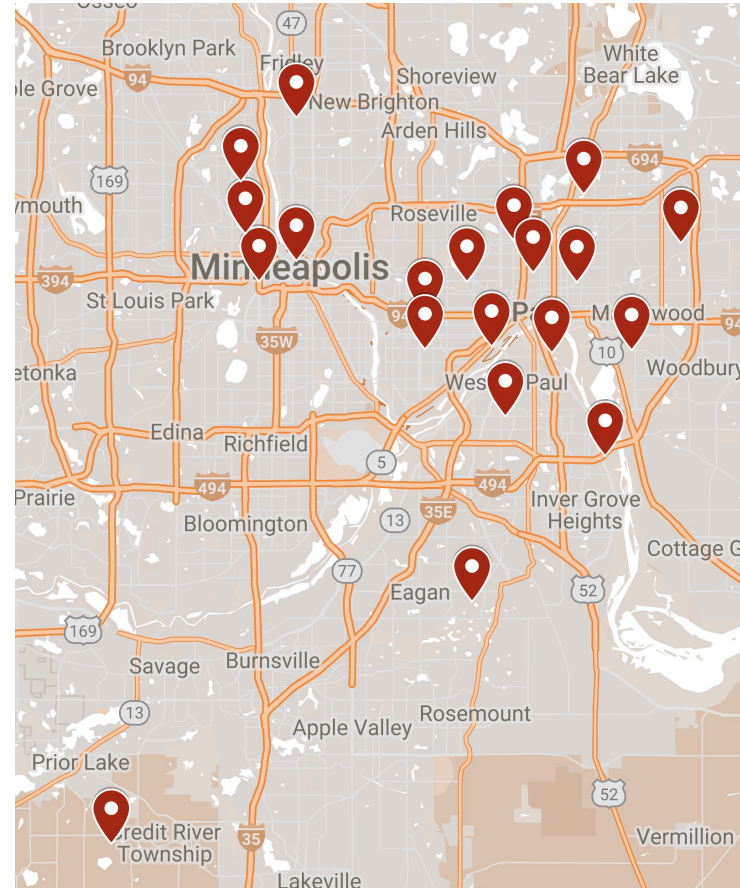
Enrolled Participants (by County)

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

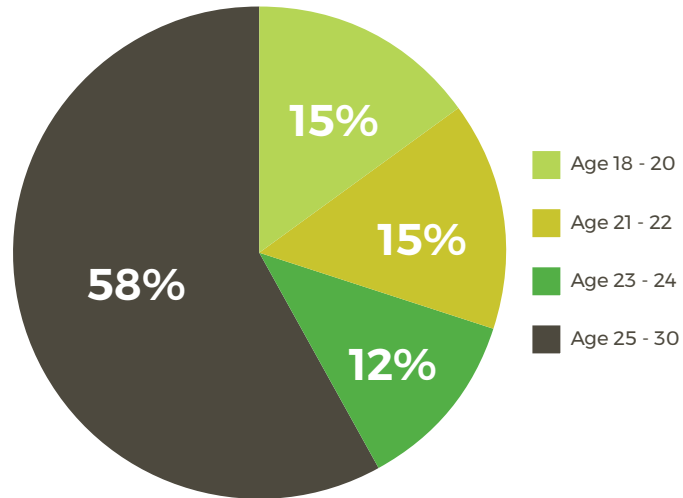
Ujamaa Place has three scattered housing sites in Saint Paul, with a total of 32 rooms. The demand far exceeds the supply. It is estimated that Ujamaa Place would require a facility approximately 18,000 sq. ft. in size to meet its demand for housing, plus programming all under one roof.



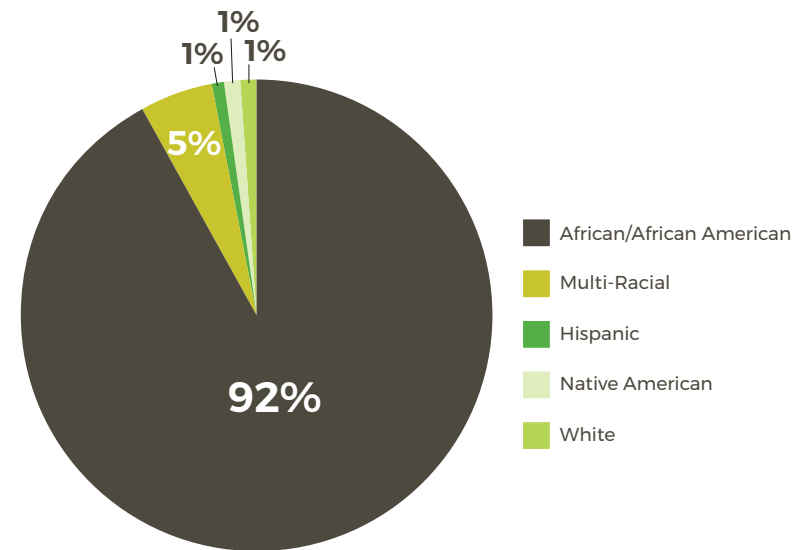
Key Finding: 88% of Ujamaa Men enrolled in the Theory of Transformation™ are in the Greater Saint Paul area (Ramsey County)

DEMOGRAPHIC DATA

Age



Ethnicity



Education

8th Grade and Under	1%
9th - 12th Grade	18%
High School Graduate	36%
GED	10%
Post-Secondary Education	2%
Some College	15%
Unknown	18%

Other

Foster Care	18%
Unemployed	77%
Military Veteran	2%
Homeless*	44%

Theory of Transformation™ Programming

Received Education/Employment Training Activities	20%
Received Work Experience Activities9%
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)

Period	2018	2019	2020*	2021	2022	Total
New Enrollment 18-30						
Q1	47	44	24	37	29	181
Q2	54	52	23	35	45	209
Q3	60	46	43	33	51	233
Q4	46	22	62	23	40	193
Total	207	164	152	128	165	816
Ujamaa Men Served 18-30						
Q1	120	263	301	138	120	942
Q2	123	259	145	129	141	797
Q3	133	112	136	137	144	662
Q4	127	109	158	101	131	626
Total	503	743	740	505	536	3027
Ujamaa Men Enroll 18-30						
Q1	437	263	301	236	327	1564
Q2	374	259	345	287	344	1609
Q3	267	312	273	271	347	1470
Q4	233	330	287	272	392	1514
Total	1311	1164	1206	1066	1410	6157

*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

Source: MN Dept. of Human Rights

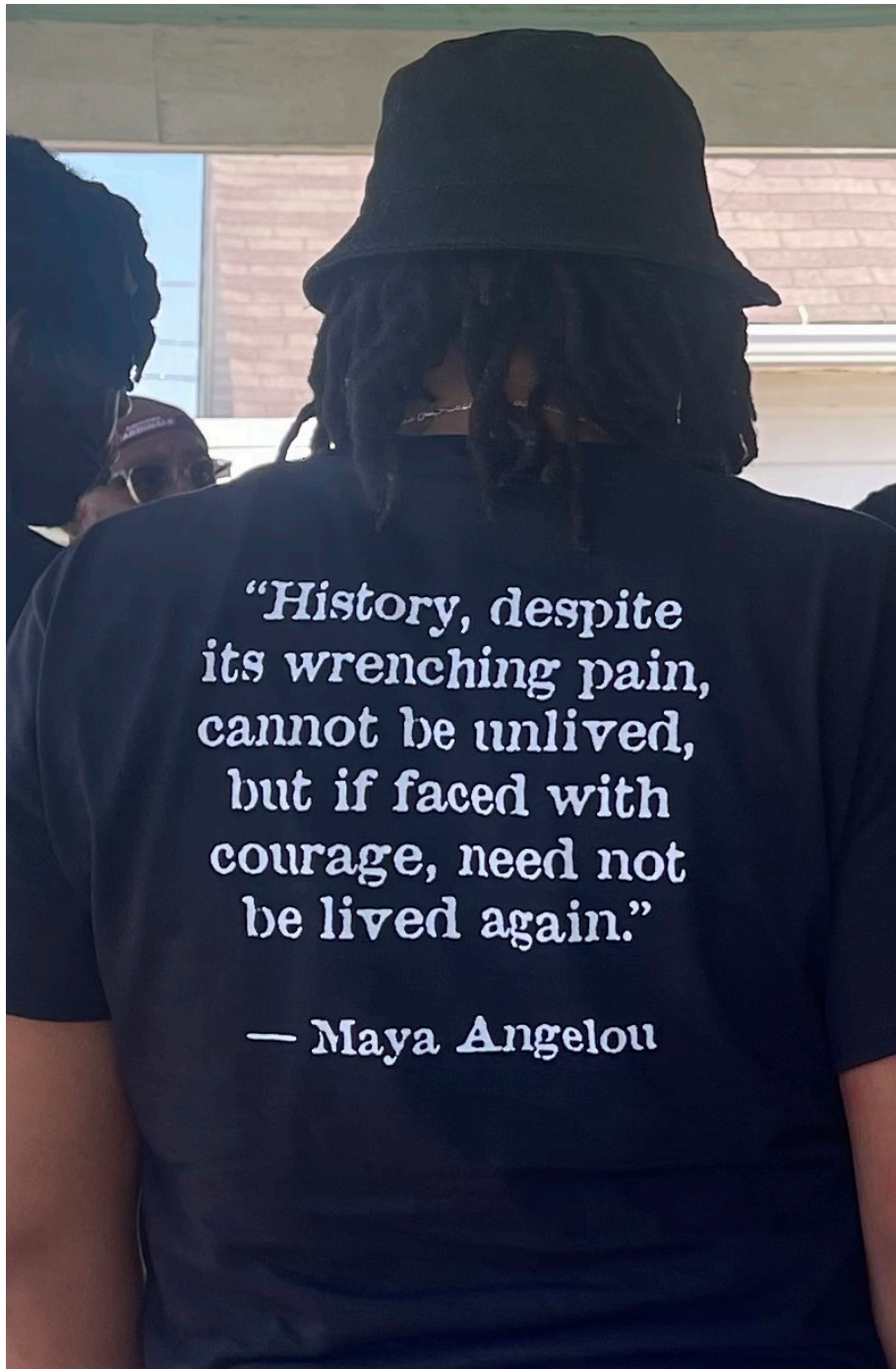
4-6%

Ujamaa Men

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.





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

— Maya Angelou

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
- 100% of the men enrolled enter with basic skills deficiency
- 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

STAFF



CHRISTOPHER CRUTCHFIELD
CEO



MICHAEL BELTON
Interim COO



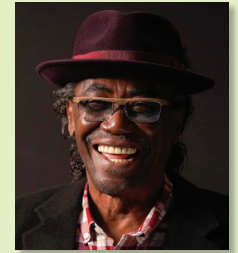
BOB ALBACHTEN
Finance Manager



LINDA LABELLE
Receptionist/
Office Assistant



TRACE POLZIN
Office Manager



AL YOUNG
Transportation



KEETH CAMPBELL
Systems Navigator/Coach



DR. ROSILYN CARROLL
Education Coach



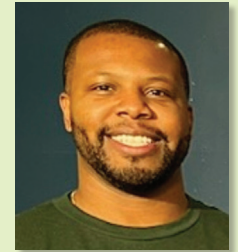
RASHAD HAMEED
Chemical Dependency
Coach



LOU JAMES
Coach

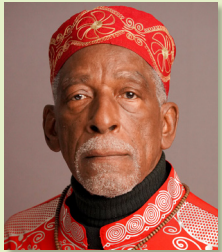


CJ JESSUP
Housing Coach



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



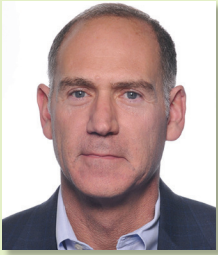
SAMUEL CLARK
Chair

Civil Division Director,
Ramsey County Attorney's Office
Member since: 2017



RICHARD WHITE
Vice Chair

Ujamaa Place Alumni
Member since: 2020



ERIC LEVINSON
Secretary

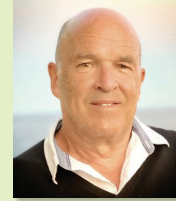
Assistant Chief IP Counsel – 3M
Member since: 2021



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



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



SAVITTY MCCABE
Ujamaa Place Alumni
Member since: 2020



**REV. MELVIN
MILLER**
Progressive Baptist
Church
Member since: 2018



**SIMBARASHE
MUSASA**
Member since: 2022



THERESA 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

To the Ujamaa Men, thank you for your trust, vulnerability, and courage. To our Staff, Board of Directors, Partners, and Volunteers, thank you for your dedication, love, and support of the Ujamaa Men. And last but certainly not least, thank you to our lawmakers and community leaders, for your tireless fight to make Minnesota a wonderful place for all residents to live and thrive in.

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



UJAMAA PLACE 2022 PARTNERS

EMPLOYMENT

- Aerotek
- Andersens
- Atlas Staffing
- Benedictine Living owns Cerenity SR Living
- CareerForce
- Catholic Charities
- Center for Energy and Environment
- Corner Home Medical
- Eastside Neighborhood Services
- Goodwill Easter Seals
- Griffis Car Care Center
- HIRED
- Hired Quest DirectNorth Central States Regional Council of Carpenters
- Irreducible Grace
- Mall of America
- Masterson Staffing IDRC
- Metropolitan Council
- Midwest Yard Pros
- Minnesota State Fair
- Mn Freedom Fund
- MN Tool Library
- MNTECH
- Neighborhood Development Center
- OMG Studios
- Power Within Us
- Public Good Projects
- Rainbow Treecare
- Ramsey County Workforce Solutions
- Repowered
- Roof to Deck
- RTD Power washing
- Saint Paul Public Works
- Sanneh Foundation
- Small Sums
- St. Paul College
- St. Paul Public Schools
- Strive Staffing Mn
- TAMU Grill & Catering
- The Legal Revolution
- Twin Cities Pioneer Press
- Twin Cities Rise
- U.S. Department of Justice
- UNFI
- Vireo Health
- Wendys

EDUCATION

- Saint Paul College
- Saint Paul Public Schools
- HUBB Center

CRIMINAL JUSTICE ADVOCACY

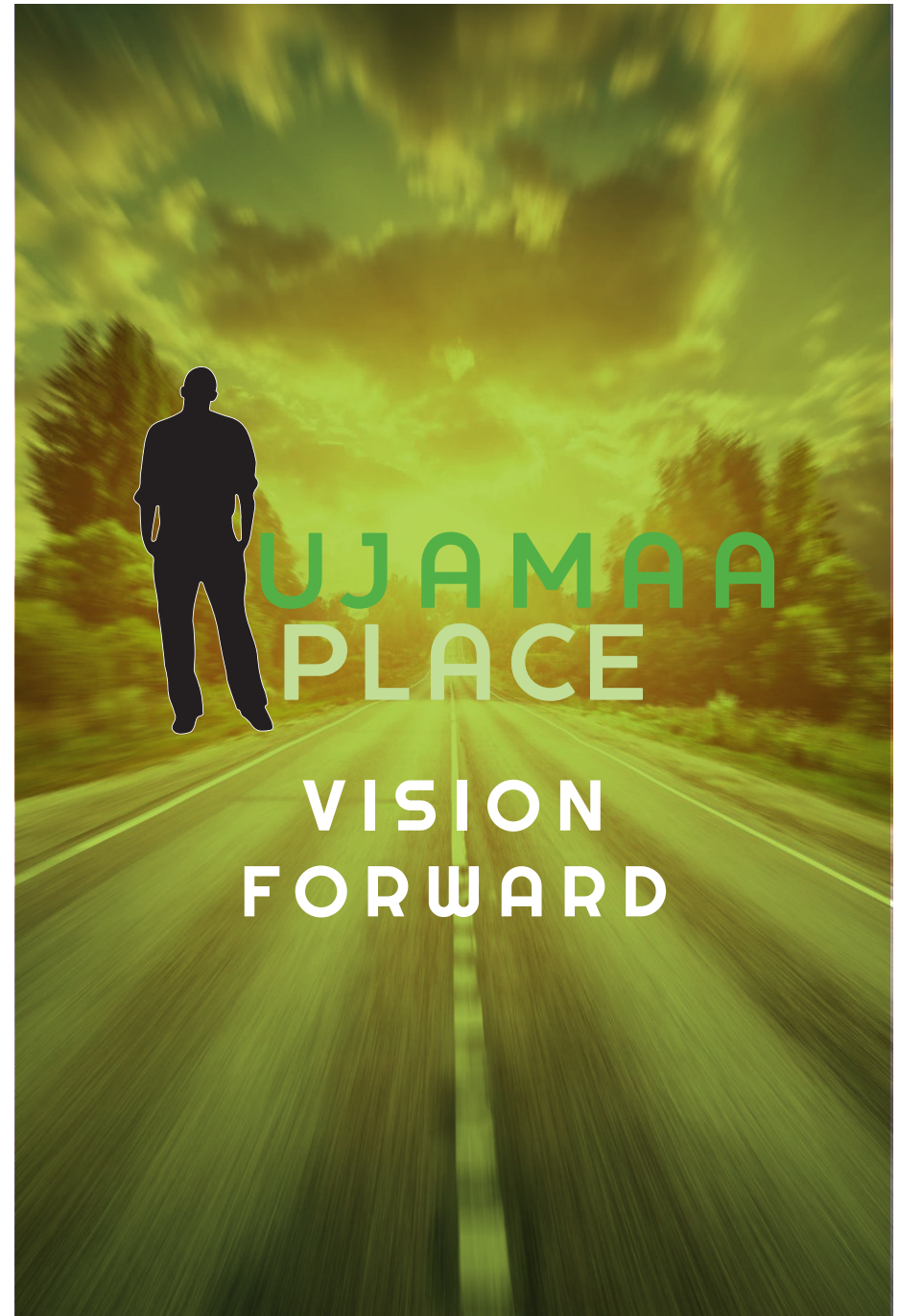
- Ramsey County
- City of Saint Paul
- Mitchell Hamline Law School
- The Great Rise
- All Squared
- OJP
- Attorney General Keith Ellison
- Senator Bobby Joe Champion
- Commissioner of Public Safety John Harrington

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.

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