

African Community Education



FOUNDED: 2006

CURRENT ORGANIZATION BUDGET: \$538,970

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Investment Opportunity

ACE seeks an investment of \$1.3 million over the next two years to increase program capacity. With this investment, ACE will reach 60% more students and establish program evaluation systems. ACE will also invest in staff development to strengthen organizational infrastructure and expand fundraising programs to increase individual and corporate donations.

African Community Education (ACE) was founded in 2006 to improve academic achievement of African refugee and immigrant youth through educational support, leadership development and family outreach services in Worcester, Massachusetts. With over 50% staff of African descent, ACE delivers programs in a culturally conscious environment, with a deep understanding of the traumatic background and experience of refugees and immigrants. ACE's students are 95% low-income, 93% English Language Learners (ELL), and 95% have experienced trauma in their young lives.

In the last eight years, almost 1,000 refugees from Africa have settled in Worcester County. ACE's programs focus on academic success and aim to fill in the gaps from incomplete education due to trauma, war, or refugee status. ACE has served 450 refugees, making a significant impact on its most vulnerable constituents:

- 98% of ACE participants graduate high school on time compared with the Worcester Public Schools (WPS), which had a graduation rate of 80.8% in 2015.
- 89% of 2015 ACE high school graduates enrolled in college versus 65% of high school students at WPS.

Two-year Goals

- Increase number of ACE students annually from 90 to 150. These students will utilize afterschool programs, Saturday full-day school, and arts/cultural programming
- Devise and create an evaluation strategy to effectively track programs: student attendance, academic success, knowledge, and behavior
- Diversify revenue stream by increasing support from corporations and individual donors

Ways to Invest

FINANCIAL

- \$30,000 funds a new program evaluation system and staff training to manage system
- \$5,000 funds arts and culture programming supplies (drums, dance equipment)
- \$4,100 funds one student for one year in ACE programs and wraparound support

IN-KIND

- Graphic design for collateral materials: website, brochures
- Pro-bono marketing consultant
- Mentors for students
- Tutors for afterschool program

Leadership & Governance

Kaska Yawo is the Co-Founder and Executive Director of ACE. He is a refugee from Liberia and has a B.A. in Linguistics from the University of Abidjan in Cote d'Ivoire. Through his work with Catholic Charities, he has been recognized as a leader in the community for African immigrants and refugees.

Board members 2016-2017:

Sandra Anim, Chair
Family Health Center Worcester

David LeBoeuf, Vice Chair
Initiative for a Competitive InnerCity

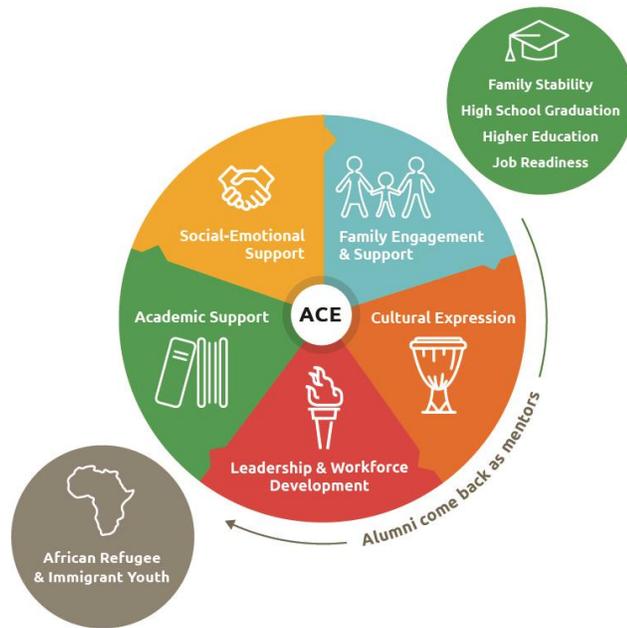
Trevor McFarland, Treasurer
Residential Mortgage Service

Nicholas Dagenais, Secretary
Hanover Insurance Group

Olga Valdman
Family Health Center Worcester

Elijah Nyaneor
A. Schulman Inc.

ACE'S MODEL



HIGH IMPACT MODEL WITH INTEGRATED WRAPAROUND SERVICES

ACE currently works with 90 students annually to improve academic achievement and engage in cultural programming. ACE's target population is primarily low income, English Language Learners (ELL), with incomplete education and experience of trauma or war. These challenges increase the risk of young refugees from Africa dropping out of high school and can result in a financially insecure adulthood. Through partnerships with city and state agencies, ACE's programming focuses on bridging the education gap. ACE programming offers hope and direction in the form of academic success and supports families through wraparound programming to assist in the transition to life in the US.

ACE's programs impact academic success through the following initiatives for students in grades 5-12:

- **Saturday School:** A full day with a focus on English and STEM
- **Afterschool program:** Homework help and tutoring
- **Summer reading programs:** Reduction of summer learning loss
- **Express Yourself:** Leadership development within African cultural context
- **Workforce Development program:** Resumé building and interview preparation
- **Social-emotional support:** One-on-one mentoring with an adult role model to help set and achieve goals; adjustment counselors to help students cope with trauma.

Through academic programs, social-emotional support, workforce training, and leadership development, ACE empowers participants to graduate from high school on time, seek higher education, and become educated and employable members of the workforce.



Good education is something I never had in Africa and [because of ACE]... it will help me in the future.

JEANINE HARUSHINGINGO, AGE 19

**ACE participant
Assumption College, Class of 2014**





My favorite thing about volunteering with ACE is connecting with the students. I am learning how to better communicate with the students who I originally felt that I would never be able to reach. I can see the students becoming more responsible for themselves and their actions.

LILA MILUKAS

ACE Mentor



Key Investors

- CITY OF WORCESTER
- MA OFFICE FOR REFUGEES AND IMMIGRANTS
- UNITED WAY OF CENTRAL MASSACHUSETTS
- GREATER WORCESTER COMMUNITY FOUNDATION
- AMELIA PEABODY FOUNDATION
- MA DEPARTMENT OF EDUCATION

Partners

- WORCESTER PUBLIC SCHOOLS
- ASCENTRIA CARE ALLIANCE
- WORCESTER COMMUNITY CONNECTIONS & FAMILY RESOURCE CENTER
- MASS MENTORING PARTNERSHIP
- QUINSIGAMOND COMMUNITY COLLEGE

PARTNERSHIPS, VOLUNTEERS AND FAMILY ENGAGEMENT

Due to the complex cases of refugees and immigrants, government and placement agencies are often unable to fulfill the cultural, linguistic, and resettlement needs of ACE participants. Worcester Public Schools, refugee and immigrant agencies, nonprofits, city and state departments, partner with ACE because it is the only program in central Massachusetts that provides comprehensive academic and family support services to this population. The following additional components make ACE unique and impactful:

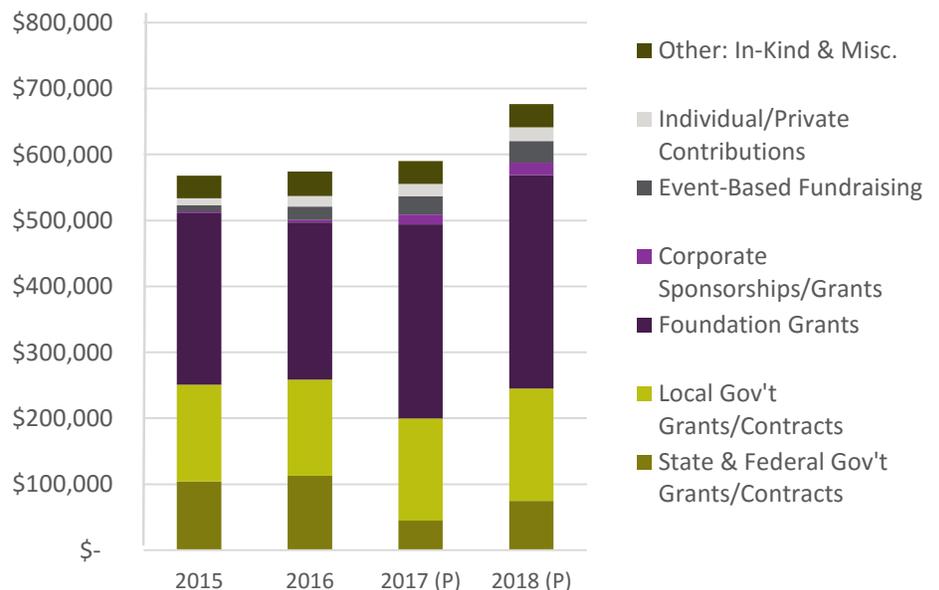
Spirit of Volunteerism: ACE’s volunteers are one of the core reasons that participants are able to get multiple avenues of support to succeed academically. ACE recruits and trains volunteers to provide programming support. In FY 2015, 205 volunteers provided mentoring, tutoring, and leadership to the students, for a total of 11,600 hours.

Family Engagement and Support: ACE’s comprehensive programming also reaches the home environment of participants. Last year, four outreach workers conducted 266 home visits in ten different languages to connect families with resources and mediate challenges in school. ACE also conducts ELL and citizenship classes for parents during the Saturday class time. While parents are taking ELL and citizenship classes, younger siblings age 0-10 are engaged in a playgroup focused on early childhood development.

FINANCIAL SUSTAINABILITY

As a grassroots organization launched nearly 10 years ago, ACE has increased programming through a range of revenue streams, including local and state grants and contracts, in addition to private foundations. ACE will ensure its sustainability by engaging new individual, foundation, and corporate supporters.

Revenue by Source



Success Story:
Tereza Ngendahoruri

Born in the Democratic Republic of Congo, Tereza spent 11 years in the Mtabila Refugee Camp in Tanzania. At the age of 12, she came to the United States, and although she did not speak, read, or write English, she was placed into 6th grade because of her age. Due to language limitations and incomplete education, she got in trouble for fighting with other students and not completing her assignments. After she joined ACE, her English and grades improved and she also enrolled her brothers in ACE programming. Currently at Quinsigamond Community College, Tereza came back to ACE as a work-study student to help other African refugees and immigrants to succeed academically. She is studying Liberal Arts and will graduate in 2018.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that ACE will track over the next two and a half years to demonstrate progress, capture fiscal and strategic organizational growth, and identify challenges.

	FY 2016	FY 2017(P)	FY 2018 (P)
PROGRAM PERFORMANCE			
Number of students enrolled in Saturday School	90	120	150
Number of families reached through ACE’s wraparound services	225	300	375
Number of students reached through afterschool academic support	62	90	110
Number of youth reached through cultural activities	57	70	85
Number of alumni engaged in networking and mentoring of ACE students	4	20	30
Number of students who receive transportation assistance	50	70	90
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Increase individual donations	\$16,000	\$18,500	\$20,625
Increase corporate donations	\$4,000	\$15,000	\$18,750
Increase staff salaries to equitable professional levels	Plan	Implement	Evaluate
Research, develop and implement an integrative evaluation system	Develop	Train & Launch	Assess
Total Revenue	\$574,000	\$590,000	\$676,000

SOCIAL IMPACT

ACE is working to improve the academic outcomes of refugee and immigrant youth from Africa. Below are the indicators that ACE will continue to track to ensure its goal of academic success, leadership development, and family services is met. With our increased staff capacity and evaluation program, we plan to track:

INDICATOR	2016
Percentage of students graduating high school on time	98%
Percentage of students who continue to higher education	90%
Percentage of students who receive a grade of C or better in the Worcester Public Schools	80%
Number of ACE students who obtain a degree from a 2 or 4 year higher education institution	To be tracked
Number of ACE students who gain meaningful employment	To be tracked