



The Zim US Family Collective Corporation is organized exclusively for charitable, educational, religious, or scientific purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. The specific purposes of the Corporation include:

1. **Promoting Zimbabwean Traditions and Values:** To preserve and promote the traditions, values, and lifestyles of immigrants from Zimbabwe through cultural programs, educational workshops, and community events.
2. **Facilitating Integration:** To assist Zimbabwean immigrants in integrating into American society by providing resources such as language and job training, legal assistance, and mentorship programs.
3. **Fostering Cultural Exchange:** To encourage mutual understanding and respect among diverse cultures by organizing activities and events that promote cultural exchange and interaction.

Strategic Plan (2024-2027)

Mission Statement: To preserve and promote the traditions, values, and lifestyles of immigrants from Zimbabwe, facilitate their integration into American society, and foster cultural exchange and understanding among diverse cultures.

Year 1 (2024)

Goal 1: Build Community Presence and Outreach

Objectives:

1. Increase visibility in the community.
2. Establish partnerships with local organizations.

Strategies:

- **Community Engagement:** Organize community meetings to introduce the nonprofit and its mission.
- **Partnerships:** Identify and approach local organizations (e.g., cultural centers, schools, social services) for potential collaborations.

Timeline:

- Q1-Q2: Organize community meetings.
- Q3-Q4: Establish partnerships with at least 5 local organizations.

Year 2 (2025)

Goal 1: Develop Core Programs

Objectives:

1. Launch cultural preservation and promotion programs.
2. Start integration assistance programs.
3. Initiate cultural exchange activities.

Strategies:

- **Cultural Programs:** Organize workshops and events showcasing Zimbabwean culture, such as dance, music, and art classes.
- **Integration Programs:** Provide language and job training, legal assistance workshops, and mentorship programs.
- **Cultural Exchange:** Host multicultural events, such as food festivals, cultural fairs, and storytelling sessions.

Timeline:

- Q1: Launch cultural workshops and events.
- Q2: Start language and job training programs.
- Q3: Provide legal assistance workshops.
- Q4: Host first major cultural exchange event.

Goal 2: Strengthen Organizational Capacity

Objectives:

1. Expand staff and volunteer base.
2. Enhance fundraising efforts.

Strategies:

- **Staff and Volunteers:** Recruit additional staff and volunteers to support program implementation.
- **Fundraising:** Apply for more grants, engage in donor cultivation, and develop a membership program.

Timeline:

- Q1-Q2: Recruit 3 additional staff members and 20 volunteers.

- Q3-Q4: Secure 3 major grants and launch membership program.
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Year 3 (2026)

Goal 1: Expand and Evaluate Programs

Objectives:

1. Assess the impact of current programs.
2. Scale successful programs to reach more beneficiaries.

Strategies:

- **Program Evaluation:** Conduct surveys and assessments to measure program effectiveness and community impact.
- **Scaling Programs:** Use evaluation data to refine and expand programs. Increase the number of workshops, training sessions, and cultural events.

Timeline:

- Q1-Q2: Conduct program evaluations.
- Q3-Q4: Scale successful programs based on evaluation results.

Goal 2: Enhance Community and Cultural Exchange

Objectives:

1. Increase cultural exchange activities.
2. Promote intercultural understanding and respect.

Strategies:

- **Cultural Activities:** Organize regular intercultural dialogues, collaborative art projects, and exchange trips.
- **Community Campaigns:** Launch campaigns promoting cultural understanding through social media, local media, and community events.

Timeline:

- Q1: Plan and schedule intercultural activities.
 - Q2-Q4: Execute campaigns and host regular cultural exchange events.
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Evaluation and Adjustment

Throughout the three years, the organization will regularly review progress against the strategic plan. Quarterly board meetings will include updates on objectives and strategies, with adjustments made as necessary to ensure the nonprofit remains responsive to community needs and opportunities.

By following this strategic plan, the nonprofit will be well-positioned to achieve its mission of preserving Zimbabwean culture, aiding integration into American society, and fostering cultural exchange and understanding.

Core Programs

1. Cultural Preservation and Promotion Programs

1.1 Zimbabwean Arts and Culture Workshops

- **Description:** Regular workshops focusing on various aspects of Zimbabwean arts and culture, such as traditional music, dance, storytelling, and crafts.
- **Activities:**
 - **Music:** Mbira and marimba lessons, with performances at local events.
 - **Dance:** Traditional dance classes, culminating in a showcase performance.
 - **Storytelling:** Storytelling sessions featuring Zimbabwean folktales, myths, and contemporary stories.
 - **Crafts:** Workshops on making traditional crafts, such as beadwork, pottery, and basket weaving.
- **Frequency:** Monthly
- **Partners:** Local cultural centers, schools, and libraries.
- **Metrics:** Number of workshops held, participant satisfaction surveys, and participant attendance.

1.2 Zimbabwean Heritage Festival

- **Description:** An annual festival celebrating Zimbabwean heritage, open to the wider community.
- **Activities:**
 - **Cultural Performances:** Traditional music and dance performances.
 - **Food Fair:** Stalls offering Zimbabwean cuisine.
 - **Art Exhibits:** Displays of Zimbabwean art and crafts.
 - **Workshops:** Hands-on workshops in music, dance, and crafts.
- **Frequency:** Annually
- **Partners:** Local cultural organizations, food vendors, and artists.
- **Metrics:** Attendance numbers, diversity of attendees, and feedback surveys.

2. Integration Assistance Programs

2.1 Language and Job Training Program

- **Description:** A program designed to improve English language proficiency and provide job readiness training for Zimbabwean immigrants.
- **Activities:**
 - **Language Classes:** ESL (English as a Second Language) classes at beginner, intermediate, and advanced levels.
 - **Job Skills Workshops:** Resume writing, interview skills, and job search strategies.
 - **Certification Courses:** Vocational training in fields with high demand, such as healthcare, IT, and construction.
- **Frequency:** Weekly classes and monthly workshops
- **Partners:** Local community colleges, vocational schools, and workforce development agencies.
- **Metrics:** Number of participants, improvement in language proficiency, job placement rates, and participant satisfaction.

2.2 Legal Assistance Workshops

- **Description:** Workshops providing legal guidance on issues such as immigration, employment rights, and housing.
- **Activities:**
 - **Immigration Clinics:** Free consultations with immigration lawyers.
 - **Know Your Rights Sessions:** Informational sessions on workers' rights, tenant rights, and other legal issues.
 - **Document Preparation Assistance:** Help with filling out forms and applications.
- **Frequency:** Quarterly
- **Partners:** Legal aid organizations, pro bono lawyers, and immigrant advocacy groups.
- **Metrics:** Number of participants, number of consultations provided, and participant feedback.

2.3 Mentorship Program

- **Description:** A program pairing Zimbabwean immigrants with mentors who can provide guidance on navigating American society and achieving personal and professional goals.
- **Activities:**
 - **Mentor-Mentee Matching:** Pairing participants based on interests and goals.
 - **Regular Check-ins:** Monthly meetings between mentors and mentees.

- **Workshops and Social Events:** Networking events and skill-building workshops.
- **Frequency:** Ongoing
- **Partners:** Local professionals, business associations, and community leaders.
- **Metrics:** Number of mentor-mentee pairs, mentee satisfaction and progress, and retention rates.

3. Cultural Exchange Programs

3.1 Intercultural Dialogues

- **Description:** Facilitated discussions aimed at promoting understanding and respect between Zimbabwean immigrants and other cultural groups.
- **Activities:**
 - **Discussion Panels:** Topics on cultural diversity, integration experiences, and shared values.
 - **Storytelling Circles:** Sharing personal stories to build empathy and connections.
 - **Guest Speakers:** Experts and community leaders discussing cultural issues and solutions.
- **Frequency:** Bi-monthly
- **Partners:** Local cultural organizations, universities, and diversity initiatives.
- **Metrics:** Number of participants, diversity of attendees, and feedback surveys.

3.2 Multicultural Festivals and Events

- **Description:** Events celebrating various cultures, encouraging interaction and mutual respect.
- **Activities:**
 - **Cultural Performances:** Showcasing traditional music, dance, and art from various cultures.
 - **Food Tastings:** Offering dishes from different cuisines.
 - **Interactive Workshops:** Hands-on activities like cooking classes, dance lessons, and craft-making.
 - **Exhibitions:** Displays of cultural artifacts and art.
- **Frequency:** Quarterly
- **Partners:** Local cultural groups, schools, and community centers.
- **Metrics:** Attendance numbers, diversity of participants, and participant feedback.

3.3 Cultural Exchange Trips

- **Description:** Organized trips to cultural sites, museums, and events to foster a deeper understanding of different cultures.
 - **Activities:**
 - **Museum Visits:** Guided tours of museums focusing on different cultures.
 - **Cultural Site Tours:** Visits to historic sites and cultural landmarks.
 - **Exchange Programs:** Hosting and visiting exchange groups from other cultural organizations.
 - **Frequency:** Twice a year
 - **Partners:** Museums, historical societies, and cultural organizations.
 - **Metrics:** Number of trips, participant satisfaction, and diversity of participants.
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By implementing these detailed core programs, the nonprofit will effectively promote Zimbabwean culture, assist immigrants in integrating into American society, and encourage cultural exchange and understanding.

Financial Projection (2024-2026)

Year 1 (2024)

Revenue:

- Individual Donations: \$12,000
- Fundraising Events: \$8,000
- **Total Revenue:** \$20,000

Expenses:

- Program Costs (Workshops, Events): \$5,000
- Marketing and Outreach: \$3,000
- Administrative Expenses (Supplies, Insurance): \$3,000
- Legal and Accounting Fees: \$1,000
- **Total Expenses:** \$13,000

Year 2 (2025)

Revenue:

- Individual Donations: \$14,000
- Grants: \$13,000

- Fundraising Events: \$8,000
- **Total Revenue:** \$35,000

Expenses:

- Program Costs (Workshops, Events, Integration Assistance): \$20,000
- Office Rent and Utilities: \$1,000
- Marketing and Outreach: \$3,000
- Administrative Expenses (Supplies, Insurance): \$2,000
- Legal and Accounting Fees: \$1,000
- **Total Expenses:** \$27,000

Year 3 (2026)

Revenue:

- Individual Donations: \$14,000
- Grants: \$10,000
- Fundraising Events: \$10,000
- Membership Fees: \$3,000
- **Total Revenue:** \$37,000

Expenses:

- Program Costs (Expanded Programs, Cultural Exchange): \$22,000
- Staff Salaries (Part-time): \$8,000
- Office Rent and Utilities: \$4,000
- Marketing and Outreach: \$2,000
- Administrative Expenses (Supplies, Insurance): \$1,000
- Legal and Accounting Fees: \$1,000
- **Total Expenses:** \$38,000

Key Assumptions:

1. **Individual Donations:** Modest growth in individual donations due to increased community engagement and outreach.

2. **Grants:** Stable grant income, slightly decreasing in the third year as other revenue sources become more developed.
3. **Fundraising Events:** Gradual increase in revenue from successful events and festivals.
4. **Membership Fees:** Consistent contributions from a dedicated membership base.
5. **Expenses:** Expenses are closely aligned with revenue to ensure a balanced budget, focusing on essential program and operational costs.

Notes:

- **Staffing:** Limited to part-time staff to manage programs and administrative duties efficiently within budget constraints.
- **Program Costs:** Gradually increasing program costs reflect the nonprofit's growth and introduction of new activities.
- **Administrative Expenses:** Kept minimal to maximize funds available for program delivery.

This revised financial projection ensures that the annual revenue remains between \$37,000 and \$40,000, aligning with the requirement for filing Form 1023-EZ for tax exemption status.