



Somali Family Care Network

*Developing Capacities,
Building Partnerships & Transforming
Somali Community-Based Organizations*

*A Multi-year Report
(2001-2008)*

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Mission

The Somali Family Care Network is dedicated to supporting and strengthening all Somali community-based organizations (SCBOs) in the United States to improve social and economic opportunities for Somali communities.

Core Values

Commitment to Excellence. SFCN is committed to ensuring that all participating SCBOs obtain the essential tools and information necessary to provide exceptional services to their communities.

Collaborative Spirit. SFCN encourages all SCBOs to develop a cooperative and collaborative spirit in tackling fundamental social concerns facing their communities.

Unified Community. SFCN believes strong and committed organizations are best suited to help unify the Somali community and its interests.

SFCN's Philosophical Approach

To a great extent, all Somali community-based organizations confront similar challenges in terms of funding and limited human resources, overwhelming demand for services and weak organizational structures. SFCN overcomes these challenges by providing culturally attuned consultation, unique and customized technical assistance trainings and regional workshops designed to maximize efficiency and bolster organizational productivity. SFCN believes that effective and well-managed organizations can provide the essential information and assistance required by their communities in order to expedite refugees' successful integration into mainstream society.

Message from the President

Since the establishment of SFCN in 2000, it has been my goal that Somali community-based organizations serving Somali refugees in the United States obtain the essential information, knowledge and skills necessary to be competent and effective in their crucial community-building work. SFCN is an organization dedicated to significantly improving the social and economic opportunities of Somali refugees in the United States.

SFCN assesses the needs of Somali refugee families and the organizations that serve them across the country. It builds the capacity of Somali community-based organizations' (SCBO) leaders and staff by providing them technical assistance and training on organizational development, advocacy and nonprofit management. It strengthens and enhances the capacities of SCBOs in order to create effective refugee self-help groups, expand the community's civic knowledge and increase general education and skills to enable individuals to play a role in the socio-economic development of their communities and that of their adoptive country.

SFCN has accomplished much over the course of eight years. It has developed a nationwide network of over 50 SCBOs, organized leadership and management training workshops for approximately 250 community leaders and strategically disbursed nearly \$180,000 in small seed grants to 24 SCBOs on a competitive basis to support their organizational development and project activities. The organization has provided more than \$10,000 in peer exchange grants to leaders of emerging SCBOs, giving them an opportunity to visit other well-established organizations, develop collaborative relations and learn best practices.

SFCN has developed valuable relationships with Somali CBOs across the country. Understanding the psychology and history of Somalis and the dynamics of how each organization has evolved gives SFCN a unique ability to make informed, culturally-attuned recommendations on program development and partnerships. SCBO leaders contact SFCN for information, referrals and advice on a wide range of issues.

I look forward to guiding the important work of SFCN in the many years to come. The organization is uniquely positioned to play a critical role in uniting Somali agencies across the country to work together to help realize their community's aspirations. SFCN is also committed to linking Somali community-based organizations and mainstream service providers and helping SCBOs integrate Somali refugees and immigrants into the American society. It is my hope that within the next decade, Somali CBOs will be in even stronger position to positively impact the communities they serve to become economically independent, self-sufficient and civically engaged.



Raqiya D. Abdalla
President & Founder

Improv

*Capacity Building
Technical Assistance
&
Advocacy*

Improving Somali Community-Based Organizations



Himilo Projects *“to aspire”*

In an effort to spearhead a vision of a strong and self-sufficient community, SFCN implemented three projects entitled “Himilo” (Somali term meaning “to aspire”). *Himilo* Projects – made possible through grants from the Office of Refugee Resettlement – provided valuable tools to Somali community leaders and activists in fulfilling their aspirations to build strong, vibrant and self-sufficient communities in their new environment. The projects seek to foster and enhance the social well-being and economic growth of Somali refugees resettled in the United States by supporting the capacity and development of local Somali community-based organizations (CBOs) throughout the country.

Himilo Project

Himilo I (2001-03) provided knowledge of SC best practices to resettled in the U.S. refugees develop the host environment, implement the organization, participating organization office equipment, tact opportunities



Himilo Projects

Himilo Project I (2001-03) and Himilo II (2004-06)

Himilo I (2001-03) and *Himilo II* (2004-06) focused on regional workshops to increase the knowledge of SCBO leaders by equipping them with essential information and resources on best practices to run effective nonprofit organizations. At a time when Somalis were being resettled in the United States in large numbers, it was vital that organizations serving new refugees develop the skills and knowledge to effectively serve and integrate the newcomers into their host environment. SFCN also introduced small seed grants and peer exchange grants to complement the organizational development and leadership workshops. The seed grants enabled participating organizations with limited funding to support programs, hire part-time staff, purchase office equipment and provide staff training. Peer exchange grants gave participants direct contact opportunities to learn best practices from successful CBOs.



Himilo Projects

Himilo Project III (2007-09)

Himilo III (2007-09) provides Somali CBOs with intensive one-on-one technical assistance that reinforces materials delivered during the large group regional trainings of *Himilo I* and *II*. The goal is to strengthen these skills, increase professionalism, expand civic participation and create strong, integrated and effective organizations that set a standard for all ethnic community non-profits. *Himilo III*'s customized consultations include board training, different facets of program development/management, resource development, strategic planning sessions, extensive internal and external environmental scans for funding and other types of organizational support, record keeping and systematic consolidation of data for outreach and strategic partnership.

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The SPI

The SPI Project

Strategic Positioning Initiative (SPI) for ethnic community-based organizations (ECBOs)

The Strategic Positioning Initiative (SPI) is a technical assistance collaborative project led by an experienced team of national non-profit consulting organizations – National Alliance for Vietnamese American Service Agencies (NAVASA), Mosaica, and the Somali Family Care Network – with NAVASA acting as the lead/fiscal agency for the project. The goal of the SPI project is to assist ethnic community-based organizations (ECBOs) in developing strong, sustainable and effective mechanisms to meet the needs of the community. The SPI Team provides organizations with strategic planning consultation and training that position them to be innovative in meeting community needs and competitive in securing funding in challenging environments.



The SPI Team engages the Board and staff members of Fresno Center for New Americans, Fresno, CA

The SPI Project

Strategic Positioning Initiative (SPI) for ethnic community-based organizations (ECBOs)

The SPI project is funded by the Office of Refugee Resettlement (ORR) for three years from 2007-2009. The SPI Team supports 12 ECBOs every year and will have worked with over 30 ethnic-based organizations by the end of fiscal year 2009.

In fiscal year 2009, the SPI project attracted more than 32 applications from ECBOs seeking strategic planning and technical assistance. More than fifty percent of these applicants were Somali CBOs and other African organizations, the majority of whom also work with Somali refugees.



The SPI Team engages the Board and staff members of the Somali Community Center of Nashville, TN

Somali Ban

The Somali Bantu Health Center (SBHC), Somali Bantu Health Center (SBDCP) and Somali Bantu Health Center (SBATA), is a pilot project designed to provide health care and leadership training to Somali Bantu health care advocates. SBHC is linguistically appropriate and English proficient patient centered care enabled participant in project delivered improved monitoring personal health care in the U.S.

During trainings, participants receive critical healthcare topics

- An overview of services
- Giving birth and postpartum care
- Nutrition and food safety
- Chronic diseases
- Ways of navigating the healthcare system
- Women's reproductive health (FC), breast cancer
- Culturally competent care

Community Health Promotion

Somali Bantu Health Project

The Somali Bantu Health Project, a partnership project between SFCN, Somali Bantu Development Community of Phoenix (SBDCP) and Somali Bantu Association of Tucson, Arizona (SBATA), is a pilot program designed to increase the health knowledge and leadership skills of newly resettled Somali Bantu refugees and to build their capacity to become empowered community health care advocates. SFCN developed and adapted existing culturally and linguistically appropriate materials geared toward low literate, limited English proficient participants and created training modules that enabled participant involvement and hands-on active learning methodologies appropriate for adult learners. The project delivered important information to the new community and provided essential tools and techniques for monitoring personal health and hygiene as the new community adjusts and integrates to their host communities in the U.S.

During trainings, participants were introduced to and educated on critical healthcare topics and concepts that include:

- An overview of sexually transmitted diseases and infections
- Giving birth and raising children in the United States
- Nutrition and food safety
- Chronic diseases and preventative health care
- Ways of navigating the US healthcare system
- Women's reproductive health and in particular, female circumcision (FC), breast and cervical cancer
- Culturally compatible family planning principles



Community Health Promotion

Somali Bantu Health Project

In October 2008, SFCN conducted a comprehensive training-of-trainers on community health promotion for six (6) Somali Bantu community health workers identified as potential community leaders. Since returning to their home communities, the new trainers have provided health seminars for more than 80 women through group workshops, home visits and in English language classes in several Somali Bantu neighborhoods. The trainers have used newly acquired skills to affect change and expand the knowledge of their community through the use of accessible audio visual materials in Somali language. It is expected that this number will exponentially increase as more community members are targeted for additional education and outreach.



Minority Breast Health Awareness Project (MBHAP)

The Somali Family Care Network received funding from the [Susan G. Komen for the Cure](#) to implement the Minority Breast Health Awareness Project (MBHAP) in Northern Virginia. The purpose of the MBHAP is to eliminate the physical, cultural, and linguistic barriers that African women face concerning their breast health care and to increase the rate of breast screening.

The program provides extensive outreach and awareness on breast health and breast cancer prevention by encouraging participants to seek early screenings and follow up treatments when and if necessary. SFCN will recruit culturally and linguistically competent local health trainers and interpreters to develop and adapt core breast health care materials. The MBHAP is designed to rectify the information deficit in low-literate and low-income African women communities by empowering these women and increasing the rate of screening for early detection.

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Planned Programs-2009

Youth Development and Leadership

Somali community-based organizations and community leaders are currently developing strategies to counter the escalating rate of juvenile delinquency in Somali refugee communities across the country. The urgency of attention to this matter cannot be overemphasized.

In 2010, SFCN plans to implement a national youth program that will help SCBOs build their capacities in strengthening Somali family-youth relations, collaborate on strategies to curb juvenile delinquency activities, implement effective youth leadership programs and develop collaborative relations with existing mainstream youth organizations and law enforcement agencies.

In an effort to address the challenges encountered by Somalis and Somali refugee youth in their communities, SFCN conducted fact finding town hall meetings and surveys with Somali youth in northern Virginia, Arizona and Minnesota. The survey also targeted SCBO Board and staff members, refugee service providers, State Refugee Coordinators in Somali populated areas across the country—120 stakeholders were targeted and 95 responded. Survey findings show that:

- 63% of respondents noted the lack of effective programs to address the challenges Somali refugee youth face in their communities
- 70% of respondents indicated that effective youth programs within SCBOs can help prevent juvenile incidents
- 47% of respondents indicated that SCBOs do not emphasize the development of youth programs

Collaborations & Partnerships

SFCN has accomplished much since its inception but has a long way to go in realizing its mission of effectively integrated and self-reliant Somali refugee communities in the United States. In the process of achieving its goals, it has received tremendous support and collaboration from a wide range of institutions, organizations and individuals. Some of SFCN's important collaborative projects include:

- A multi-year partnership with National Alliance of Vietnamese American Service Agencies (NAVASA) on the Strategic Positioning Initiative (SPI)
- Partnership with the US Committee for Refugees and Immigrants (formerly Immigration and Refugee Services of America) to deliver organizational capacity building trainings for three years
- Partnership with Mosaica to deliver numerous trainings nationwide
- Civic participation and voter registration project with America's Families United in Washington, DC
- Partnership with Joy of Sports to implement a Virginia United Way 'Success by Six' project.
- Reproductive health trainings with Brigham and Women's Hospital in Boston for African refugee and immigrant women

SFCN is partnering with the following organizations on the Minority Breast Health Awareness Project (MBHAP)

- Ethiopian Community Development Council Inc. (ECDC)
- The City of Alexandria Office on Women (OOW)
- Hispanic Institute for Blindness Prevention (HIBP)

Collaborations & Partnerships

SFCN developed close working relations with National Mutual Assistance Associations and Technical Assistance providers including:

- Bridging Refugee Youth and Children's Services (BRYCS)
- Southeast Asian Research Action Center (SEARAC)
- Ethiopian Community Development Council (ECDC)
- National Alliance for Vietnamese American Service Agencies (NAVASA)
- Refugee Women's Network (RWN)
- Kurdish Human Rights Watch, Inc. (KHRW)
- International Rescue Committee (IRC)
- Institute for Social and Economic Development (ISED)

Governing I

Organizational Structure

Governing Body, Advisory Committee & Staff

Financial Statement

for year ending September 30, 2008

Revenues

Government

Himilo Project III	\$199,130
Somali Bantu Health Project	\$147,524

Sub-contract

Strategic Positioning Initiative (SPI)	\$35,300
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Total Revenue	\$381,954
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Expenses

Himilo Project III	\$199,130
Somali Bantu Health Project	\$143,902

Sub-contract	\$35,300
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Total Expenses	\$378,332
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Government

- US Department of Health and Human Services

SFCN acknowledges the support of the Office of Recovery and Resilience (ORR) in its ongoing efforts to adjust and activate the recovery plan.

Foundations

- Susan G. Komen
- United Way
- America's Far West

Funders

Government

- US Department of Health and Human Services, Office of Refugee Resettlement

SFCN acknowledges the generous support it receives from the Office of Refugee Resettlement (ORR) in its ongoing quest to build strong and vibrant refugee communities that are well-adjusted and active participants in the larger society.

Foundations

- Susan G. Komen for the Cure
- United Way
- America's Families United

Governing Body, Advisory Committee & Staff

Board of Directors

Mohamood A. Noor, Chair
Mohamed A. Khase, Secretary
Ahmed S. Ma'alim, Treasurer
Gary Bivings
Evelyn Ganzglass
Dr. Karen Shaynor
Georgia S. Buggs

Staff

Raqiya D. Abdalla, President/Founder
Tessie Ajala, Program Director
Farrah Hussein, Project Coordinator
Sohail Hasnain, Intern

Advisory Committee

Hillary Binder-Aviles
Filsan Darman
Kate Hilton-Hayward
Farhia Mussa
Eric Robinson
Hawa Warsame

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Somali Community-Based Organizations (SCBOs) at a Glance

SFCN has worked with and impacted more than fifty Somali CBOs since 2001. Despite numerous challenges, many Somali CBOs have provided essential services to thousands of refugees in their communities. One particular concern is the existence of numerous SCBOs, most notably in areas with large Somali populations that run similar programs, serve essentially the same population and suffer the same funding constraints.

As a result of SFCN's intervention and capacity building program, many Somali organizations have become fully functional and successful agencies that continue to serve broad and diverse refugee and immigrant communities. These organizations have developed their capacities, increased their budgets, developed new programs, created strong partnerships, increased outreach and services and continue to transform their communities.

The following agencies are examples of Somali organizations that have utilized SFCN's trainings and workshops on leadership, effective management, resource development and collaboration techniques, and have been successful in serving the needs of their respective communities.

*Horn of Africa Community
San Diego, California*



Abdi Mohamoud
Executive Director

Established in 1994, Horn of Africa Community is a 501(c)(3) non-profit organization that provides culturally and linguistically appropriate support services to the East African immigrant community, which currently numbers in excess of 20,000. The organization's mission is to promote successful integration and physical/emotional health and well-being among the African refugee population in San Diego.

Despite its efforts, the organization's leadership understands its inherent limitations and places great value in partnerships and collaborative projects. Horn of Africa currently has 8 paid staff members, volunteers and an estimated budget of \$700,000 (FY2006).

In the past year, Horn of Africa provided direct services and referrals to more than 1,500 individuals and families. Since its inception, the organization has been awarded over 60 grants from county, federal government, and various foundations such as The California Endowment.

Services offered by Horn of Africa Community include:

- The Families Together Program
- CDBG Economic Self-Sufficiency
- After School Tutoring
- Health Access Initiative
- Start Smart
- Gang Prevention

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Refugee & Immigrant Assistance Center
Jamaica Plain, Massachusetts

Mariam A. Gas, Executive Director

The Refugee and Immigrant Assistance Center (RIAC) is a non-profit organization founded in 1993 which operates as a social services organization as well as a refugee resettlement agency. The organization's mission is to assist newly arrived refugees with their resettlement needs and to provide ongoing services that will enhance their effective integration. The Center's social services department provides services for approximately 100-200 people a week, the vast majority being refugees. In addition, the resettlement department resettles about 150 refugees per year. Current refugees receiving assistance from RIAC are mostly from Burundi and Burma.

The Refugee and Immigrant Assistance Center started out with one full-time staff person and currently employs a staff of 11. Equally dramatic is the organization's rise in secured funding, which began with very little and over the years has reached a current level of \$600,000. The organization has a diverse funding pool, much of which is obtained from the Office of Refugee Resettlement (ORR). The Center's major partner is the Ethiopian Community Development Council (ECDC).

In addition to the two above-mentioned programs, RIAC also provides the following services:

- Citizenship programs
- Adult and ESL education referrals
- Domestic violence prevention and education
- HIV prevention and risk reduction
- Interpretation services
- Elderly services



The Somali Community Center of Nashville
Nashville, Tennessee

Abdirizak Hassan, Executive Director

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The Somali Community Center of Nashville (SCCN) was founded in 2000 with a mission to provide essential re-settlement services to all Somalis, Africans and other vulnerable populations in the neighboring community. Somali Community Center of Nashville has quickly become the largest refugee-operated nonprofit in Middle Tennessee, which is now home to a diverse population of refugees. The agency serves Somali refugees, including newly arriving Bantu, as well as Sudanese, Ethiopian, Congolese, Burundian, Rwandan, Ugandan, Cameroonian and other refugees living in the Middle Tennessee area.

In 2001, the Center employed two part-time staff members with an operating budget of \$15,000. By the end of FY2007, the organization had six staff members and a budget of \$450,000. The Somali Community Center of Nashville provides services to refugees through the following programs:

- Community development programs
- Advocacy
- Health
- Youth
- Crime prevention
- Employment, immigration and civic participation

In 2008, the agency strategically repositioned itself as a major refugee service provider in Tennessee, established a parent agency above SCCN to cater to the greater needs of refugees in TN; and adopted *Center for Refugees and Immigrants of Tennessee* (CRIT) as the parent agency in Fall 2008. CRIT now has a projected budget of \$2 million by the end of 2013.

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- Youth Progr;
- Housing
- Employment
- Legal Assista
- Health Coun

Somali Development Center
Jamaica Plains, MA

Abdirahman Yusuf, Executive Director



The mission of the Somali Development Center (SDC) is to provide excellent and accessible community services to all Somalis and other African communities in New England, regardless of immigration status. The organization supports Somalis in Massachusetts, Connecticut and New Hampshire to obtain basic resources, services, information and skills.

While strengthening the Somali community by promoting mutual assistance, cultural identity, and leadership, SDC fosters the ability of Somali individuals and families to advocate on their own behalf and participate constructively in the larger community.

SDC was founded in 1996 with two staff members and a budget of approximately \$5,000. At the end of 2008, the organization had a budget of \$500,000, demonstrating extraordinary leadership, management and knowledge of the issues and challenges facing the refugee populations they serve. The organization employs six staff members and runs five programs in the areas of:

- Basic Adult Literacy Program
- Youth Programs
- Housing
- Employment and Job Search Assistance
- Legal Assistance
- Health Counseling and Education



Horn of Africa's Community Garden Project

*Horn of Africa Community Center
Columbus, Ohio*

Mussa Farah, Executive Director

The Horn of Africa Community Center (HACC) was founded in 2001 and its mission is to assist newly resettled refugees in the Columbus area to integrate into mainstream society with as many resources and support services as needed. HACC has been at the forefront of numerous issues affecting the Somali community in Columbus and has developed important networks with the city and county in addressing pressing community development concerns. HoACC is currently collaborating with three other community organizations to provide urgent youth programs to increase the number of high school graduates and reduce peer pressure/criminal activity.

The services offered by HoACC include:

- Job placement for at-risk youth
- High school equivalency programs
- Youth advocacy and mentoring
- Community liaison services between the Somali community and mainstream service providers
- Citizenship and literacy classes for adults

The Confederation of Somali refugees being and a grant from the enabling CSCM to in The organization dev novative programs d quency in the Somali

Youth programs offe

- Girls program
- Leadership program
- Homework club
- Sports program
- Story telling program
- Street program
- Specific at-risk

Confederation of Somali Communities of Minnesota
Minneapolis, MN

Saeed Fahia, Executive Director

The Confederation of Somali Communities of Minnesota (CSCM) was established in 1994 to assist the influx of Somali refugees being resettled in the Twin Cities area of Minnesota. Support from Pillsbury United Communities and a grant from the Bush Foundation solidified CSCM's credentials as a Somali community-based organization enabling CSCM to improve delivery of services and expanded relationships with other communities and agencies. The organization devotes much of its programming activities to the concerns of Somali youth and runs several innovative programs designed to counter culture clash and intergenerational conflict, truancy and juvenile delinquency in the Somali community in Minneapolis.

Youth programs offered at CSCM include:

- Girls program
- Leadership program
- Homework club
- Sports program
- Story telling program (cultural enrichment)
- Street program targeting homelessness and addiction
- Specific at-risk youth program

United Somali Women of Maine
Lewiston, Maine

Faduma Hussein, Executive Director

The United Somali Women of Maine (USWM) was founded in 2001 with a mission to promote an environment conducive to the empowerment and social and economic progress of Somali women and girls. USWM provides comprehensive outreach and education services to refugee women and families residing in the cities of Lewiston and Auburn. Outreach workers visit families in their homes, assess the needs of the family, offer education and materials as required and connect families with necessary resources. Target groups for individual services include Somali refugees and secondary immigrants residing in Lewiston and Auburn, Maine.

In 2008, USWM had an operating budget of \$190,000, 5 staff members and 3 volunteers. USWM's services include:

- Community Workshops
- Donation and Resettlement Services
- Outreach/Referral and Education Services
- Interpretation Services

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