



AMANI WOMEN CENTER

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EIN: 20-8795120
Report Generated on: 01/05/2022

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AMANI WOMEN CENTER



• aka Amani Sewing Academy / Johari Africa
• Clarkston, GA
• www.amaniwomenscenter.org
• (770)255-0539

[View GuideStar Profile](#)

MISSION

Amani Women Center (AWC) enriches the lives of refugee communities in Georgia and empowers them in their new environment by providing educational programs, and a variety of social services. Our mission is to empower refugee women through culturally-tailored programs and provide services that contribute to their economic security and overall wellbeing. AWC fills this important gap by providing 3 unique programs utilizing a holistic approach designed to build and sustain healthy families within the home and the community.

- Amani Sewing Academy (AWC) - Workforce Development & Life Skills
- Healthy Families Program (HFP) - Support Services (Civic & Social)
- Leadership Program - (ACALP) - Amani Community Ambassadors.

EIN

20-8795120

RULING YEAR

2007

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

2006

MAIN ADDRESS

3777 Church Street 5140
Memorial College Ave
Clarkston, GA
30021

AFFILIATION TYPE

Independent Organization

CONTACT

Doris Mukangu, President
(678) 793-0466
doris@amaniwomenscenter.org

PRESIDENT/ED

Doris Mukangu

BOARD CHAIR

Dr. Tanae Acolatse

SUBJECT AREA

Education

Health

Community and economic development

Human services

NTEE Code

Ethnic/Immigrant Services (P84)

Economic Development (S30)

PROGRAMS

1. • Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Population(s) served: Females, General/Unspecified

2. • Healthy Families Program (HFP) - Support Services)

Population(s) served: Females, K-12 (5-19 years)

3. • Leadership Program - (ACALP) - Amani Community Ambassadors

Population(s) served:

POPULATIONS SERVED

1. Children and youth

2. Adults

3. Women and girls

COMPLIANCE

- ✓ IRS Pub 78 Verified as of December 2021
- ✓ IRS BMF 509(a) (2) as of December 13, 2021
Section 509(a)(2) organization

TRANSPARENCY MEASURES

- ✓ Board Practices Reported?
- ✓ Diversity Data Reported?

Programs & Results

PROGRAMS

Source: Self-Reported by Organization,
December 2021

• Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Population(s) Served:

Females
General/Unspecified

This is a life-skills program that utilizes a holistic approach in a safe space with wrap-around services focusing on education and wellbeing. The program provides 450 hours of training per year, teaching, empowering, and preparing students (About 50 women per year) to be workforce ready. They graduate with certification and are gifted with a new sewing machine. They join the workforce, become Certified sewing machine operators earning livable wages, start their own entrepreneurial home business, work under Johari Africa – AWC's social enterprise, further their training to become instructors or an AWC Community Ambassador. ASA is a pathway to economic empowerment, security, and self-reliance for a limited English proficiency population.

• Healthy Families Program (HFP) - Support Services)

Population(s) Served:

Females
K-12 (5-19 years)

The Healthy Families Program provides a safe space where refugee women come to be nurtured mentally, physically and spiritually. We are "Stitching Lives Together". The program helps them increase their ability to navigate social services, civic education, counseling, job placement, learn financial literacy skills, close gap the digital divide, achieve and build healthy relationships within

the family including addressing Domestic Violence Prevention, and Sexual Assault – Healing under a supportive case management year round service. In response to Covid-19, HFP connected refugees to resources such as Covid-19 testing centers, food delivery, rent and utility assistance, processing Medicaid, CAPS and SNAP applications. AWC initiated a Covid-19 emergency fund in response to the needs of the community and program participants. Conducted numerous vaccine awareness events, campaigns, and distributed essentials such as diapers, wipes, hygiene supplies, sanitizers, and facial masks.

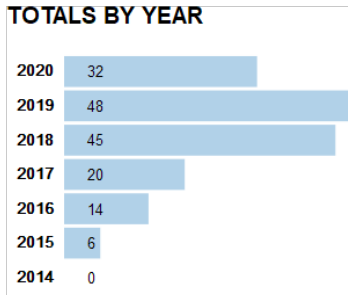
• Leadership Program - (ACALP) - Amani Community Ambassadors

Population(s) Served: n/a

AWC Community Ambassador program for women, men, and youth receive training and skills to take on leadership roles in their respective communities. AWC language services (Translation and Interpretation) are manned by the community ambassadors serving as advocates, they provide an added value to refugee women calling in to get help. A culturally competent team that is well versed in cultural nuances. They provide both oral interpretation services and written translation services in over 10 languages. The ACA team help the community apply for social services, facilitate workshops, engage in outreach and mobilization activities. They are trusted voices that have undergone professional training and received certifications in various disciplines including. They are front-line advocates, navigators, and interviewers. They are best equipped to address cultural nuances. AWC ambassadors help these various groups tap into resources that are available to them.

RESULTS

Number of clients still enrolled after the first week of training

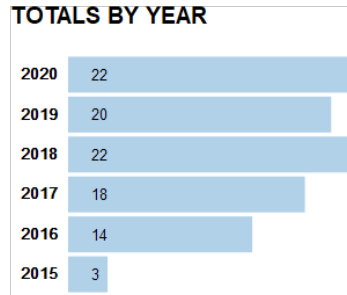


Population(s) Served: Females

Related program: • Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Notes: The number of student enrollment decreased in 2020 due to Covid-19 pandemic concerns and safety.

Number of diversity training courses conducted

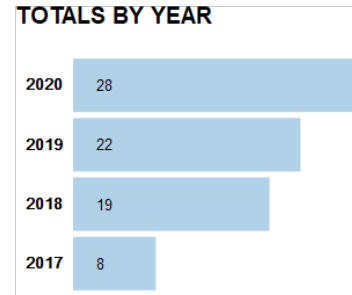


Population(s) Served: Females

Related program: • Leadership Program - (ACALP) - Amani Community Ambassadors

Notes: Amani Community Ambassador program for women, men, and youth receive training and skills to take on leadership roles in their respective communities.

Number of participants who gain employment

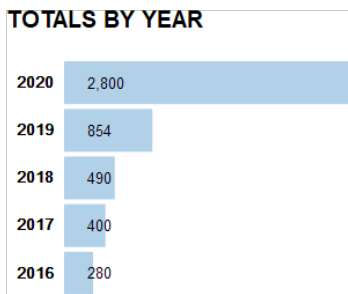


Population(s) Served: Females

Related program: • Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Notes: 9 are employed and 14 have started their own home business and 5 are in advanced classes training to become certified instructors.

Number of job skills training courses/workshops conducted

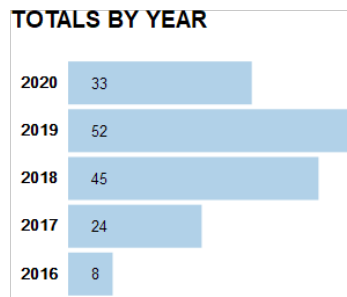


Population(s) Served: Females

Related program: • Healthy Families Program (HFP) - Support Services)

Notes: Covid-19 conversations and workshops. Support services - emergency assistance Community education and awareness drives. Job skills training and workshops.

Number of students enrolled in service-learning courses

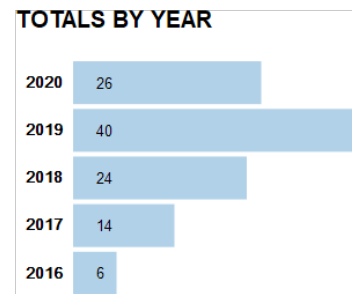


Population(s) Served: Females

Related program: • Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Notes: Attendance monitoring. Students that graduate. Graduates employed in the workforce and graduates that have started their own home business.

Number of students at or above a 90% attendance rate



Population(s) Served: Females

Related program: • Amani Sewing Academy (ASA) - Workforce Development / Empowerment Program)

Notes: Several women have transportation challenges and we could really benefit from having a vehicle to transport the women to and from their homes.

[More results from this organization's programs](#)

CHARTING IMPACT

What is the organization aiming to accomplish?

Our organization aims to empower refugee families with life skills and work skills that empower them to be productive members of their families and their communities. The supplementary income of contractual work from our sewing program enables these women to sustain their respective homes and ultimately leads to self-sufficiency and their wellbeing.

What are the organization's key strategies for making this happen?

- Providing linguistically appropriate services and programs.
- Providing culturally appropriate health and life skills workshops.
- Providing culturally sensitive education and counseling.

Additional Goals:-

1. Provide emotional support and continuous wellbeing of program participants
2. Respond to crisis calls from our helpline.
3. Collect information, and assist with translation and interpretation when and where needed.
4. Answer questions and provide resources and referrals based on client needs.
5. Follow up with clients and provide additional referrals as needed.

What are the organization's capabilities for doing this?

- Our staff is representative of the different ethnicities that we serve and are well versed in the cultural nuances.
- Our staff is bicultural and multi-lingual.
- Our staff is highly credentialed in the different services that we provide.
- Our organization provides a safe space in the hub of the community thus is easily accessible.

Amani Women Center (AWC) have been very successful in responding to the needs of the refugee community using a very innovative approach. We have created a safe space where refugee women can meet daily to learn sewing skills as well experience comradeship and intimate conversations in informal group therapy sessions. These sewing circles have evolved over time to address emotional needs of the women using culturally sensitive tools. We have groomed a team of community ambassadors that are multilingual who are trusted voices that help the women navigate various resources to get the help need when faced with difficulties addressing various health disparities and challenges. This background uniquely positions AWC to respond to needs that exist as a result of serving this unique population.

What have and haven't they accomplished so far?

- We have implemented a helpline to accommodate the growing needs in the community. Most of the needs were Covid-19 emergencies such rent and utilities assistance.
- Provided support for over 1,200 beneficiaries. Helped 800 families avoid evictions and utility termination.
- Mobilized and interviewed by phone over 500 refugees for Women Health Needs Study. Increased applications for welfare benefits, increased Covid awareness, testing, hygiene, and vaccines.
- We see the impact every day, by the end of 2020-2021, we served over 55 women, 24 graduated from the program and were awarded new sewing machines. We presented these proud resilient women, each with a certificate of completion. As these women have gained employment and shared their success with similar women the demand for our services continues to increase. The majority of the women have started their own home business, others are doing contractual piece work from home, and some are training to become instructors at AWC. 85% of the women report they have improved their speaking and personal coping skills as a result of education and working with our program. 80% of the women report they have achieved a level of economic security through achieving their personal goals for training, employment, and/or starting a business.
- We have also expanded the sewing academy to add 28 new students and are planning on adding 30 more by 2022.

- In response to Covid-19, AWC had to pivot and provide more direct services. Covid-19 emergency assistance and related support services. Connecting refugees to resources such as Covid-19 testing centers, food delivery, rent and utility assistance, processing Medicaid, and SNAP applications.
- AWC initiated a Covid-19 emergency fund under the Healthy Families Program in response to the needs of the community and program participants. Conducted numerous vaccine awareness events, campaigns, and distributed essentials such as diapers, wipes, hygiene supplies, food, sanitizers, and facial masks.
- Established a helpline in 10 different languages that community members can dial into and get help navigating the numerous resources available. This is supported by AWC Community Ambassadors. Mothers and program participants receive vital public health information and advice from voices they trust and in languages, they could understand.
- AWC educated and emphasized the importance of wearing masks, washing hands, and social distancing. Culturally tailored and linguistically appropriate messaging on covid-19 prevention. PSA's were presented via various messaging platforms. Flyers were designed and translated in over 10 different languages. AWC Ambassadors offered interpretation and information on screening sites, symptoms to look for, measures to take if confirmed positive, and where to get help.
- AWC administered emergency funding from the City of Clarkston for childcare services. AWC ambassadors assisted the qualified qualified recipients.

Financials

FISCAL YEAR START: 01/01 FISCAL YEAR END: 12/31

Revenue & Expenses

Revenue		2019
Contributions		\$132,781
Program Services		\$11,500
Investments		\$0
Special Events		\$0
Sales		\$0
Other		\$52,871
Total Revenue		\$197,152
Expenses		
Grants		\$0
Salaries & Employee Benefits		\$0
Professional Fees		\$80,220
Occupancy		\$24,000
Printing, Publications, Postage, etc.		\$3,800
Other Expenses		\$48,300
Total Expenses		\$156,320
Net Gain/Loss		
Net Gain/Loss		\$40,832

Balance Sheet

Assets	1/1/2019	12/31/2019	Change
Cash & Equivalent	\$145,978	\$113,000	-\$32,978
Fixed Assets (LBE - Depreciation)	\$0	\$66,000	\$66,000
Other	\$72,700	\$78,910	\$6,210
Total Assets	\$218,678	\$257,910	\$39,232
Liabilities	1/1/2019	12/31/2019	Change
Total Liabilities:	\$6,300	\$4,700	-\$1,600
Fund Balance	1/1/2019	12/31/2019	Change
Net Assets:	\$212,378	\$253,210	\$40,832

[☑ 'Key Revenue & Expense Data from Form 990'](#)

[☑ 'Key Balance Sheet Data from Form 990'](#)

Operations

Source: Self-Reported by Organization, December 2021

PRESIDENT/ED

Ms Doris K Mukangu

President / Executive Director

MPH/Emory, Rollins School of Public Health / HARVARD Kennedy School (Non-Profit Mgmt.)

Doris has over fifteen years of management experience working with nonprofit organizations on refugee affairs. She's an experienced subject matter expert on refugee affairs. At AWC, she provides stewardship support, coordinates day-to-day activities of the organization, and facilitates culturally tailored programs and services that empower women, refugees, and immigrants in the Clarkston, Atlanta metro area and parts of Africa. Doris is successful in introducing strategic operational plans, and programs to promote health education, administration, community engagement, and women empowerment. A sterling background in initiating and implementing culturally appropriate methods of training, program planning, evaluation, conference presentation, and planning, with a strong commitment to promoting health and disease prevention to the most vulnerable populations.

BOARD CHAIR

Dr. Tanae Acolatse

President, TEW Accounting & Consulting Services

BOARD MEMBERS

Sando Karneh

Morgan Stanley

Dr. Catherine Palmer

Gwinnett Medical

Dr. Jacqueline Walker

Retired

Sharifa Addae

Retired

Joan Kimenyi

United Postal Service

Shelly Kacergis

Retired

Bonnie O'Neill

Retired

Valerie Mills

City of Atlanta

Sandy Teepen

Sandies Label

Officers Directors, Trustees, Key Employees

FISCAL YEAR 2019

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Doris Mukangu	Program Manager	\$32,000	\$0	\$0
Reginald Erawoc	Program Supervisor	\$25,000	\$0	\$0
Leslie Deveau-Christian	Instructor	\$3,800	\$0	\$0
Bernardette Hurtte-Reid	Instructor	\$3,600	\$0	\$0
Hanae Isha	Community Ambassador	\$2,743	\$0	\$0
Hala Mustafa	Community Ambassador	\$2,743	\$0	\$0
Sharifa Adde	Community Ambassador	\$2,743	\$0	\$0
Bethlehem Birhane	Community Ambassador	\$2,743	\$0	\$0
Lin Lin Mkhumdui	Instructor	\$2,170	\$0	\$0

BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations? Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year? Yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year? Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership? Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years? Yes

Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's leader identifies as:

Race & Ethnicity	Black/African American/African
Gender Identity	Female, Transgender
Sexual Orientation	Decline to state
Disability Status	Person without a disability

Race & Ethnicity

	Board Members	Staff	Senior Staff
Board Members	11		
Staff	4		
Senior Staff	4		
	0% Asian American/Pacific Islanders/Asian	0%	25%
	64% Black/African American/African	75%	50%
	0% Hispanic/Latino/Latina/Latinx	0%	0%
	0% Native American/American Indian/Indigenous	0%	0%
	36% White/Caucasian/European	25%	0%
	0% Multi-Racial/Multi-Ethnic (2+ races/ethnicities)	0%	0%
	0% Additional Ethnicities *	0%	0%
	0% Unknown or decline to state	0%	0%

Gender Identity

	Board Members	Staff	Senior Staff
Board Members	11		
Staff	4		
Senior Staff	4		
	82% Female	100%	75%
	18% Male	0%	25%
	0% Non-binary	0%	0%
	0% Unknown or decline to state	0%	0%

Sexual Orientation

No data

Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.

Equity Strategies *Last Updated: 11/19/2021*

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. [Learn More](#)

Data

- ✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.
- ✓ We ask team members to identify racial disparities in their programs and/or portfolios.
- ✓ We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.
- ✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.
- ✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.
- ✓ We disaggregate data by demographics, including race, in every policy and program measured.
- ✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

- ✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.
- ✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.
- ✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.
- ✓ We have community representation at the board level, either on the board itself or through a community advisory board.
- ✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.
- ✓ We measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.
- ✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

Appendix

Key Documents

IRS Forms 990

Not Available

IRS Forms 990T

Not Available

Audited Financial Statements

Not Available

Key Organization Documents

[Letter of Determination](#)

[2019 Annual Report](#)

['Key Revenue & Expense Data from Form 990'](#)

['Key Balance Sheet Data from Form 990'](#)

GuideStar Charity Check

AMANI WOMEN CENTER

Aka Amani Sewing Academy / Johari Africa

3777 Church Street 5140 Memorial College Ave
Clarkston, GA 30021

- ✓ Foundation Status Code: PC*
- ✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

✓ IRS Pub 78
verified

Organization name	Location	Most recent IRS Publication 78
Amani Women Center Inc.	Clarkston, GA	December 2021
EIN	Deductibility status description	Verified with most recent Internal Revenue Bulletin
20-8795120	A public charity (50% deductibility limitation).	January 03, 2022

IRS Business Master File Details

IRS BMF 509(a)(2)

Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
AMANI WOMEN CENTER INC	December 13 2021	Section 509(a)(2) organization
EIN	IRS subsection	Ruling date
20-8795120	This organization is a 501(c)(3) Public Charity	06/2007

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued [regulations](#) which eliminated the advance ruling process for a section 501(c)(3) organization. [Learn more](#)

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

[IRS Revenue Procedure 2011-33](#) allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

-GuideStar acquires all IRS data directly from the Internal Revenue Service.

-[IRS Publication 78 \(Cumulative List of Organizations\)](#) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

-The [IRS Internal Revenue Bulletin \(IRB\)](#) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

-The [IRS Business Master File](#) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

-The [IRS Automatic Revocation of Exemption List](#) contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

-The Foundation Status Code is a value derived by mapping the codes found on the [990PF filing instructions](#) to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

-The Office of Foreign Assets Control (OFAC) [Specially Designated Nationals \(SDN\) list](#) organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.