Transforming
the face of

2012
Leadership
Engaging the greater Madison community to empower indigenous African American individuals, families, and communities to bring about hope, transformation, and justice.

14% Number of program participants
20th Celebrated our 20th Anniversary
3 Programs added or expanded
About our great organization

We serve the under-resourced population of the greater Madison area with a primary focus on at-risk African American families.

Nehemiah addresses the needs of the entire family by focusing on spiritual issues, economic needs and academic success. We inspire transformation by building meaningful relationships, providing coaching and mentoring, creating peer support groups and offering mediation and advocacy. In order to interrupt the cycle of poverty, racism, and discrimination that many families face, we concentrate on prevention, early intervention, education and restoration. We also collaborate with established leaders in our community and develop emerging urban leaders to transform our powerful vision into a meaningful reality.

VALUES:
• Connecting with people through meaningful relationships
• Rebuilding the cultural and spiritual identity of those we serve
• Respecting the inherent worth and value of each person
• Serving with cultural awareness and competency
• Honoring the wisdom and leadership within the community

DISTINCTIVES:
We are an organization:
• That is faith-based- recognizing the inherent God-given worth and talent in each person
• That develops leaders- seeing and shaping the potential in those not often seen as leaders
• With a unique staff and approach to community development – using the expertise of culturally competent staff who have walked in the shoes of those we serve
• That serves all people but focuses on strengthening the black man and family – empowering them to become those who contribute to the health and betterment of our community
• That listens to and learns from the community – who has invited our presence and programs

STATISTICS About the People We Serve:
• African Americans in Dane County are three times as likely as the community as a whole to live below the poverty line and experience unemployment, half as likely to hold management positions, and twice as likely to work in service operations.
• Only 74% of Black adults hold a high school diploma, compared with 93% of the full community.
• 40% of Black students drop out before completing high school.
• African Americans, who make up 20% of the school district, comprise 40% of its suspensions and expulsions.
• African Americans are incarcerated a more than 13 times the rate for the community at large.
• 37% of Blacks live in poverty, compared to the 11% of the community as a whole.
• The median income for Black households in Dane County lags behind the overall community by more than $22,000.
• 31% of Blacks ages 25-45 in metropolitan Madison are out of the labor force, compared with 13 percent for the community as a whole.
• 26% of Blacks have no health insurance all or part of the time, compared with 9% of the entire community.
• Only 32% of Black residents in Wisconsin own homes compared to 71% of white residents.
Dear fellow stakeholders

2012 was another year of growth and expansion for Nehemiah. Through the efforts of our amazing staff team, helpful trustees, dedicated volunteers and generous donors we expanded several of our current programs and laid the groundwork to launch some new ones.

2012 was also a year of celebration. In November we celebrated our 20th anniversary. There was much to celebrate – through our efforts and the grace of God people have grown in their hope, lives have been transformed and systems have been moved toward justice. For 20 years we have been learning from the community and investing back into the community. We have walked alongside people for the long haul. We have been advocates and taught people how to advocate for themselves. We have housed ex-offenders and given them life coaching. We have helped people gain employment and start their own companies. We have helped youth not only with their academics but with their character as well. We have helped students make their way to college – often as the first in their family to do so. We have stood in the middle of trouble neighborhoods offering guidance, help and care. We have given people opportunity to use and develop their artistic abilities. Our celebration is not so much about us as it is about those whom we have had the privilege to serve and the communities that have benefited.

“2012 was also a year of celebration. Our celebration is not so much about us as it is about those whom we have had the privilege to serve and the communities that have benefited.”

Rev. Dr. Alexander Gee, Jr.
President/Founder
Nehemiah – Center for Urban Leadership Development
“Partners, we could not exist without you. Thank you for all you do!” - Rich Henderson

Partners

Board of Directors

Rev. Dr. Alexander Gee, Jr. (Board Chair)
President, Nehemiah Community Development Corp.
Pastor, Fountain of Life Family Worship Center

Deborah Garrett-Thomas (Treasurer)
Retired State Employee

David A. Hart III
Assistant Attorney General, State of Wisconsin

Kirbie Mack
Retired State Employee

Anthony Ward
Police Officer, City of Madison

Community Collaborations and Partnerships

Fountain of Life Church (folmadison.org)
African American Council of Churches
Allied Wellness Center (alliedwellnesscenter.org)
Alpha Phi Alpha
Bakke Graduate University (bgu.edu)
Boys & Girls Club of Dane County (bgcdc.org)
Christian Community Development Association (ccda.org)
Dane County Department of Human Services (dane-countyhuman-services.org)
Edgerton Gear (edgertongear.com)
InterVarsity Christian Fellowship (intervarsity.org)
Joining Forces for Families
Lilada’s Livingroom (lilada.org)
Madison Area Churches, notably: Assumption Greek Orthodox, Christ Presbyterian, Covenant Presbyterian, Damascus Road, Door Creek Evangelical Free, Fountain of Life, and Gateway Community
Madison Metropolitan School District (madison.k12.wi.us)
Second Harvest Foodbank (secondharvestmadison.org)
United Way of Dane County (unitedwaydanecounty.org)
University of Wisconsin (wisc.edu)
Urban League of Greater Madison (ulgm.org)
Wisconsin Department of Corrections

VOLUNTEERS

Nehemiah is largely run through the contributions of dedicated volunteers.
Thank you to all of you who have spent your time and talents—we appreciate those who have served for a few hours or who have given their time for a few months. We know that our participants and the community have been beneficiaries.

Staff

Rev. Dr. Alexander Gee, Jr., President and Founder
Rich Henderson, Executive Manager
Autumn Swain, Director of LIGHT
Gloria Manadier-Farr, Director of Chaplain Services
Jerome Dillard, Director of Reentry & Advocacy Services
Julia Saffold, Director of the Madison Allied Community Gospel Choir
Karen Reece, Director of the Nehemiah Center for Justice & Reconciliation
Ozanne J. Anderson, Director of ACE
Aaron Hicks, Reentry Associate
Jacquesha McFarlane, Communications
Jasmine Zapata, Assistant Director of the Madison Allied Community Gospel Choir
Karmen Lofton, Assistant to the Director of Reentry & Advocacy Services
Kira Hogan, Assistant to the Director of ACE
Willie Love, Nehemiah House Manager
2012 Highlights &

ACE – Academic Center for Excellence
- We trained 17 middle school students in leadership and coaching skills and used 10 of those students to serve as associate staff for the summer ACE program
- We worked with parents of each participant to identify key areas of concern and set progress expectations, evaluated each child’s math and literacy abilities and provided skill level appropriate teaching and coaching for each participant
- We noted significant academic, character and spiritual growth in our participants

Community Chaplain (Allied Dunn’s Marsh Neighborhood)
- We helped support and train indigenous leaders within the neighborhood to take further leadership and responsibility for their own community
- We offered various educational and information programs
- We provided spiritual care (assisting with funerals, visiting shut-ins, offering Bible studies, caring for and praying with individuals and families), assisted residents with advocacy and equipped them for self-advocacy, helped families to obtain adequate housing and fulfill legal obligations, supported youth and teen attendance in school and offered specialized programming for teen girls – focusing on issues such as esteem and character development

LIGHT - Learning Is Our Greatest Hope for Tomorrow
- We ran successful after-school programs at several sites, expanded our college preparation program (On Ramp), launched gender specific groups and worked in partnership with CORE athletics to add a wellness program from high school boys
- All regular On Ramp participants who graduated from high school have enrolled in post-secondary education
- We took over a dozen students on our 3rd annual multi-state College Tour
Accomplishments

Madison Allied Community Gospel Choir (MACGC)
- Participants showed significant personal, spiritual and artistic growth through their involvement in this vital and safe community
- Of course, our performances were meaningful – for participants and for the audiences
- We held our first Youth Drugs & Alcohol Summit including speakers from the Madison Police Department and the University of Wisconsin Medical School

Nehemiah Center for Justice & Reconciliation - NCJR
- We launched the Center for Justice & Reconciliation with a series of monthly educational workshops
- We assembled the Nehemiah Reentry & Recidivism Council: a group of Madison faith community and civic leaders dedicated to criminal justice system reform
- We met regularly with the Secretary of the Department of Corrections, Gary Hamblin, and other officials to discuss racial disparities in the criminal justice system, criminal justice reform and ways Nehemiah could contribute to that reform

Reentry & Advocacy Services
- This was our first year of operating the Nehemiah House – which provides emergency and transitional housing for ex-offenders as well as life coaching and AODA programming for residents
- None of our regular participants have returned to prison for re-offense
- We are now offering support for people within the jails and providing advocacy for them in the court processes
ACE: Academic Center for Excellence

Program Description

ACE is a faith-based leadership development program designed to serve elementary school youth of Madison, Wisconsin. Because the Madison Metropolitan schools are a valued asset to our community, ACE is committed to building strong relationships with neighborhood schools. Aspiring to be a bridge of support from the community to the schools, the ACE program seeks to establish ongoing communication concerning the needs of our children, to serve as in-school volunteers during the academic school-year, and to provide summer enrichment programs. ACE meets at Fountain of Life Church. It is a six week summer program which is expanding to include a weekly component for the school year.

ACE’s Academic Program will build upon the fundamentals of math and literacy in order to strengthen the core academic skills learned throughout the year. Through leadership development we strive to reach our target goals by focusing on the individual child’s academic strengths. Our program promotes healthy self-awareness while embracing positive cultural identity.

In addition to our mission to serve young children, ACE believes in the importance of building relationships with families. Providing opportunities to learn and grow together, our vision is to walk alongside families to help support their children’s academic success. Working together we strive to promote more parental involvement in the schools and to create a diverse presence of family participants and volunteers.

Program Goals

The target goals of ACE are:

• To strengthen the academic base of the children we serve
• To provide educational and empowerment resources for families
• To be a visible community support system in neighborhood schools

SUMMER PROGRAM

Participants 42
Volunteers 20
Program Times M-F 7:30am-4:30 pm
LIGHT youth empowerment program is about building up the total individual and empowering participants to walk in their full potential; this involves encouraging young people to dream big about their future, helping them believe it can happen, and developing a plan on how to get there.

LIGHT is for all high school youth, especially those who are at risk for academic failure and those who may need additional support and services to be successful and reach their full potential in life. A conscientious effort is made to target African-American youth. LIGHT will accomplish its goals by using a fun and positive environment for participants through avenues such as:

- On Ramp – Pre-College Program
- Tutoring
- Mentoring
- Life skills workshops
- Educational and recreational field trips
- Writing, critical thinking, and other enrichment activities
- Motivational and educational speakers
- Strength assessments and development

Program Goals

The vision of LIGHT is to encourage young people to dream big about their future, help them to believe it can happen and develop a plan on how to get there. The fundamental goals of LIGHT are to accomplish academic enrichment, leadership development, motivation, and empowerment. LIGHT also provides support and resources including help in setting and accomplishing goals.

AFTER SCHOOL
Participants 150
Volunteers 40+
Volunteer Hrs 300 hours/month
Program Description

MACGC is committed to strengthening and uplifting the Allied Dunn’s Marsh neighborhood of Madison, WI. The MACGC is a volunteer, non-auditioned, multiracial and multicultural choir which renders musical performances primarily consisting of traditional and contemporary gospel sounds.

Through song, dance, drama, and oral presentation, the choir’s mission is to spread a message of “Hope, Strength, and the Power to Overcome.” Rehearsals are held each Saturday at the Allied Drive Boys & Girls Club and is open to all Madison residents, ages 11 through adult. Performing Arts: MACGC develops a deeper appreciation for the performing arts in the participants and the larger community.

The MACGC has two major components:

Empowerment: Through open discussions and community service activities, MACGC allows for active participation in finding solutions to issues facing the community such as abuse, homelessness, poverty, crime, depression, and high school drop-out rates.

Program Goals

MACGC’s goal is to fuse together awareness of issues facing the community with the inspirational messages of gospel music to help bring about positive change and enhancement to the quality of life in our community.

- To spread the message of “Hope, Strength & the Power to Overcome” through song, drama, poetry & dance
- To raise awareness of issues plaguing our community & explore ways in which we can make a difference
- To provide a positive & fun outlet in the Allied neighborhood for participants to artistically express themselves
- To cultivate an appreciation for inspirational music & the impact of its message
- To build & develop leadership qualities among our participants
- To build relationships & provide an environment which foster personal growth, character & integrity
Program Description

The Community Chaplain is responsible for planning, developing, and implementing opportunities for spiritual growth through education, support and consultations of individuals, families, and couples. This role facilitates cohesiveness amongst residents and organizations in the Allied Dunn’s Marsh Community and other surrounding neighborhoods.

Program Goals

The purpose of Community Chaplain is to provide assistance to one of the most struggling neighborhoods in the Madison area. Although assistance providers abound in this area, there are yet basic needs to be met, and a large part of the population is still underrepresented in service agencies.

The goal of this program is to act as a bridge between the already present service providers and the individuals with urgent needs. Some of the main benefits this program will provide to the residents of Allied include: assisting single women/mothers in developing independent living skills, helping individuals maintain clean and livable homes, connecting people with serious health issues to programs that can assist them in becoming well again, and teaching basic surviving and thriving skills to people who are barely making it day to day.
Program Description

This program includes a broad range of services including Man Up!, Nehemiah House, Dress for Success Clothing Pantry, as well as Advocacy for individuals and for changes in systems.

- **MAN UP!** Man Up! provides group coaching for male ex-offenders who are making the transition from prison or jail into the community. This group offers support with obtaining life-skills that are needed in order to succeed, including but are not limited to: housing, employment, clothing, and avoiding substance abuse. The supports provided through groups and mentoring help them deal with issues such as healing from past traumas, spiritual development, creating healthy relationships, conflict resolution, anger management, personal plans, job readiness, and leadership development.

- **NEHEMIAH HOUSE** The Nehemiah House provides transitional and emergency housing for ex-offenders.

- **DRESS FOR SUCCESS CLOTHING PANTRY** This pantry has men’s clothing which is used to help recently released men to dress for job interviews.

Program Goals

Nehemiah Reentry & Advocacy Services, exists to assist men and women returning from incarceration with pre-release and post re-integration services using evidence-based practices, with the goal to reduce recidivism.
**Program Description**

The Nehemiah Center for Justice & Reconciliation (NCJR) is a part of the broader Nehemiah-Center for Urban Leadership Development. We work in collaboration with other organizations as is strategic and appropriate. We also utilize a logic model with specific measurable outcomes.

**Program Goals**

The NCJR has four primary purposes:

1. Research. We provide current research on a number of social justice issues, focused on (but not exclusive to) those issues impacting the African American community in the greater Madison area.

2. Education & Training. We present findings to a variety of audiences (including civic leaders, business leaders, church groups and the general public) through means such as papers and forums. We also offer workshops and training sessions on issues of injustice and topics related to reconciliation.

3. Influence. We coordinate and encourage efforts to influence society toward more just beliefs and practices – ranging from personal opinions to public legislation.

4. Services. We recommend programs to a number of agencies (including Nehemiah) that help close justice gaps and deal with the consequences of injustice. Services would include work in the areas of mediation, advocacy and restorative justice.
What’s Coming Up at Nehemiah?

Dignity Project – Job training, placement and coaching; Housing & mentorship

Envision - Short-term urban plunges

Man Up! – Expansion of groups

MID – Middle school program

Mosaic – Cross cultural competency training

Nehemiah Pre-K School for Boys

R@W (Real Art @ Work) – Youth dance and drill team

Urban Impact - Leadership development training

In addition, we are launching the South Madison Center for Culture and Community (SMCCC). This will be a Center of Centers – for Community, Culture, Education, Empowerment & Social Services, Economic Development and Justice. Some of the programming will be provided by Nehemiah while others are provided by community partners.
Invitation to Partnership

Pray
Follow us on social media and sign up for e-mail newsletters to stay updated on how to pray. To get connected, contact communications@nehemiah.org

Volunteer
We always need volunteers! If interested in volunteering, please email volunteer@nehemiah.org

Donate
Tax-deductible contributions can be given by check or online. Checks can be made to Nehemiah and sent to PO Box 259861, Madison, WI 53725. Please include a notation indicating the purpose of the gift. Contributions may also be made directly on our website (www.nehemiah.org). Click the “Donate” button at the top of the left sidebar.

Nehemiah Community Development Corporation
655 W. Badger Road, Madison, WI 53713
(608)257-2453
www.nehemiah.org
admin@nehemiah.org
“We are announcing our “75 x 75 Hope Campaign” – 75 people giving at least $75 per month to the work of Nehemiah. We invite you to become one of the new 75 partners of hope.”

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Net Income   ($25,192)
Debt Service (DS) $14,945
Net less DS    ($10,247)
Financials 2012

Income

- Other, $34,580
- Rent, $55,254
- Grant, $112,370
- Donations, $152,478

Expenses

- Pers + Ben, $249,811
- Program, $130,063