Application for Sister City Relationship*

With Change in Sponsoring Agency

City Clerk's Office
City Hall, Room 205
200 E. Wells Street
Milwaukee, WI 53202 PH: (414) 286-2221 WEB: www.milwaukee.gov/sistercities

City of Milwaukee

APPLICATION ORGANIZATION

Name
PAN AFRICAN COMMUNITY ASSOCIATION (PACA)

Mailing Address
4063 N. 64TH STREET UNIT A
MILWAUKEE, WI. 53216

Website WWW.PANAFRICOMA.ORG

PERSON IN CHARGE OF ORGANIZATION

Name	Phone
1. MR FESSAHAYE MEBRAHTU-EXCUTIVE DIRECTOR----------	414-526-0385
2. MRS MAGUGU DAVIS- PACA MARKETIN PR DIRECTOR ----------	414-699-0561
3. STEVE KAMUIRU-BOMET REPRESENTATIVE IN MILWAUKEE----------	414-313-5930
4. DAVID MUGUN-BOMET REPRESENTATIVE IN MILWAUKEE----------	414-712-2430
5. SAM JAKOYO-PRESIDENT-KENYANS IN MILWAUKEE----------	414-534-4657
6. MAUREEN WAOH TOPIN-VICE PRESIDENT KENYAN IN MILWAUKEE---	414-303-8854
7. GINA JONES-VICE PRESIDENT KENYANS IN MILWAUKEE----------	414-630-0876
8. ALICE KONES-BOMET REPRESENTATIVE IN MILWAUKEE----------	414-377-2855
Mailing Address	Email
1.) SAME AS ABOVE	fmebrahtu@panafricoma.org
2.) SAME AS ABOVE	mdavis@panafricoma.org
	alkones@yahoo.com
3.) and 4) 4333 N. AVE # 216, SHOREWOOD WI, 53211.	dkmugun@yahoo.com
5.), 6), 7, and 8)	kenyans@creative-jones.com

SISTER CITY

Name	Country	Population
BOMET	KENYA	800,000 APPROXIMATELY

Please attach the following information:

Information about the sister city:

- Demographics
- Geographic description
- Historical background
- Governmental structure
- Educational system

- Areas of mutual interest and involvement between Milwaukee and the proposed sister city in the areas of culture and business
- Details of communication and consultation with the sister city regarding the proposed relationship
- Information regarding the local organizational structure in the proposed sister city that will support

the relationship

Information about the applicant organization:

- Organizational status (e.g. 501c-3). List Board of Directors and attach bylaws
- Number of members and their professional and business background
- Goals of the organization regarding the sister city relationship
- Current activities of the organization in relation to the sister city
- Methods the organization uses to meet the goals of the sister city relationship
- Financial base of the organization and funds available to support the sister city relationship
- Evidence of local community support for the sister city relationship, including additional financial support and interest in exchange program

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Note: Application for renewal of a sister city relationship must be submitted to the Sister Cities Committee not less than 6 months before the expiration of the existing relationship.

Kenyansinmilwaukee www.kenyansinmilwaukee.com Kenyansinmil

Kenyans in Milwaukee, Inc.

Brief overview:

For many years, Kenyans in Milwaukee have connected privately as individuals, families, and within other community settings. We have supported each other during sickness, loss, and celebrated events like baptisms, graduations, birthdays, and weddings. Over time, Kenyans with their other extended Milwaukee families felt that a formal organization would provide a better and broader forum for togetherness. This cohesive group would provide a better dynamic and arena to address emerging community challenges as well as promote positive developments and relationships between the people of Kenya, the greater Milwaukee community and beyond.

In October 2013, a small committee began monthly meetings to formally establish the Kenyans in Milwaukee organization. In November 2014, Kenyans in Milwaukee, Inc. acquired the Federal Identification Number (EIN).

Mission:

To bring together, integrate and harmonize Kenyans with the local Milwaukee community by promoting programs aimed at improving the welfare and aspirations of Kenyans living in the Greater Milwaukee area.

Purpose:

The Kenyans in Milwaukee group endeavors to promote their rich Kenyan culture through the celebration of historic Kenyan holidays and events, support members in times of need, network, and provide a forum for collaboration, development and connection with communities in the greater Milwaukee area, as well as with other Kenyans in the Diaspora.

Goals:

- Organize/Coordinate the annual Kenyan Independence day celebration/fair (Jamhuri).
- Organize/Coordinate the annual summer picnic - “Kenyan day”.
- Assist/support members in times of need.
- Promote the welfare and aspirations of Kenyans in Milwaukee.
- Promote/support initiatives of localized developments between the people of Kenya and the US.

President
Samuel Jackoyo
Johnson Controls, Inc

Treasurer
Hilary Njagi
Parklawn Assembly of God

Secretary
Gina Wanyee-Jones
Creative Jones, LLC

8317 West Herbert Avenue, Milwaukee WI 53218 Kenyansinmilwaukee@gmail.com (414) 534 - 4657

Kenyansinmilwaukee www.kenyansinmilwaukee.com Kenyansinmil

May 7, 2015

The Sister City Committee
City Hall, Room 205
200 E Wells Street
Milwaukee, WI 53202

RE: MILWAUKEE – BOMET SISTER CITY RELATIONSHIP

To the Committee,

One of the goals of the Kenyans In Milwaukee organization is to support initiatives that promote positive developments between the Greater Milwaukee community and the people of Kenya. As a group, we are delighted to be a part of this opportunity that will not only facilitate city-to-city dialogue between Bomet County and Milwaukee, but also promote educational, cultural and economic exchanges and thus foster an environment for growth.

The Kenyans in Milwaukee look forward to joining the ranks of other Sister City relationships already formed with the City of Milwaukee. We are committed to the process and success of the connections made through this endeavor. To that end, please do not hesitate to contact us at (414) 534 4657 or Kenyansinmilwaukee@gmail.com should you have any questions.

Sincerely,

Sam Jackoyo

Samuel Jackoyo
President, Kenyans in Milwaukee

President
Samuel Jackoyo
Johnson Controls, Inc

Treasurer
Hilary Njagi
Parklawn Assembly of God

Secretary
Gina Wanyee-Jones
Creative Jones, LLC

8317 West Herbert Avenue, Milwaukee WI 53218 ★ Kenyansinmilwaukee@gmail.com ★ (414) 534 - 4657

Pan-African Community Association
4063 N. 64th St. Unit A
Milwaukee, WI 53216
Tel.: 414-442-5864 – Fax: 414-535-8829
www.panafricoma.org

May 5, 2015

William Rutto
Bomet County Development Trust
P. O. Box 19-20400
Bomet, Kenya

Dear Mr. Rutto,

The Board of Directors of the Pan-African Community Association (PACA) met on April 18, 2015, to discuss supporting the Bomet County's application for a Sister City relationship with the City of Milwaukee.

I am pleased to inform your request to be represented by PACA was approved. This approval allows you to proceed with the necessary arrangements to finalize a formal relationship with the City of Milwaukee, according to the rules and regulations that governs the Sister City program.

As you continue the process, PACA will support your effort and work with the City of Milwaukee on your behalf. Having cleared the way to transition from a friendly relationship to a formal one, we look forward to the formal signing of the Sister City relationship between Bomet County and the City of Milwaukee.

If you have any questions, do not hesitate contacting me or Ms. Magugu Davis, Sister City Coordinator at PACA (mdavis@panafricoma.org).

Sincerely,

Fessahaye Mebrahtu
Executive Director
Fmebrahtu@panafricoma.org

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAR 24 2008

Employer Identification Number:
20-0247902
DLN:
17053054801088
Contact Person:
MICHELLE A GLUTZ ID# 31213
Contact Telephone Number:
(877) 829-5500
Public Charity Status:
170(b)(1)(A)(vi)

PAN-AFRICAN COMMUNITY ASSOCIATION
6222 W CAPITOL DR STE 101
MILWAUKEE, WI 53216

Dear Applicant:

Our letter dated June 2004, stated you would be exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, and you would be treated as a public charity, rather than as a private foundation, during an advance ruling period.

Based on the information you submitted, you are classified as a public charity under the Code section listed in the heading of this letter. Since your exempt status was not under consideration, you continue to be classified as an organization exempt from Federal income tax under section 501(c)(3) of the Code.

Publication 557, Tax-Exempt Status for Your Organization, provides detailed information about your rights and responsibilities as an exempt organization. You may request a copy by calling the toll-free number for forms, (800) 829-3676. Information is also available on our Internet Web Site at www.irs.gov.

If you have general questions about exempt organizations, please call our toll-free number shown in the heading.

Please keep this letter in your permanent records.

Sincerely yours,

Robert Choi

Robert Choi
Director, Exempt Organizations
Rulings and Agreements

Letter 1050 (DO/CG)

10 ARTICLE X: AMENDMENTS

1. These By-laws may be amended at any time by a majority vote of the Executive Committee then in office, provided, however, that any amendment that alters or affects the right of the members to elect, or remove, the Executive Committee, or any one of them, shall require the approval of a majority of the active members.

2. _____ Chairman _____ Secretary

COPY

PAN-AFRICAN COMMUNITY ASSOCIATION, Inc.

Amendments of Bylaws

1. Pan-African Community Association is organized exclusively for charitable and/or educational purposes, including such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.
2. No part of the net earning of the Pan-African Community Association, Inc., shall inure to the benefit of, or be distributable to its members, trustees, officers or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying of propaganda, or otherwise attempting to influence legislation, and organization shall not participate in, or intervene in (including the publishing or distribution of statements) any campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other purposes not permitted to be carried on:
   a. By an organization exempt from federal income tax section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code,
   b. By an organization, contributions to which are deductible under 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.
3. Upon dissolution of the Pan-African Community Association, Inc., assets shall be distributed for one or more exempt purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for public purpose. Any such assets not disposed of shall be disposed by the Court of Common Pleas of the county in which the principal office of the organization or organizations, as said Court shall determine which are organized and operated exclusively of such purposes.

As of this 10th day of May in the year 2004 these amendments shall be included in the main Bylaws of the Pan-African Community Association, Inc.

Signature of Board Officer

Signature of Board Officer

Signature of Board Officer

DECLARATION

We declare that the Set of the Bylaws (organizing document) of PAN-AFRICAN COMMUNITY ASSOCIATION (insert name of organization) was adopted by two or more members of our governing body on September 20, 2003 (insert exact date - mm/dd/yy).

The copy submitted with our application is a complete and accurate copy of our original document, which was signed and dated by at least two of our officers.

Signature of Officer/Director/
Power of Attorney

May 10th, 04
Date

Signature of Officer/Director/
Power of Attorney

May 10, 2004
Date

Pan-African Community Association, Inc.
Milwaukee, WI

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1 ARTICLE I: NAME OF THE MISSION

The name of the organization shall be Pan-African Community Association, Inc., or PACA.

1.1 Mission Statement of PACA

PACA brings together all the people of African descent to preserve and enrich African cultural values through education, empowerment, dialogue and serving the needs of the greater Milwaukee community.

1.2 Vision Statement of PACA

PACA envisions that African refugees and immigrants make a smooth adjustment into the American society, enjoy the rights, and fulfill their obligations as integral members of their community.

1.3 Goals and Objectives of PACA

PACA achieves its goals by facilitating the adjustment process of new African immigrants and refugees to the American way of life with dignity and directs them to available resources.

PACA preserves and enriches African cultural heritage through cultural celebrations, and by connecting refugees and immigrants to their cultural, national, ethnic and religious communities in the Greater Milwaukee area.

PACA provides ways and means to strengthen family relationships through interfamily and community support.

PACA brings together all communities, especially the African and African American communities through a series of dialogue, educational workshops, and panel discussions.

PACA also increases community awareness of African issues that impacts our humanity.

2 ARTICLE II: MEMBERSHIP

2.1 Membership

Africans, African-Americans and others who are committed to further the mission and vision of PACA may be members. The Board of Directors of PACA shall reach out to all African national communities to enlist their membership in the Association.

2.2 Meetings of Members

An annual meeting of the members for the election of the executive committee and for the transaction of other business shall be held in the month of April 15, but not later than the month of May 15. The Executive Committee will designate time and location. If the Executive Committee shall fail to call an annual meeting as required by the preceding article, any active member may, by written notice to the other active members call such an annual meeting.

2.3 Special Meetings

Special meetings of members for any purpose or purposes may be called from time to time by the Executive Committee or at the request made, in writing to the Committee by one-third of the active members. The notice for any such meeting shall state the purpose or purposes thereof, and the initiator(s) of the meeting. Emergency meetings of the Executive Committee or members of the association may be called by electronic communication at any time.

2.4 Notice of Meetings

Written notice of any regular or special meetings of members shall be sent by mail or e-mail to each active member at least fourteen (14) days but not more than thirty (30) days prior to such meeting.

2.5 Voting by Members

Active members will be entitled to one vote per member on all matters requiring a vote of the membership of the organization. Only active members can serve as proxy. Unless authorized by the Executive Committee no member can serve as proxy for more than one (1) person. Any vote for the Executive Committee or officers shall be by ballot. The secretary at the meeting will report the count of ballots.

2.6 Quorum of Members

At all meeting of members, a simple majority of the active members of the Organization present in person shall constitute a quorum to conduct a meeting. If a quorum shall not be present at any meeting of members, those present in person represented shall have the power to adjourn the meeting from time to time, without notice other than announcement at the meeting, until requisite quorum shall be present.

2.7 Special Matters Requiring Approval of Members

The approval of the active members shall be required to: (1) amend the Articles of this Association; (2) provide for mergers into or with, or consolidation with another association or corporation; and (3) provide for the voluntary dissolution of this association, or other disposition of all or substantially all of the property or assets of this Association.

3 ARTICLE III: BOARD OF DIRECTORS

Except for such powers as may be delegated by these By-laws to the officers of the Association, the policy matters of the Association shall be vested in its Board of Directors, while the Executive Committee shall be charged with the management of the affairs of the Association. No individual member of the Board of Directors shall have the authority of making statements affecting Association policy to the press or the other groups except for such powers as may be delegated by these By-laws to the members of the Board of Directors of the Organization.

3.1 Size of Executive Committee and Term of Office of Board of Directors

The Board of Directors shall be comprised of the Board Chairperson and four Board members. All members to serve on the board shall be active members of the Association. Board members shall be elected to serve for a period of two years. Each member shall serve until s/he be removed or until her/his successor shall be elected.

3.2 Election of the Board of Directors

The election of the Board of Directors will be conducted solely and voted upon by active members at the initial general meeting and thereafter at an annual meeting every two years. Active members may nominate up to eight members to contest for the five positions of the Board of Directors. The board member who gets the highest votes will become the Board Chairperson. The remaining Board members will be voted to the remaining top four nominees for the board membership. Any person so nominated shall give his/her consent to the nomination prior to the election.

The initial Chairperson of the Executive Committee will be Chairperson of the Board of Directors and the remaining four Board members will be the Secretary, the Treasurer, and two Councilors. At the initial general meetings of the Association (following the incorporation of the Association), the Board of Directors will be elected as specified in these By-laws.

3.3 Resignation of a Board Member

Any Board member may resign at any time by giving written notice of such resignation within thirty (30) days to the remaining members of the Board of Directors.

3.4 Vacancy on the Board of Directors

With the exception of the Chairperson, one or two vacancies on the Board of Directors may remain open until the next meeting of all members of the association. In case of the position of the Chairperson of the Board or more than two ordinary members of the board being vacant, then an emergency meeting of all members of the association shall be

called to conduct voting to fill the vacant positions. Any member so elected by the special members meeting shall hold office and serve until the term of their predecessors expire.

3.5 Meeting of the Board of Directors

The Board of Directors shall meet at least two times each year at places designated by the Executive Committee. Special meetings of the Committee may be called by the Chairperson or at the request of any two members of the Board of Directors. Notice of special meetings shall be given at least fourteen days prior to such meeting. The Chairperson may call emergency meetings of the Executive Committee by electronic communication at any time, as s/he deems fit and necessary.

a. If at any meeting of the Board of Directors a quorum shall not be present, the members present at the meeting shall have the power to adjourn the meeting from time to time, without notice other than announcement at the meeting, until the requisite number of members constituting a quorum shall be present.

b. All Board meetings shall be conducted in closed sessions.

3.6 Removal of Members of the Board of Directors

With the exception of the Chairperson, any member of the Board of Directors may be removed from office by the affirmative vote of a quorum of Board of Directors, members present at a regular or special meeting, for conduct detrimental to the interest of the Association, for the lack of sympathy with its objectives, for refusal to render reasonable assistance in carrying out its purposes, or for being absent for three (3) consecutive meetings of the Executive Committee without justifiable cause. Any such member proposed to be removed from office shall be entitled to written notice of proposed action mailed fourteen (14) days prior to the meeting at which such removal is to be voted upon and shall be entitled to appear before and be heard at such meeting.

3.7 Quorum of the Board of Directors

Fifty percent (50%) plus one of the existing members of the Executive Committee shall constitute a quorum.

3.8 Duties of the Board of Directors

The main function of the Board of Directors will be to set the Association policy and ensure that the Executive Committee and other Association officers follow those policies. In this regard, the Board will be the custodian of the Association policy and will act in a manner such that the original purpose of the association is properly implanted and where change is deemed necessary then the correct procedure as specified in these by-laws is followed to institute such change.

4 ARTICLE IV: EXECUTIVE COMMITTEE

4.1 Powers of the Executive Committee

Except for such powers as may be delegated by these By-laws to the officers of the Association, the powers of the Association shall be vested in its Executive Committee, and the Executive Committee shall be charged with the management of the affairs of the Association.

No individual Executive Committee Member shall have the authority of making statements affecting Association policy to the press or other groups except for such powers as may be delegated by these By-laws to the members of the officers of this Corporation.

4.2 Size of Executive Committee & Terms of Office of Executive Committee

The Executive Committee shall be comprised of the Chairman, the Deputy Chairman, the Treasurer and his/her deputy, the Secretary, and his/her deputy and two (2) councilors. All members to serve on the committee shall be active members of the Association. Committee members shall be elected to serve for a period of two (2) years. Each member shall serve until he/she shall be removed or until his/her successor shall be elected.

4.3 Election of Executive Committee

The election of the Executive Committee will be conducted solely and voted upon by active members at the initial general meeting and thereafter at an annual meeting every two years. Active members may nominate up to three members to contest for each position on the Executive Committee excluding the deputies and councilors. The deputy for each position will be the runner-up. The councilors will be selected from the top two nominees for the councilor position. Any person so nominated shall give his/her consent to the nomination prior to the election.

4.4 Resignation of Executive Committee Member

Any Executive Committee Member may resign at nay time by giving written notice of such resignation to the Committee, which shall act immediately thereafter.

4.5 Vacancy on the Executive Committee

With the exception of the Chairman, any vacancy on the Executive Committee may be filled by a majority vote of Executive Committee members then in office. Any member so elected by the Executive Committee shall hold office and serve until the term of his/her predecessor expires.'

4.6 Meeting of the Executive Committee

The Executive Committee shall meet at least six (6) times each year at places designated by the Executive Committee. Special meetings of the Committee may be called by the Chairman or at the request of any four (4) members of the Executive Committee. Notice of special meetings shall be given at least fourteen (14) but not more than thirty (30) days prior to such meeting. The Chairman may call emergency meetings of the Executive Committee by electronic communication at any time, as he/she deems fit and necessary.

a. A member in attendance at a meeting by electronic communication pursuant to which he/she may be heard by, and may hear all of the other members, shall be deemed to be present in person and may vote on all matters presented at the meeting. A majority of the members present in person or by electronic communication shall constitute a quorum. The act of a majority of the members present at a meeting at which a quorum is present shall be the act of the Executive Committee. The Executive Committee may designate times and places of regular meetings, and upon such designations such meetings shall be deemed dully called with or without the giving of notice.

b. If at any meeting of the Executive Committee a quorum shall not be present, the members present at the meeting shall have the power to adjourn the meeting from time to time, without notice other than announcement at the meeting, until the requisite number of members constituting a quorum shall be present.

c. All Executive Committee Meetings shall be conducted in closed sessions.

4.7 Removal of Members of the Executive Committee

With the exception of the Chairrperson, any member of the Executive Committee may be removed from office by the affirmative vote of a quorum of Executive Committee members present at a regular or special meeting, for conduct detrimental to the interest of the Association, for the lack of sympathy with its objectives, for refusal to render reasonable assistance in carrying out its purposes, or for being absent for three (3) consecutive meetings of the Executive Committee without a justifiable cause. Any such member proposed to be removed from office shall be entitled to written notice of proposed action mailed fourteen (14) days prior to the meeting at which such removal is to be voted upon and shall be entitled to appear before and be heard at such meeting.

4.8 Quorum of the Executive Committee

Fifty percent (50%) plus one of the existing members of the Executive Committee shall constitute a quorum.

4.9 Election and Duties of the Chairman

4.9.1 Election of Chairman

At the initial general meeting of members and thereafter at an Annual meeting, “qualified” active members shall elect, as described in Article II section 2, the Chairman of the Executive Committee who will also be Chief Executive of the Association.

The Chairman shall be elected to serve in that capacity for a period of two (2) years or until his/her successor shall be elected, unless he/she shall be removed from office by a vote of “no confidence” by a majority of active members at a meeting called by the remaining Executive Committee members.

4.9.2 Duties of the Chairman

The Chairman of the Association shall have all powers and shall perform all duties commonly incident to and vested in the office of Chairman of an Association, including but not limited to being chief executive officer of the Association, preparing the agenda for the Annual Meeting at which her or she presides, and having general knowledge of and responsibility for supervision of the business of the Association. The Chairman of the Association shall also have the following specific powers:

- The Chairman calls and presides at all meetings of the Association including meetings of the Executive Committee.
- Assumes the function of chief spokesperson of the Association.
- Represents the Association to the conferences and public forums.
- Coordinates the Association's public relations activities in consultation with the Executive Committee members.
- Calls emergency meetings of the Executive Committee when he/she deems it fit necessary.
- The Chairman, with the approval of other Executive Committee members, shall appoint chairpersons for standing committees and sub-committees as may required by these By-laws and shall be and ex-officio member without vote of all committees, unless otherwise specified in these By-laws.
- The Chairman with the approval of other Executive Committee members shall have the power to suspend the activities of any Standing Committee or to leave the chair of any Standing Committee vacant for the duration of his/her term of office.
- The Chairman, with the approval of other Executive Committee members, shall have the power to appoint special or ad-hoc committees as may be required.
- The Chairman shall also perform such other duties as other members of the Executive Committee may from time to time designate.

4.10 Duties of the Deputy Chairman

The deputy Chairman will assist the Chairman on all matters of the Association, and execute the duties of the Chairman in his/her absence.

4.11 Duties of the Secretary and Deputy Secretary

The Secretary shall attend all meetings of the Executive Committee, any standing committee and all meetings of the members and record all proceedings of the meetings of the members in a book to be kept for that purpose. The Secretary shall have custody of the corporate seal of the Association and he/she shall have authority to affix the same to any instrument requiring it and when so affixed, it may be attested by his or her signature. In the absence of the Secretary, the deputy Secretary shall perform all the duties pertaining.

The Executive Committee may give general authority to any other officer(s) to affix the seal of the Association and to attest the affixing by his or her signature. In addition to

keeping accurate minutes of the proceedings of the members, Executive Committee, and committees of the Executive Committee, the Secretary shall keep at the principal office of the Association a record of the names, addresses and telephone numbers of the members of the Association entitled to vote. Such information (addresses and members telephone numbers) shall at all times be kept and used specifically for the Association's activities and treated as confidential by all members of the Executive Committee.

4.12 Duties of the Treasurer and Deputy Treasurer

The Treasurer shall have custody of the Association's funds and securities, shall keep full and accurate amounts of receipts and disbursements, and shall keep correct and complete books and records of accounts. The Treasurer shall deposit all moneys and other valuable effects in the name and to the credit of the Association in such depositories as may be designated by the Executive Committee. The Treasurer shall render to the Chairman and the Executive Committee at its regular meetings, or when the Executive Committee so requires, and account of all his/her transactions as treasurer and of the financial conditions of the Association. The Treasurer shall prepare and present Annual Statements of Account and budget to the Annual Meeting of members. The Annual Statements of Account and budget will also be posted on the World Wide Web site of the Association. In the absence of the Treasurer, the Deputy Treasurer shall perform all the duties pertaining.

4.13 Compensation of Officers

The Executive Committee shall have the power to pay reasonable compensation for duties performed and/or expenses incurred by any member or officer.

5 ARTICLE V: STANDING COMMITTEES

5.1 The Executive Committee

The Executive Committee shall have the power to increase or decrease the number of Standing Committees are (i) Education committee, (ii) Social and Cultural Committee, (iii) Budget and Finance committee and (iv) Publications Committee (v) Economic and social development committee.

5.2 Education Committee

The Education Committee shall consist of no fewer than four (4) members. Charged with planning, organizing and carrying out all educational activities and other forums for enrichment of the Association's membership. This Committee may coordinate its plans and activities closely with those of the Social and Cultural Committee.

5.3 Social and Cultural Committee

The Social and Cultural Committee shall consist of now fewer than four (4) members. Charged with planning, organizing, and carrying out all social and cultural activities for the enrichment of the membership and the community. This Committee may coordinate

its plans and activities closely with those of the Education and Budget and Finance Committees.

5.4 Budget and Finance Committee

The Budget and Finance Committee shall consist of no fewer than three (3) members. The Treasurer shall serve as the Chairperson of this committee. The committee shall be responsible for all financial matters affecting the Association. The committee shall prepare all necessary recommendations for and needed by the Executive Committee and it shall work closely with all other committees especially in matters involving finances.

5.5 Publications Committee

The publications Committee shall consist of no fewer than three (3) members. The committee shall be responsible for fund raising including promotion of financial activities that are conducted by its members. This Committee shall be responsible for maintaining the World Wide Web site of the Association, editing, publishing, and distributing the Association's newsletter and all other publications to the membership, other individuals and organizations that have working relationships with the "PACA", as well as publicizing the aims and objectives of the Association.

5.6 Economic and Social Development Committee

The Economic and social development Committee shall consist of no fewer than three (3) members. This committee will be responsible for fund raising including promotion of financial activities that are conducted by its members. This committee will also be responsible for raising awareness within the community about various economic activities that are available to them and in helping them secure such assistance that may be needed in engaging in it. This committee will be able to raise funds from such sources as contributions, grants, and donations from various organizations, foundations, and individuals. It will also be able to derive income from functions and activities organized by or on behalf of the association members. The committee shall work closely with all other committees especially with the Budget and Finance committee in matters involving finances.

5.7 Appointment of Committee Members

The Chairman of the Association, with the approval of the Executive Committee, shall appoint such committees and task forces as shall be prescribed by the Executive Committee from time to time. Members of each Committee will be appointing their chairperson. The chairperson of any committee for failure to perform his/her duties to the satisfaction of the Executive Committee.

5.8 Terms of Office

Terms of office for chairpersons and members of the Standing Committees shall be for two years.

5.9 Meeting of Standing Committees

Unless otherwise provided by the Executive Committee upon designation of a committee, each committee designated shall operate under the rules set forth in this paragraph. Meetings shall be called by the chairperson of the committee, the Chairman of the Association, or any member of the committee and may be held upon 24 hours notice, e-mailed or written notice delivered by hand, or upon other written notice given not less than fourteen (14), but not more than thirty (30) days, prior to such meeting.

6 ARTICLE VI: FINANCIAL ADMINSTRATION

1. All expenditure will have to be authorized by the Chairman of the Association.

2. All checks or demands for money shall be co-signed by the Treasurer and the Chairman of the Association or the Deputy Treasurer.

3. All funds of the Association shall be deposited in a bank or banks designated by the Executive Committee.

4. The Executive Committee shall annually designate and direct the officers to engage an independent public accountant to audit the accounts of the Association.

5. The fiscal year of the Association shall be from January 1 to December 31 of each year.

7 ARTICLE VII: DUES

1. Dues for membership in the Association shall be determined once during each calendar year by members at the annual general meeting and shall be payable upon application for membership and thereafter on a monthly basis or as may be determined by the executive committee from time to time. Emergency contributions shall be considered due when called upon. All dues are non-refundable.

2. Dues shall be considered past due ten (10) days after beginning of each month. Member's rights and privileges as described in these By-laws shall be denied any member whose dues are delinquent. A member whose dues are delinquent shall be granted a grace period of three months. The membership will be restored upon payment of all past dues plus a penalty to be set by the executive committee from time to time. The Treasurer may recommend that a member whose dues are delinquent be dropped from membership, and a majority vote of the Executive Committee shall be required to confirm such action. Bounced checks will carry a

surcharge of an amount that will be set by the Executive Committee from time to time but will not be less than $25.00.

8 ARTICLE VIII: MISCELLANEOUS

1. **Notices:** Unless otherwise indicated herein, when notices are required to be given by e-mail or first class mail, postage paid, addressed to the party to be notified at the last address shown for such party on the books and records of the Association or shall be hand delivered to such party at such address. Written notices required hereunder shall be deemed to have been given when mailed or in the case of hand delivery, when delivered.

2. **Record Dates:** Where notice is required to be given to members, it shall be given as may be designated by the person giving such notice to the members who are members of records as of a date certain not more than thirty (30) days prior to the date the notice is given.

3. **Inspection of Books and Records:** The books and records of the Association shall be available for inspection by any Active member, or his agent or attorney, for any proper purpose by giving five days notice.

9 ARTICLE IX: INDEMNITY FOR THE EXECUTIVE COMMITTEE AND OFFICERS

Indemnification: This Association shall indemnify any person who was or is a party threatened, to be made a party to any threatening, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative or investigative by reason of the fact such person is, or was a member of the Executive Committee of this Association against expenses (including attorney's fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him or her in connection with such action, suit or proceeding , if he or she acted in good faith and in a manner he or she is reasonably expected to be in, or not opposed to, the best interests of the Association, and with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

10 ARTICLE X: AMENDMENTS

1. These By-laws may be amended at any time by a majority vote of the Executive Committee then in office, provided, however, that any amendment that alters or affects the right of the members to elect, or remove, the Executive Committee, or any one of them, shall require the approval of a majority of the active members.

2. _____ _____

Chairman Secretary

PAN-AFRICAN COMMUNITY ASSOCIATION, Inc.

Amendments of Bylaws

1. Pan-African Community Association is organized exclusively for charitable and/or educational purposes, including such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.
2. No part of the net earning of the Pan-African Community Association, Inc., shall inure to the benefit of, or be distributable to its members, trustees, officers or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying of propaganda, or otherwise attempting to influence legislation, and organization shall not participate in, or intervene in (including the publishing or distribution of statements) any campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other purposes not permitted to be carried on:
   a. By an organization exempt from federal income tax section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code,
   b. By an organization, contributions to which are deductible under 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.
3. Upon dissolution of the Pan-African Community Association, Inc., assets shall be distributed for one or more exempt purposes within the meaning of section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for public purpose. Any such assets not disposed of shall be disposed by the Court of Common Pleas of the county in which the principal office of the organization or organizations, as said Court shall determine which are organized and operated exclusively of such purposes.

As of this _____day of _____ in the year _____ these amendments shall be included in the main Bylaws of the Pan-African Community Association, Inc.

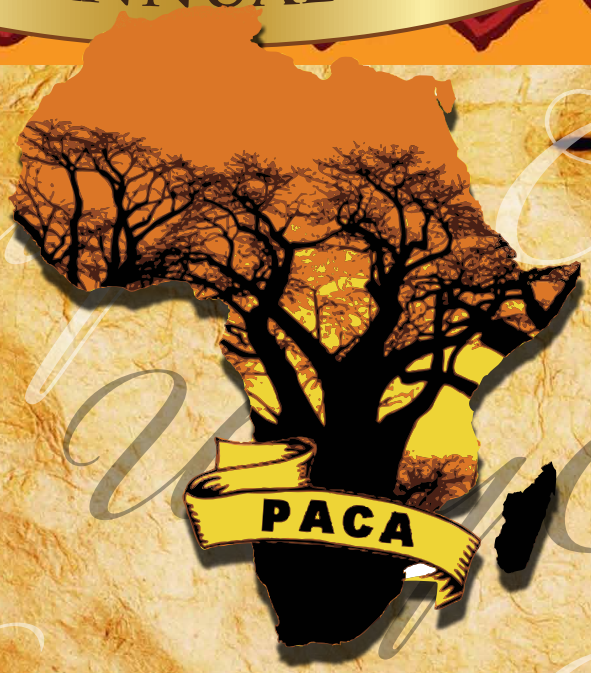
_____
Signature of Board Officer

_____
Signature of Board Officer

_____
Signature of Board Officer

THE PanAfrican

5TH ANNUAL GALA



Celebrating Unity

2013 ANNUAL REPORT

Pan-African Community Association Magazine

www.panafricoma.org

MENU

Appetizers

Salad

Sambusas (Choice of Turkey or Veggie)

Entree's

Tilapia strips dipped in chick pea flour & spices

Chicken Masala legs sauteed in onions & peppers

Smoked goat

Chicken curry

Lentil stew

Basmati rice

Drinks

Water

Mixed juice - Mango, pineapple, Carrot, Passion & Orange

Cash Bar

Catering by Immy's African Cuisine

PROGRAM

Event MC's - Alderman Joe Davis Sr.

Meet & Greet, Silent Auction

Opening Prayer & Welcome ..... Ald. Joe Davis

Dinner &

Musical Selection - Marimba Africa

Brief Introduction Of PACA & Board Members..... Peter Akubeze
PACA Board President

Acknowledgement Of Sponsors .....Mrs Magugu Davis
PACA Marketing Director

Introduction of Guest Speaker.....Ald. Joe Davis

Guest Speaker ..... Vuyiswa Tulelo
Honorable South African Consul General

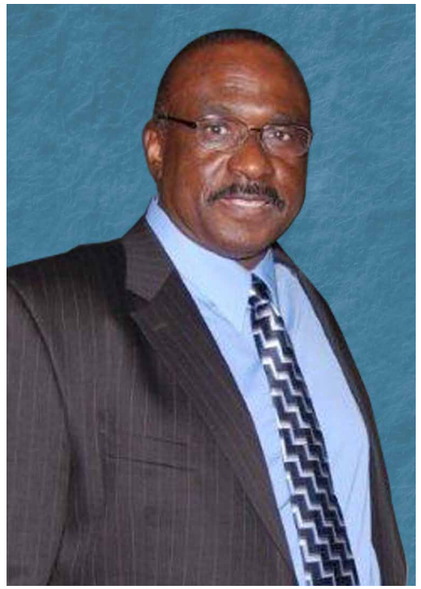
Fashion Show .....Fanny Muller

Paca Awards Ceremony ..... Fessahaye Mebrahtu
PACA Executive Director

Presentation .....Coalition of African Youth

Dance Party - Marimba Africa

ANNUAL REPORT 2013



Greetings!

This has been a very challenging year for the Pan-African Community Association (PACA). Through it all, I continue to be very proud of our board members who have worked tirelessly to ensure that the organization stays on firm footing. For their dedication, commitment, I owe each and every one of them a great debt of gratitude.

Despite the challenges, PACA has made substantial progress as an organization dedicated to providing leadership through dialogue, education, empowerment, and service to the African Diaspora community. This year, PACA launched the African Diaspora Development Institute (ADDI), which is designed to harness potential capacities in the local African Diaspora communities with the goal of opening up entrepreneurial opportunities and cultural exchanges between Africa and the United States.

PACA continues to be committed to promoting our rich African cultural heritage as it provides assistance to African immigrants, refugees and asylees. The after school program for African immigrants and refugees (ASPAIR) continues to progress even as funding sources shrink. Other existing PACA programs continue to expand, thanks to the hard work and dedication of the staff.

On behalf of the Board of Directors, I will like to extend our gratitude to members of the PACA staff, who under the leadership of the Executive Director, Fessahaye Mebrahtu, have sacrificed so much as the organization dealt with adjustments necessary to address budget shortfalls.

Finally, I salute our community partners, affiliates, friends, very caring volunteers, organizations, and all those who in one way or the other have helped and continue to help this organization to become successful. We look forward to your continued support.

Many thanks, for the opportunity to serve.

Okey P. Akubeze

Okey Peter Akubeze, President
Pan-African Community Association

PACA BOARD

O. Peter Akubeze, M.S.
President
UWM - Dept of Africology

Dr. John Muoria
Vice President
Miller Coors

Solomon Tesfai
Treasurer
Miller Coors

Ishaq Andreku
Secretary

Fouad Boulaleh
Paulette Bangura
William Johnson
Dr. Aaron Buseh
John Avudria
Khay Khong
Dr Alemayehu Dashow
Steven Kamuiru
Serge Memiaghe
Tshimankinda Kadima

Fessahaye Mebrahtu
Executive Director

THE PanAfrican

is a publication of
The Pan-African
Community Association
(PACA)

Our Mission

PACA brings together all people of African descent to preserve and enrich African cultural values through education, empowerment, and dialogue; serving the needs of the greater Milwaukee community.

Vision:

PACA envisions African refugees and immigrants making a smooth adjustment into American society, enjoying the rights and fulfilling their obligations as integral members of their community.

Values:

- Dignity is a right
- Integrity is a virtue
- Diversity is a value
- Unity is a strength
- Service is commitment

The Pan-African Community Association

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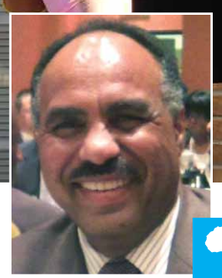
DIRECTOR'S REPORT

Fessahaye Mebrahtu, Executive Director



Unity

The Pan-African Community Association (PACA) values are dignity, integrity, diversity, unity and service. In our last two fundraising events, the themes were Diversity and Ubuntu; the latter alludes to our value of service for common purpose. This year our theme is UNITY; focusing on our communality; serving a diverse population in various programs with an ultimate goal of community integration weaving them into the fabric of the American society and common destiny.

Unity is the story of PACA, where many people, especially Africans of various national and ethnic origin came together founding a viable organization serving immigrants and refugees from all over the world. The founding members of PACA developed a vision of unity through coming together by focusing on what unites us, not divides us. For example, the colonial scheme of divide and conquer followed by many dictatorial regimes to prolong their time in power has become the root cause of Africa's intractable conflicts. Aware of such complexities, PACA's choice UNITY as this year's theme serves as a guide for all of us to focus on our long-term vision not our temporary challenges.

It is important also to note that we need a UNITED effort raising funds to continue providing quality services and unmet critical needs. The goal of PACA has been always clear, based on the assets and capacities of our program participants; motivating them reaching self-sufficiency and financial independency within a short period of time. We all can agree that having available financial resources and otherwise, accelerates the self-sufficiency goal.

PACA clients, who come from Africa and Asia, such as DRC, Eritrea, Ethiopia, Somalia, Sudan, Burma, and Iraq have the same motivation to be self-sufficient. On top of these refugees, who are resettled directly by PACA, we also have asylees and secondary migrants that add to the diversity and complexity of our services. However, the level of capacity and drive for self-sufficient varies; therefore, requiring more of a support system than mandated by government program grants. For example, accessing available resources that the clients are eligible for needs system navigation coupled with cultural and language competence. For example, within one country of origin there are marked ethnic and language diversities that need close attention to serve our clients properly and equitably. In spite of such diversities, the needs are similar that need UNIFIED vision; however, unique approaches are used for meeting each ethnic, cultural, language and even religious needs. Promoting UNITY in such environment is important assuring that communities of various backgrounds to fully invest themselves as new Americans; working for common good as good neighbors.

UNITY leads us to contribute to our local communities; promoting better quality of life as the duty of everybody. It is through UNITY that we can address societal issues, especially in our urban areas, where our clients are mostly located. The abject poverty and rampart violence our refugee and immigrant clients face on a regular basis could be a motivating factor to improve themselves and their surroundings. PACA's role in such environment needs moral, technical and financial support through a UNITED effort. For example, the image of Milwaukee as the hyper-segregated city in the nation needs to change. PACA is ready and able joining hands with those who are working hard to change such negative attributes.

PACA is cognizant that new immigrants and refugees chose Milwaukee as their final destination; therefore, they are critical stakeholders in its future. For example, PACA motivates its clients to be "productive and contributing members in their communities." I hope the theme of UNITY will help us develop critical mindset addressing our challenges together with coherent plan of action.

With your financial and moral support, PACA is ready to make a difference in our communities. Let me give you a perspective of daily activities at PACA; the 11 staff members come from 7 countries of origin speaking an average 3 languages/staff; serving most of our clients in their own native language. The After School Program serves an average of 40 children each week (20-30 daily) from at least 6 different countries of origin. The volunteers, who serve the students, by and large, are college and university students of equally diverse background, if not more. Therefore, our vision for UNITY is embodied by the myriad of volunteers, who carry PACA's mission and vision beyond the confines of our city or even country. For example, in addition to our native born, our volunteers included from countries such as South Korea, Japan, Taiwan, Senegal, Cameroon, Zimbabwe, Tanzania, Eritrean, Ethiopia, Sudan, Somalia, Kenya, France, Ghana, Burkina Faso, Mali, Egypt, Albania, Saud Arabia, India, Nigeria, etc. If we add our board of directors, the number of countries represented is even greater.

PACA's capacity to be a resource and information clearing house is expanding. In the first week of November 2014, I received calls seeking information from Danville, VA, Indianapolis, IN, and Boston, MA. PACA played significant role as local NGO for the recently signed Sister City relationship between Medan City, Indonesia and City of Milwaukee, (WI) USA. Coupled with the City of uMhlathuze (KwaZulu Natal), South Africa is additional evidence of PACA's global outreach.

2014 Annual Gala Awardees:

In its annual fundraising gala, PACA recognizes its partners and those who made significant contribution to the quality of life in our communities. This year's recipients of PACA awards come from a diverse background UNITED in promoting its mission and vision. The award categories include Business Entrepreneurship, Community Partnership, Academic Partnership, Community Service and Leadership Award (Ancestral Wisdom Award). The following are this year's awardees:

Immaculate Kaggwa, Immy's African Cuisine
Business Entrepreneurship Award
Immy is one of the African Women Entrepreneurship (AWE) initiative beneficiaries. Though Immy was focused and knew what she wanted, PACA is proud to be part of her success story, initially providing her with business consultation and later on promoting and patronizing her business. PACA is proud of Immy's achievements and many of us are enjoying her cuisine at various events.

Alpha Kappa Alpha Sorority Inc, Epsilon Kappa Omega Chapter
Community Partner Award.
The volunteer service was facilitated by Ramona Williams, who is a member. The Sorority group provided resources, man power and support making the garden project a spark of light in our community.

Sharon Morrisey, University of Wisconsin-Extension
Academic Partner Award
Having an institution with a liaison, who has the passion for what she does made our garden win awards in year one. This year our children not only learnt a lot but

realized that business can be made out such humble looking effort.

Both recipients galvanized multiple entities to build the garden; for example, Shir Haddash (Jewish Congregation), Medical College of Wisconsin students, and many community members at large were critical in developing and implementing of the project. Shall we say then our community garden has become a symbol of UNITY deserving to be called "Garden of Eden II." In their two events of Youth Farmers' Market, PACA Youth and children made a profit of $500 from the sale of their garden produces.

Mette Brogden
Community Service Award
(given in August 2014)

Mette Brogden, is a former State of Wisconsin Refugee Coordinator, who was a great supporter of PACA. She always said PACA is a visionary organization with lots of potential.

Guaranty Bank
Financial Partner Award

This award is our first award and we envision for more types of it in the future as we are helping refugees and immigrants through Individual Development Account (IDA) programs and other initiatives; building their financial assets through financial literacy, home purchasing, entrepreneurship, pursuing postsecondary education and buying vehicles. For the last two years and half, Guaranty Bank has been working as partner with PACA providing financial services as well as contributing funds to the program. This well-deserved award to a financial institution that is willing to provide services to the underserved members of our communities.

Honorable Vuyiswa Tulelo
Ancestral Wisdom Award

The Honorable Vuyiswa Tulelo, Consul General the Republic of South Africa, is among emerging young political leaders in the Continent of Africa. PACA members had attended several of Ms. Tulelo's presentations and lectures in Milwaukee; finding her to be wise beyond her age. Therefore, we are pleased the Honorable Vuyiswa Tulelo as the Ancestral Wisdom Award, 2014 recipient. This year PACA launched African Diaspora Development Institute (ADDI) with the vision of strengthening our relationship with the continent of Africa. In this light, giving the Ancestral Wisdom Award to Ms. Tulelo very fitting.

There are many more well deserving partners without their support PACA would not be where it is. Therefore, I would like express sincere appreciation to Marquette University – Undergrad, Graduate and Law Schools, Medical College of Wisconsin, UWM, Alverno College, Cardinal Stritch University, Marquette University High School, MSOE, MATC, Rockwell Automotive, Blessed Savior Catholic Congregation - Black and Indian Mission Fund, Milwaukee Achievers, Helen Bader Foundation, Milwaukee African Women Association (MilAWA) and individuals too many list their names here.

Finally, I would like to give a special tribute to an entrepreneur, Gina Jones, Creative Jones (Graphic Designer), who does PACA publications.
www.creative-jones.com

ADDI
AFRICAN DIASPORA DEVELOPMENT INSTITUTE

African Diaspora Development Institute (ADDI) was launched on the 22nd of August 2014.

The ultimate goal of ADDI is to reverse the brain drain by opening venues for entrepreneurial opportunities and cultural exchanges between USA and Africa.

Proposed programs are:

- Language Studies of African Nations (LSAN)
  African Village Child Development and Education (AVCDE) - Center
- Data and Research Bank for African Diaspora (DARBAD)
- Media Outlet for Diaspora Africans (MODA)
- African Business Enterprise & Economic Development (ABEED)
- African Sister City Initiative (ASCI)
- Advocacy and lobbying services.

Governor Of Bomet County, Kenya, visit to the City Of Milwaukee. Sister City Initiative.

SISTER CITIES
THE ASIAN-AFRICAN WAY

by Khay Khong, Board member of Pan-African Community Association (PACA), Milwaukee

The signing of the Sister City between Medan and Milwaukee, October 30, 2014.

PACA is no newcomer to developing global sister city relationships. It is a great way to allow diaspora communities to develop trade and cultural exchanges with their original homelands. This year, we are successful in establishing a sister city relationship between Milwaukee and Medan, Indonesia's third largest city.

With an economy based on manufacturing and agriculture, Medan is a great choice. The similarity with Milwaukee does not end there. It is located near a great freshwater lake. Just like Lake Michigan, Lake Toba is both a tourist attraction and a defining feature. Medan is also center for higher education, and has a population that celebrates its diversity, traditions, and yes, great food!

I am honored to be offered the role to spearhead this project. My familiarity with the Indonesian culture and language has placed me in a unique position to represent PACA, the NGO on the Milwaukee side. With guidance from Alderman Joe Davis and the Indonesian consulate in Chicago, I was introduced to key contacts in Medan.

The Indonesian Trade Expo in early October was a great reason to form a Milwaukee delegation to visit Indonesia and meet our contacts in Medan. In the capital city of Jakarta, we had productive meetings with officials who shared with us their vision of the nation's next chapter of its economic growth.

In Medan, the Milwaukee delegation was given the ultimate VIP-treatment. The luncheon at the Mayor of Medan's office was complete with great entertainment – Batak orchestra, traditional Sumatran dances and Indonesia's answer to Diana Ross. It was packed with local journalists. The Medan Chamber of Commerce threw an equally impressive dinner. It included the cultural experience of tasting durian, the pungent "king" of fruit and Kopi Luwak, the world's most exotic coffee. An internet research will shed more light on these delicacies.

No trip to Medan is complete without a visit to Lake Toba. But this really was a once-in-a-lifetime trip. We were escorted by a police car the whole way and back! The lake was as spectacular as I remembered it, but this time, it was shrouded in a mysterious fog caused by the ashes from the nearby volcano called Mount Sinabung. Lake Toba is the World's largest volcanic lake, formed from a crater after a massive eruption. It has an impressive depth of 1,600 feet, and has inhabited islands in the middle.

We visited the port of Belawan, which has major expansion plans to keep up with the growth of the region. We also toured a palm oil factory. Palm oil is a major export of Sumatera. One of the achievements of the delegation was a signed Memorandum of Understanding between University of Wisconsin-Milwaukee and University of Northern Sumatera. It was signed on the afternoon we arrived.

The delegation was an immediate success. It was evident when our Medan hosts announced their plan to visit to Milwaukee at the end of the month. We had 2 weeks to put together a program for a Medan delegation. On October 30th, the Milwaukee-Medan sister city agreement was signed by the mayors of both cities at Milwaukee City Hall.

PACA's Executive Director, Fessahaye Mebrahtu gave a brief speech that day. He highlighted that in 1955, Indonesia held the Bandung Conference, a ground-breaking event for newly independent Asian and African states to promote greater economic and cultural cooperation. One of the relics from that period in Jakarta is a major avenue named "Jalan Asia-Afrika" or the Asia-Africa Way. It still holds the promise of great cooperation today.

PROGRAMS

CAY, ASPAIR, CLUB PACA

For the PACA education program, the theme of 2014 was improvement and results. While we continue to work with up to 30 young people each day in our after school and summer programs and engage more than 100 volunteer tutors each year, we set out again this year to have the best possible program by engaging our youth as both learners and leaders and by partnering with our community to see real results in our youth's lives.

Perhaps the most immediate way these steps forward are manifested are in the growth and successes of our children and teens as learners. Teachers tell PACA they can tell which youth come to our daily tutoring and homework program, and we've seen the proof in their impressive grade and test score results. In just a few years, we've seen children who are new to English go on to be proficient and on level with their classmates. We've seen all of our former high school seniors graduate (including one valedictorian), and we've seen these young adults go on to find post-secondary opportunities ranging from college to AmeriCorps to employment programs.

From there, our Coalition of African Youth (CAY) program prepares young adults for success beyond the classroom, and we've been excited to expand CAY to include youth leadership and employment programming. CAY youth enjoy stepping up in their community to work on large-scale service projects on MLK Day of Service, Global Youth Service Day, Make A Difference Day, and more, an they routinely contribute to PACA's after school and summer programs as volunteer tutors for the children. In addition, CAY youth meet every week with our partners at the Boys & Girls Club to learn entrepreneurial and job skills. As part of their Boys & Girls Club activities, the youth in CAY have created a business called Feed One to sell products to raise hunger awareness in Milwaukee and around the world. Further, nearly all youth have found employment opportunities through this partnership, including summer jobs in the community or at PACA as leaders of our summer program Camp PACA. We are proud to say that CAY offers the opportunity for PACA's intelligent and talented youth to see the great impact they can have on our community and world.

We took another exciting step forward in our education activities by expanding our successful and exciting youth gardening program. In 2013, PACA built a 15-bed organic community garden right outside our office and enjoyed a lot of success in bringing together PACA youth and community members to plant, care for, and harvest fresh food. With the help of UW-Cooperative Extension and Alpha Kappa Alpha Sorority, we were able to include a weekly learning program that taught PACA youth valuable gardening skills and information. The youth learned ow to do the important work in the garden and even explored the ecosystem of the garden space, from its growing conditions to the bugs living in it. Perhaps most exciting were the two Youth Farmers Markets planned and led by the youth, with the help of our garden teachers and volunteers. At the Youth Farmers Markets, the youth created flyer and signs, provided all customer service, handled money, and made an incredible profit of nearly $500 as they sold their produce to dozens of community members.

The stories of the Coalition of African Youth (CAY) and of the PACA youth community garden are just two of many stories of the steps forward we've seen our youth and our program take in 2014.

We are excited for the future of these young people as they continue to learn and grow as students, leaders, and people. We hope you'll join us and our youth in 2015 and beyond.

Happy Birthday Nelson Mandela and Happy Mandela Day! The PACA youth are honoring Madiba with a reflection activity on purpose with the African American Professionals Network from Rockwell Automation and a neighborhood clean-up around around PACA offices

PACA proudly painted murals and built benches at Doerfler School in Milwaukee for Global Youth Service Day. Thank you to City Year Milwaukee, as always, for giving us the opportunity to serve our community!

Financials

ASSETS	2013	2012
CURRENT ASSETS		
Cash and Cash Equivalent	$12,855	$12,945
Grants Receivables	$69,452	$83,981
Prepayments	$1,045	$1,045
TOTAL ASSETS	**$83,352**	**$ 97,971**
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable	$33,184	–
Accrued Expense	$15,247	$7,169
Deferred Revenue	–	$10,000
TOTAL LIABILITIES	$48,431	$17,169
NET ASSETS		
Unrestricted Net Assets	$ 34,921	$80,802
Total net assets	$ 34,921	$80,802
TOTAL LIABILITIES AND NET ASSETS	**$ 83,352**	**$ 97,971**

SUPPORT AND REVENUE	2013	2012
Grants	$ 744,584	$666,293
Contributions	$ 20,011	$95,166
Other	$ 27,610	$10,031
TOTAL SUPPORT AND REVENUE	**$ 792,205**	**$ 771,490**

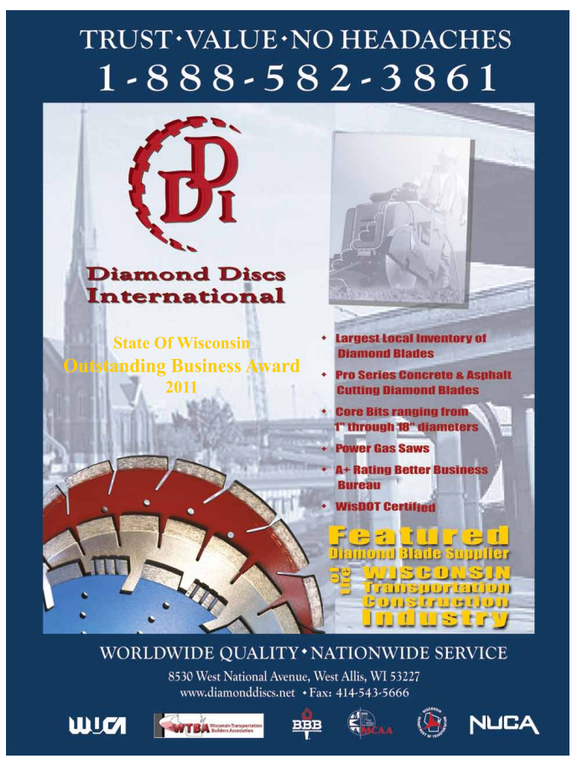
EXPENDITURES	2013	2012
PROGRAM		
Wages and Salary	$ 359,600	$321,320
Employees Benefits and Payroll Taxes	$ 56,276	$40,702
Professional Fees	$ 79,725	$40,401
Occupancy	$ 30,642	$28,265
Travel, Transportation, and Field Trips	$ 28,724	$25,103
Subscriptions And Memberships	$ 3,217	$6,247
Printing And Publications	$ 10,548	$11,999
Training And Development	$ 2,984	$1,688
Outreach And Promotion	$ 15,435	$25,018
Direct Client Assistance - House And Supplies	$ 70,045	$94,783
Direct Client Assistance - Others	$ 136,892	$99,200
Miscellaneous Expenses	$ 1,403	$4,437
SUPPORT		
Telephone and Communication	$ 9,709	$1,248
Postage and Shipping	$ 524	$1,572
Supplies	$ 25,525	$34,339
Repairs and Maintainace	$ 5,267	$10,258
Business Registration and Service fees	$ 1,570	$60
Bad Debt Expense		
TOTAL EXPENDITURES	$ 838,086	$757,890
Increase in net Assets	$ (45,881)	$13,600
NET ASSETS - Begining of Year	$ 80,802	$67,202
NET ASSETS - End of Year	$ 34,921	$80,802
CASH FLOWS FROM OPERATING ACTIVITIES:		
CHANGE IN NET ASSETS	$ (45,881)	$ 13,600
Adjustments to reconcile change in net assets to net cash provided/(used) by operating activities :		
Decrease/(Increase) in grant receivables	$ 14,529	$ (9,248)
Decrease in prepaid expenses	-	$ (45)
(Decrease)/Increase in accounts payable	$ 33,184	$ (351)
(Decrease)/Increase in accrued expense	$ 8,078	$ (5,011)
(Decrease)/Increase in deferred revenue	$ (10,000)	$ 10,000
Net cash provided by operating activities	$ (90)	$ 8,945
Net increase in cash and cash equivalents	$ (90)	$ 8,945
CASH AND CASH EQUIVALENTS, beginning of year	$ 12,945	$ 4,000
CASH AND CASH EQUIVALENTS, end of year	$ 12,855	$ 12,945

Individual Development Accounts

The IDA program that the Pan-African Community Association runs is called Milwaukee Individual Development Accounts for Refugees or MIDAR. The match money comes from the federal Office of Refugee Resettlement (ORR).

IDA is a short name for Individual Development Accounts. IDA accounts are special savings accounts for low- and moderate-income people whose deposits are matched by a sponsor. The sponsor may be the federal government, a business or some other type of organization. The money saved and the match money together must be used for specific purposes that the sponsor requires.

The purpose of IDA are to encourage saving and to help low- and moderate-income people purchase items or services that will contribute to their success in life.



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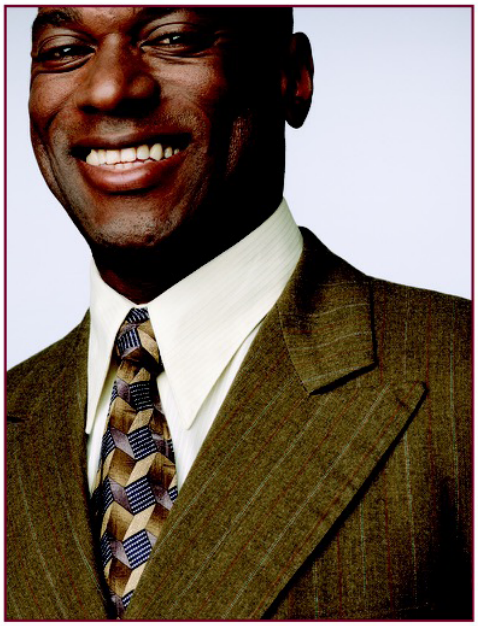

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BOMET DEVELOPMENT TRUST
PO Box 19-20400
BOMET, KENYA

30 January 2015

Sister City Committee
Milwaukee

SISTER CITY RELATIONSHIP – CITY OF MILWAUKEE & BOMET, KENYA

Further to our previous correspondence.

As you might be aware, following the promulgation of a new constitution in 2010, Kenya adopted an entirely new system of government — a devolved system with two levels of government; namely, national and 47 county governments. The old local government authorities (councils and municipalities) were scrapped and will be replaced by a new system as contemplated in Article 184 of Kenya's Constitution, which states inter alia as follows:

184. (1) National legislation shall provide for the governance and management of urban areas and cities and shall, in particular—
(*a*) establish criteria for classifying areas as urban areas and cities.
(*b*) establish the principles of governance and management of urban areas and cities; and
(*c*) provide for participation by residents in the governance of urban areas and cities.

See: https://www.kenyaembassy.com/pdfs/The%20Constitution%20of%20Kenya.pdf

To answer your question: Is Bomet the lowest level of government? The answer is Yes, at the moment. This is because counties have not established urban areas and cities as contemplated in the Constitution and the legislation (Act of Parliament) that is yet to come into operation.

It should be understood that Kenya is in a constitutional and legislative transition period after 50 years of the post-colonial constitution. Therefore, many processes and operations of government are in their formative stages. It is in this context that the BDT (Bomet Development Trust) should be viewed; the entity is grappling

with myriad teething problems typical of any such institution/entity. It is yet to have an extensive record of accomplishments comparable to similar entities that have been involved in the sister-city processes familiar with Milwaukee Sister City Committee.

NOTE: BDT website is under construction. The entity was only established last year. However, if I can be taken for my word, BDT is capable to handling the sister city relationship partnership.

The Trustees of Bomet Development Trust (BDT) are:

- David Mutai
- Emmy Chepkemoi
- Nancy Malel
- Bill Rutto

Yours sincerely,

Bill Rutto
AG. MANAGING TRUSTEE

CONSTITUTION

OF

BOMET DEVELOPMENT TRUST

SEPTEMBER 2013

PART I: NAME

1.0 NAME: Bomet Development Trust hereinafter referred to as "The Trust"

2.0 **PART II: OBJECTIVES**

2.1 **ARTICLES II: MAIN OBJECTIVES**

The main purpose of the Trust is to promote social, economic and cultural development of Bomet County.

2.2 ARTICLE III: SPECIFIC OBJECTIVES

Within the framework of the foregoing, the Trust shall have the following principal objectives:

To promote economic activities (trade, commerce, ICT, etc.)
To promote quality education
To promote better healthcare
To promote access to clean drinking water
To promote access to quality housing
To promote modern agriculture
To promote infrastructure development (roads, electricity, etc.)

3.0 **PART III: MEMBERSHIP AND GOVERNANCE**

3.1 **ARTICLE IV: MEMBERSHIP**

The subscription to this constitution and such other persons or organisations as the Board of Trustees may from time to time admit to membership, the membership being not less than nine (9) persons shall be members of the Trust, provided that a member shall cease to be a members if:

i) He/she gives a one-month notice in writing to the Board of Trustees of his/her intention to resign form membership. Upon the expiry of such notice, he/she shall cease to be a member.
ii) If he/she is removed from membership by the vote of not less than two-thirds of Trustees at an Extraordinary Meeting of the Trust specially convened and at which he/she has been given a reasonable opportunity of attending and being heard.

3,2 **ARTICLE V: NUMBER OF TRUSTEES**

Until otherwise varied by a special resolution passed at a General Meeting, the Board of Trustees shall consist of the Chair, Secretary and Treasurer. The Board of Trustees shall be the policy-making organ of the Trust. The minimum number of the Board of Trustees shall be three (3) while the maximum shall be nine (9).

3.3: **ARTICLE VI: THE MANAGEMENT STRUCTURE**

There shall be the office of the Chief Executive Officer (CEO) who shall be an employee of the Board of Trustees and head of the Management of the Trust and shall have powers to manage the day-to-day affairs of the Trust to achieve the objectives of the Trust and that no regulations made by the Trust at a General Meeting shall invalidate any prior act of the Management which would have been valid if such regulations had not been made.

The CEO shall be responsible to the Board of Trustees and his/her terms of services shall be determined by the Board of Trustees. The CEO shall, *inter alia:*

a) Represent and act on behalf of the Trust generally
b) Do all such acts as may be necessary for the efficient running of the Trust's affairs
c) Keep full, complete and up-to-date records of the Trust's affairs.

3.4 ARTICLE VII: FIRST APPOINTMENT TO THE BOARD

The interim members of the Board of Trustees shall be appointed in writing by the subscribers to this constitution and shall include three (3) persons who shall act respectively as Chairman, Secretary and Treasurer of the Trust until the conclusion of the first Annual General Meeting when a substitute Board of Trustee shall be appointed to serve for a period of three (3) years provided that a member of the Board of Trustees shall be a member of the Trust .

3.5 ARTICLE VIII: OTHER APPOINTMENTS TO THE BOARD

The Board of Trustees may from time to time and at any time appoint any member of the Trust, in case of vacancy or by way of addition, to the Board of Trustees, provided that the prescribed maximum is not thereby exceeded and provided also that the proposal to appoint a new member of the Board of Trustees under this section shall be set in a formal resolution forming part of the notice convening the Board of Trustees meeting.

3.6 ARTICLE IX: ALTERNATES

Any member of the Board of Trustees may appoint another member to be his/her alternate to act in his/her place at any meetings of the Board of Trustees at which he/she is unable to be present. Such appointees shall be entitled to exercise all the rights and powers of a member of the Board of Trustees and, where they are members of the Board of Trustees, shall have a separate vote on behalf of their appointers in addition to their own votes. A member of the Board of Trustees may revoke, at any time, the appointment of an alternate appointed by him/her. The appointment of an alternate shall be revoked *ipso facto*, if his appointer ceases to be a member of the Board of Trustees. Every appointment and revocation under this paragraph shall be effected by notice in writing under the hand of the appointer served on the Trust.

3.7 ARTICLE X: OFFICE BEARERS

The Organisation shall at an Annual General Meeting every three (3) years elect form its members its Chairman, Secretary and Treasurer. The officials shall hold office until the expiry of their three-year term when they shall retire but be eligible for re-election. If any of the officials, during his/her term of office, resign from office, or die, the Board of Trustees shall elect one of their number to hold office until the next Annual General Meeting when a new official shall be elected.

3.8 ARTICLE XI: DUTIES OF OFFICE BEARERS/OFFICIALS

The Chairman shall chair all meetings of the Board of Trustees and all general meetings; he/she shall provide general guidelines related to the affairs of the Trust. In his/her absence, the Board of Trustees shall appoint one of their own to chair the meeting.

The Secretary shall:
a) Keep minutes of the meetings of the Board of Trustees and the General Meetings;
b) Carry out all correspondences and publicity on behalf of the Trust;
c) Arrange for meetings of the Trust on instructions of the Board of Trustees and in special circumstances, on instructions of the General Meetings;

The Treasurer shall:

a) Ensure that proper accounting procedures are adhered to;
b) Keep financial records of the Trust and ensure that accounting has been carried out efficiently by the Management of the Trust;
c) Facilitate the opening of the Trust's any type of bank account(s) on the advice of the Board of Trustees;
d) Ensure that reports and financial statements of the Trust and audited accounts have been properly kept by the Management of the Trust and are available for inspection by the Board of Trustees and the Annual General Meeting.

3.9 ARTICLE XII: REMOVAL OF BOARD MEMBERS AND OTHER OFFICIALS

The Board of Trustees may by resolution remove any member of their body from office, but if such a member should be aggrieved at his/her removal, he/she may appeal to a General Meeting to be called to deliberate on the case and arrive at a decision. In the meantime, he/she shall cease to act as a member of the Board of Trustee and to hold any other office under the Trust, and members of the Board of Trustees for the time being may act notwithstanding any vacancy in their body, provided always that the minimum 50% of members of the Board of Trustee remain and constitute a quorum for the purpose of filling up vacancies in their body and of summoning a General Meeting, but not for any other purpose.

4.0 PART IV: MEETINGS AND QUORUMS

4.1 **ARTICLE XIII: PROCEEDINGS OF THE BOARD OF TRUSTEES**

The Board of Trustees may meet for the dispatch of business, adjourn and otherwise regulate their meetings as they deem fit. The quorum necessary for transacting business shall not be less than half the number of members of the Board of Trustees for the time being. Questions arising at the meeting shall be decided by a majority of votes. In case of any equality of votes, the Chairman shall have a second vote.

4.2 ARTICLE XIV: CALLING MEETINGS

a) Normal Meetings
All meetings of the Board of Trustees shall be summoned by the Secretary acting in consultation with the Chairman by giving at least a 5-day notice accompanied by the proposed agenda of the meeting.
b) Requisitioned Meetings
A member of the Board of Trustees may request for a meeting and having notified the Chairman of such a request, the Secretary shall call for the meeting as requested by the member.

4.3 ARTICLE XV: FORMATION OF COMMITTEES

The Board of Trustees may set up committees to undertake specific tasks with delegated powers conferred upon them provided that the proceedings of such committees are governed by the provisions of this constitution and provide that the resolution creating the committees has been signed by not less than two-thirds of the members of the Board of Trustees.

4.4. ARTICLE XVI: DISQUALIFICATION OF MEMBERS OF THE BOARD OF TRUSTEES

The office of a member of the Board of Trustees shall be vacant:

a) If a receiving order is made against him/her;
b) If he/she becomes of unsound mind;

c) If he/she fails to attend four (4) consecutive meetings of the Board of Trustees except by special leave of the Board of Trustees;
d) If by notice in writing to the Trust he resigns his/her office;
e) I he/she removed from office by a resolution duly passed under this constitution;
f) If he/she is removed from membership of the Trust pursuant to a resolution of the Trust.

4.5 **ARTICLE XVII: GENERAL MEETINGS**

The Trust shall in each year hold a General Meeting as the Annual General Meeting (AGM) in addition to any other meetings in the year and shall specify the meeting as such in the notice calling it. The AGM shall be held at such time as the Board of Trustees shall appoint provided that not more than fifteen months shall have elapsed between one AGM and the next. The AGM shall be called Ordinary General Meeting and all other general meetings shall be called Extraordinary General Meetings

4.6 **ARTICLE XVIII: MANNER OF CONVENING EXTRAORDINARY GENERAL MEETINGS**

a) The Board of Trustees may, whenever it thinks fit, convene an Extraordinary General Meetings;
b) The Board of Trustees shall also on the requisition of not less than one third of members of the Trust proceed to convene an Extraordinary General Meetings provided that the requisition must state the objects of the meeting and must be signed by the acquisitionists and deposited at the office of the Trust.

4.7 ARTICLE XIX: NOTICE OF GENERAL MEETINGS

Fourteen–one days' notice, specifying the venue, the day and hour the Trust's General Meetings, notwithstanding that it is called by shorter notice than that specified in the constitution, be deemed to have been duly called if it is so agreed by all the members entitled to attend and vote.

4.8 ARTICLE XX: PROCEEDINGS AT GENERAL MEETINGS

a) All business shall be deemed special that is transacted at an Extraordinary General Meeting and also all that is transacted at an Ordinary General Meeting with the exception of the consideration of the accounts and balance sheets, the reports of the Board of Trustees and Auditors the elections of the Board of Trustees, appointment of Auditors, provided that no business shall be transacted at any General Meeting unless a quorum of members is present at the time when the meeting proceeds to business members present in person or by proxy shall constitute a quorum.

c) The Chairman of the Board of Trustees shall preside at every General Meeting, but in his/her absence the members present shall designate one their members to be Chairman of the meeting.
d) The Chairman of any meeting at which a quorum is present may with the consent of the meeting adjourn the meeting from time to time and from place to place but no business shall be transacted at any adjourned meeting other than the business left unfinished.

4.9 ARTICLE XXI: VOTING AT GENERAL MEETINGS

a) Every member shall have one vote provided that when any matter affecting a member personally comes before the meeting, although he/she may be present at it, he/she shall not vote on the question and the Chairman may require him/her to withdraw during the discussion, and he/she shall in that case withdraw accordingly.

b) On a poll, votes may be given personally or by proxy provided that the instrument appointing a proxy shall in writing under the hand of the appointer or his/her duly authorised agent in writing.
c) In case of equality of votes, whether on show of hands or on a poll, the Chairman of the meeting at which a vote takes place, shall be entitled to a second or casting vote.

5.0 PART V : ARTICLE XXII: FUNDS AND RESOURCES UTILISATION

5.1 ARTICLE XXII: APPLICATION OF FUNDS AND ASSETS

The funds and assets of the Trust shall be applied solely towards the promotion of objects of the Trust as set forth in this constitution. Payment shall be made by way of reasonable and proper remuneration to any officer or servant of the Trust or any member of the Trust in return for any services actually rendered to the Organisation. Remuneration is pegged to actual work or service done for the Trust.

5.2 ARTICLE XXIII: DISCLOSURE OF INTEREST IN CONTRACTS

A member of the Board of Trustees, Management or Committee who is in any way, whether directly or otherwise, interested in a contract with the Trust shall disclose the nature of the interest at a meeting of the Board of Trustees when the question of entering into contract is taken into consideration.

5.3 ARTICLE XXIV: DISPOSAL OF RESIDUAL ASSETS ON WINDING UP OR DISSOLUTION

If upon winding up or dissolution of the Trust there remains after the satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be paid to or distributed amongst members of the Trust but shall be given or transferred to the County Government of Bomet for onward distribution to institution(s) having objects similar to the objects of the Trust and which shall continue in the economic, social and cultural development of Bomet County.

5.4 ARTICLE XXV: INDEMNITY OF BOARD OF TRUSTEES MEMBERS

Every member and other officers or servant of the Trust shall be indemnified against (and it shall be the duty of the Board of Trustee, out of the funds of the Trust, to pay) all costs, losses and expenses which such person may incur or become liable for by reason of any contract entered into, or act or thing done by him in good faith in the capacity aforesaid, in any way in the discharge of his/her duties, including travelling expenses, and the Board of Trustees may give to any officer or employee of the Trust who has incurred or may be about to incur any liability at the request or for the benefit of the Board of Trustees, such security by way of indemnity as it may think proper.

5.5 ARTICLE XXVII: ACCOUNTS

1 It shall be the work of the Treasurer to ensure that proper books of accounts are kept at all times.

2 At the Annual General Meeting in every year, the Board of Trustees shall lay before the members proper Income and Expenditure Account for the period under review accompanied by a report of the Board of Trustees and external auditors in this respect.

3 A proper balance sheet as the date on which the income-expenditure account is made up shall be prepared every year and laid before the members present at the Annual General Meeting. Every such balance sheet shall be accompanied by proper reports of the Board of Trustees and auditors.

4 Copies of these documents shall be disseminated or filed as per the requirements of statutory requirements of the time.

5 Books of accounts will be made available to any member of the public desirous to inspecting them provided that adequate notice is given to the Treasurer to arrange the availability of the same.

5.6 ARTICLE XXVIII: AUDITORS

1 The Trust shall at each Annual General Meeting appoint an auditor to office until the next Annual General Meeting provided that a member of the Board of Trustees or other officer of the Trust shall not qualify to be appointed auditor of the Trust.
2 The remuneration of the auditor shall be fixed at the Annual General Meeting
3 The auditor of the Trust shall have the right to see all relevant vouchers and shall be entitled to access at all times to the books and accounts he/she requires from the Trust.

5.7 ARTICLE XXIX: INSPECTION OF BOOKS OF ACCOUNTS

The books of accounts and all documents relating to the Trust shall be available for inspection at the office of the Treasurer of the Trust upon giving not less than seven (7) days' notice in writing to the Trust in which case, the books of account and all documents relating thereto shall be open for inspection by any other member of the public during business hours.

5.8 ARTICLE XXX: FINANCIAL YEAR

The financial year of the Trust shall begin on the first day of July and end on the last day of June of every year or at such other time as the Board of Trustees may from time to time determine.

5.10 ARTICLE XXXI: ARBITRATION CLAUSE

Save where by this constitution the decision of the Board of Trustees is made final if at any time thereafter any dispute difference or question shall arise between the Board of Trustees, Members, or the employees of the Trust or other persons or their personal representatives or any of them respectively touching on the construction, meaning or effect of this constitution or any cause or thing therein contained or the rights or liabilities of the said parties respectively or any of them under this constitution or otherwise howsoever in relation to the constitution then every such dispute or question shall be referred to arbitration by a single arbitrator appointed by agreement between the parties, and in default of such agreement, by the Chairman for the time being of the Chartered Institute of Arbitrators (Kenya Branch) in accordance with and subject to the provisions of the Arbitration Act (Chapter 49) of the Laws of Kenya or any statutory modification or re-enactment thereof for the time being in force.

6.0 PART VI: AMENDMENT TO THE CONSTITUTION

6.1 ARTICLE XXXII: AMENDMENTS

Subject to the provisions of the relevant law relating to trusts, the Trust may, by special resolution pass, modify or repeal this constitution or adopt a new constitution or change the name of the Trust, provided that no such alteration, amendment or modification shall be made which shall not impair or prejudice the effectiveness of the prohibitions contained in this constitution against distribution of income, property and assets of the Trust to the members.

7.0 PART VIII: DISSOLUTION AND DISPOSAL OF PROPERTY

ARTICLE XXXIII: DISSOLUTION

7.1 The Trust shall not be dissolved or wound up except by a resolution passed at a General Meeting of the members by votes of two-thirds of the members present. The quorum of the members shall be fifty per cent of all members of the Trust. If no quorum is obtained, the proposal to dissolve or wind up the Trust shall be submitted to a further General Meeting which shall be held one month later. Notice of this meeting shall be given to all members of the Trust at least 145 days before the date of the meeting. The quorum for this second meeting shall be the number of members present.

7.2 The Trust will not be dissolved without prior consent in writing by the County Government of Bomet, obtained from the Executive Members responsible for Finance (member of County Cabinet).

7.3 Upon dissolution of the Trust, its remaining assets shall be distributed to another entity with similar objectives as the Trust.

Dated this 30th day of September 2013

Signed by the three top officials:

Chairman: Name Bill Ruto .Signature

PROPOSED SISTER CITY RELATIONSHIP — MILWAUKEE AND BOMET (KENYA) INFORMATION SHEET

Demographics

Bomet County is one of the 47 Counties of Kenya (created under the 2010 Constitution). Bomet town, which is a multicultural urban centre with a population of approximately 110,000, is the capital and administrative centre of the County government. The population of the County is approximately 800,000 and is mainly youthful; that is, two out of five people are under the age of 15. The ethnic composition of the population comprises the Kipsigis (the largest group), the Kisii, the Kikuyu and the Luo. Christianity is the main religion (82.7%) of the people of Bomet (the same as the rest of the Kenyan population), while the second largest religion is Islam (11.1%). Other religions are Hinduism, Baha'I and traditional African religions.

Geographical description

Bomet County is situated in the western highlands of Kenya, approximately 50 kilometres south of the Equator, and about 230 kilometres southwest of Nairobi, the capital city of Kenya. The County is characterised by undulating topography, which can be divided into two ecological zones; namely, a hilly shelf that runs between the Mau Escarpment in the north, and the lowland plains that extend to the world-famous Maasai Mara game reserve in the south (between 2,500 and 1,800 metres above the sea level). Five major rivers traverse the County and drain into Lake Victoria (the source of River Nile) 100-odd kilometres to the west.

Historical background

Bomet County was founded as a British colonial sub-district in 1902 when the Kericho district, of which Bomet was part, was established as the main colonial administrative post in the early years of colonial rule in Kenya. In 1907, British colonial authorities introduced European settlement in parts of Bomet County to develop commercial farming (dairy and crop farming) in the region and a modern economy in general. In the 1930s, tea was introduced in Bomet County. Today, the County is the top tea producer in Kenya (while Kenya in general is ranked third as a world producer of black tea after China and India).

Governmental structure

Kenya is a republic (having become independent of British colonial rule in 1963) with a presidential system. The country is governed on two levels under the 2010 Constitution; namely, National and County government levels. The National government is headed by a President elected directly by the people, a two-chamber House of Parliament (comprising the National Assembly and the Senate) and the Judiciary. The 47 County governments are headed by Governors elected directly by the people (as the executive arm of County governments) and County Assemblies (legislative arm). These two levels of government work together in cooperation and consultation under the Inter-governmental Act as provided by the Constitution. Currently, the government of Kenya is headed a President elected in 2013 under the Jubilee coalition of political parties while the Opposition is headed the Cord coalition of parties.

Educational system

Kenya's public education system is 8–4–4, that is, 8 years of primary education, 4 years of secondary education and 4 years of college or university education. This was introduced in 1985 after many years of a quasi-British system that had existed since Kenya attained independence from Britain in 1963. At the primary level, students take the Kenya Certificate of Primary Education (KCPE) and at secondary, the Kenya Certificate of Secondary Education (KCSE). However, some some private schools in Kenya offer a system of education similar to the British system of education with ordinary level exams, "O-levels" taken at the end of 4 years of secondary school and advanced levels "A-levels", taken after two years of high school. Kenya has several world-standard public universities such as University of Nairobi and Kenyatta University.

Areas of mutual interest

Bomet town and County can offer rewarding opportunities for investment and trade to the residents of Milwaukee under a sister-city relationship. There are also social and cultural possibilities that can be explored. Similarly, Bomet could gain a great deal from the experiences and rich history of Milwaukee in a sister-city relationship. Areas of mutual interest include:

- Direct tea exports to Milwaukee. Currently, the bulk of tea produced in Bomet is exported to Egypt, Pakistan, United Kingdom, Afghanistan and Sudan
- Investment in horticulture. Bomet has the ideal climate for horticultural crops
- Fresh fruits and vegetable export to Milwaukee. Tropical fruits include bananas, passion fruit, avocado, chillies, pineapple, onions, leeks and peas
- Investment in energy. There are large rivers in the County that can be harnessed to produce hydro-power generation
- African traditional hand-made artefacts could be exported to Milwaukee for cultural exchange and tourism
- Importation of manufactured goods from Milwaukee
- Investment in American education. Kenya has a shortage of American college education system yet it is in high demand (many Kenyan students travel to USA every year for this kind of education)

Details of communications

The Bomet Development Trust (BDT) is the non-governmental organization that has been mandated to lead the sister-city relationship project in partnership with Pan-African Community Association (PACA). BDT is managed by a board of trustees headed by the Managing Trustee. The organisation enjoys the support of the County Government of Bomet, the Bomet Chamber of Commerce and the farming community of Bomet.

Information about the NGO:

Pan-African Community Association (PACA)

PACA's organizational status: 501c-3

Board of Directors:

- O. Peter Akubeze, President (Department of Africology, University of Wisconsin-Milwaukee)
- Kwabena Falson, Vice President (Retired, Brady Corporation)
- Fessahaye Mebrahtu, Executive Director (PACA)
- Solomon Tesfai, Treasurer (Miller Coors)
- Ishaq Andreku, Secretary (IT professional, African music expert)

Board Members:

- Dr. Peter Ruta – Retired from Froedtert Hospital – Chaplain Director and Psychologist (Therapist)
- Paulette Bangura – Faculty Staff - UWM-School of Continued Education: Center for Urban Community Development
- William Johnson – Urban Economic Development Association
- Dr. Aaron Buseh – Professor – UWM-College of Nursing
- John Avudria – IT Consultant – Johnson Controls
- Khay Khong – International Marketing & Sales Director, Inpro Corporation
- Yainkain Fofana – Self-Employed Entrepreneur
- Dr. Alemayehu Dashow – Blood Center of Wisconsin (a veterinarian by training and long experience in Ethiopia)
- Steven Kaimuiru – Self-Employed – Entrepreneur (Civil Engineering Business Owner)
- Serge Miamiaghe – Financial Analyst – General Motors Financial Services
- John Muoria – Bio-Chemist and Master Brewer, Miller-Coors Brewery
- Claire Von Fossen – Fund Developer for Nonprofit organizations
- Tsimankinda Kadima – Retired Teacher: Milwaukee Public Schools (MPS)

Goals of PACA regarding the sister city relationship:

PACA has a division called African Diaspora Development Institute (ADDI), which coordinates resource development programs such as sister city initiatives. The African immigrants and refugees are over 3 million in the United States, and among the most highly educated and upward mobile compared to other groups. ADDI was formed to reduce the effects of brain-drain by opening up entrepreneurial and cultural exchange opportunities between USA and Africa.
PACA provides social services to a large number of Southeast Asian refugees. In the African spirit of community, this Medan-Milwaukee sister city initiative is a natural fit under PACA's ADDI.

Current Activities of PACA in relation to the proposed sister city

PACA is in communication with the NGO in Medan City, the Chamber of Commerce of Medan, and also the Consulate General of Indonesia in Chicago. We are also reaching out to the Indonesian community in the metro Milwaukee area. We have also offered to assist in Midwest-Indonesian Forum scheduled for June 4th in Milwaukee.

Methods that PACA will use to meet the goals of the proposed sister city relationship

The local African communities are organized by nationality or ethnicity. PACA acts as a conduit, encouraging these local communities to spearhead sister city relationships with their African places of origin. We will use the same approach to reach out to the local Indonesian and Asian communities for funding and support.
PACA has direct experience with sister city relationships. It has two projects, namely, Morogoro in Tanzania and uMhlathuze in KwaZulu Nata, South Africa. Another project with Bomet County in Kenya is being developed.

Financial base of the organization and funds available to support the sister city relationship

The financial backing will come from ADDI's efforts to raise funds through the various local African and African communities. This extends beyond the communities in Milwaukee and should include the rest of the state of Wisconsin, and even Illinois.

Evidence of local community support for the sister city relationship, including financial support and interest in exchange program

The Asian community in Milwaukee is vibrant and growing. Indonesia is a major Asian country, and a sister city relationship will create much excitement. It will bring mutually beneficial exchange in trade, culture, education, research and goodwill.
There are Indonesian students and faculty members at top colleges in Wisconsin– Marquette University, University of Milwaukee-Milwaukee, University of Wisconsin-Madison, MSOE, etc. There are also professionals in Milwaukee and Madison who are from Indonesia. There are a number of Indonesian and Malaysian restaurants that the Indonesian community often meets at. In fact, one of the restaurant owners is from the city of Medan.
PACA has resettled a significant number of Myanmar refugees who had lived in Malaysia on transit. Many learned to speak Malay or Indonesian fluently. They stand to benefit from this relationship with Indonesia.