

THE VOICE

ISSUE 2
MARCH, 2026

INSPIRING VOICES. EMPOWERING CHANGE



REFLECTION

THE BENEFITS OF
RENEWING H-1B VISAS
FOR AFRICAN
MILWAUKEE SCHOOL
TEACHERS

EXCLUSIVE

KEY TAKEAWAYS
FROM ASI'S
FIRST WEALTH
CREATION
SEMINAR



AFRICANSTAKEHOLDERSINC@GMAIL.COM



WWW.AFRICANSTAKEHOLDERSINC.ORG

Table Of Contents

03 The Power of Collaboration: From Striving to Thriving

This presidential welcome address highlights how intentional collaboration transforms individual progress into collective impact, enabling communities to thrive and build lasting legacy.

05 Key Takeaways from ASI's First Wealth Creation Seminar

This article outlines five principles for sustainable wealth creation through mindset, systems, specialization, self-investment, and service.

07 A Faith-rooted Approach to Financial Stewardship

This article presents a faith-based approach to financial stewardship through planning, protection, systems, and legacy-focused wealth building.

09 When Women Thrive, Communities Rise

This article highlights how empowering African diaspora women drives economic growth, strengthens communities, and shapes future generations.

11 Reflection: The Benefits of Renewing H-1B Visas for African Milwaukee School Teachers

This article argues renewing H-1B visas for African teachers strengthens Milwaukee Public Schools.

President's Address

THE POWER OF COLLABORATION: FROM STRIVING TO THRIVING

In the inaugural edition of The Voice, I asked a simple question: Where do we go from here?

Individually, we have made remarkable progress—and we continue to do so. However, collectively, there is still more ground to cover. The next phase of our journey requires a shift: from striving to thriving. This shift demands more than hard work. It requires understanding the system, strengthening our collective voice, increasing representation, and fully embracing communication, networking, and collaboration.

Why Collaboration Matters

While individuals grow, teams multiply. Collaboration is one of the most powerful drivers of growth, innovation, and impact. It transforms individual effort into collective strength - allowing us to achieve far more together than we ever could alone.

The Power of Collaboration

- Expands Capabilities

No one has everything. Together, we combine strengths, perspectives, and expertise to make better decisions and achieve stronger outcomes.



- Multiplies Resources

Collaboration allows us to leverage shared knowledge, networks, and opportunities - turning effort into exponential results.

- Accelerates Progress

Working together reduces trial and error, lowers costs, and speeds up execution.

- Drives Innovation

New ideas emerge when diverse minds come together. Collaboration fuels creativity and better solutions.

- Strengthens Community

It builds trust, unity, accountability, and a shared sense of ownership.

- Expands Impact

An individual can reach dozens. A united community can reach thousands—and beyond.

- Builds Lasting Legacy

True legacy is not built alone. It is created through collective effort that outlives us.

The Bottom Line

When we collaborate, we don't just add -we multiply.

Call to Action: Moving Forward Together

As members of ASI, this is our moment to act intentionally.

We invite you to:

Engage – Participate actively in ASI events, forums, and discussions

Connect – Build meaningful relationships within the community

Collaborate – Partner on business, community, and development initiatives

Contribute – Share your expertise, resources, and ideas

Lead – Take initiative in driving impact within your sphere

The future we envision will not be built by individuals working in isolation—but by a community moving in alignment. The question is no longer “Where do we go from here?”

The answer is clear: We move forward- together.

Cordelia Ekwueme
President, African Stakeholders Inc. (ASI)

The Voice Newsletter

EDITORIAL TEAM

Cordelia Ekwueme

Bright Abu

**Akosua Asante -
Frempong**



WE ARE

A community where African immigrants find economic opportunities, cultural belonging, and the power to shape their future.

OUR MISSION

Building capacity, fostering inclusion, and creating lasting opportunities for Africans in the Diaspora.

OUR VISION

A united, empowered, and resilient African diaspora community.



africanstakeholdersinc@gmail.com
www.africanstakeholdersinc.org

Key Takeaways from ASI's (African Stakeholders Incorporated) First Wealth Creation Seminar



On October 10, 2025, ASI proudly hosted its inaugural Wealth Creation Seminar, a landmark event designed to equip individuals with practical tools for financial independence and entrepreneurial success. The atmosphere was energetic and forward-looking, bringing together professionals, aspiring entrepreneurs, and community members united by a shared goal: building sustainable wealth that benefits both families and communities.

More than a discussion about money, the seminar focused on mindset, structure, service, and long-term strategy. Five foundational principles shaped the conversation and provided attendees with a blueprint for lasting success.

1. CULTIVATING A POSITIVE MINDSET: THE FOUNDATION OF WEALTH

The seminar opened with a powerful reminder: wealth creation begins in the mind. Speakers emphasized that belief in oneself is essential. Fear of failure, perfectionism, and over-analysis often prevent promising ideas from ever being implemented.

Participants were encouraged to move beyond the 'paralysis of analysis' and embrace action. Failure was reframed as feedback—an opportunity to refine systems, improve strategies, and sharpen decision-making. True wealth builders see challenges not as roadblocks, but as classrooms.

2. INVEST IN YOURSELF: YOUR GREATEST ASSET

One of the most compelling segments came from a software engineer and seasoned real estate investor who shared his journey to financial independence. Now the owner of sixty-one residential units, he emphasized that his greatest return on investment was his ability to spend more time with his family, which he was unable to do well as a software engineer. Investing in oneself through education, skill acquisition, mentorship, and disciplined financial literacy lays the groundwork for opportunity. Continuous self-development ensures adaptability in an ever-evolving economy.

Wealth was framed as freedom—freedom of time, freedom of choice, and freedom to prioritize family and purpose.

3. CREATE A SYSTEM: BUILD STRUCTURE THAT OUTLASTS MOTIVATION

Motivation is temporary; systems are sustainable. Speakers stressed the importance of creating replicable processes that operate consistently—even in one's absence.

Structured systems increase efficiency, reduce errors, provide measurable outcomes, and allow for expansion. A system transforms a job into a business and a business into an asset.



4. FIND YOUR NICHE: MASTERY CREATES VALUE

Participants were encouraged to identify where their skills, passions, and market demand intersect. The diversity of presenters demonstrated that wealth can be created across industries, but focus was the common denominator.

Specialization builds credibility, develops expertise, and creates differentiation in competitive markets. When you master a niche, you become indispensable within it.

5. SOLVE HUMAN PROBLEMS: WEALTH THROUGH SERVICE

The seminar concluded with a powerful principle—wealth is a byproduct of service. Using Maslow's hierarchy of needs as a framework, speakers illustrated that sustainable wealth is created by addressing fundamental human needs such as shelter, security, belonging, and self-actualization.

Entrepreneurs who focus on solving meaningful problems create value that society willingly supports. The greater the problem solved, the greater the opportunity for impact—and income.

A PROMISING BEGINNING

ASI's first Wealth Creation Seminar marked the beginning of a movement toward intentional financial empowerment. By combining mindset development, disciplined self-investment, structured systems, strategic specialization, and service-driven entrepreneurship, ASI reaffirmed its commitment to education, empowerment, and community growth.

We look forward to building on this momentum and continuing the conversation.

Compiled by
Etienne Pourrier Sr.

A Faith-rooted Approach to Financial Stewardship

By James Ndon, UJ Solutions — North Carolina

Too many capable people lose ground because financial protection and planning were never prioritized. This leads to gaps between hard work and lasting security. Solutions exists to move families from anxiety to agency by turning technical options into clear, actionable steps.

SECURE, PROTECT, BUILD

Secure the future — Create a clear financial roadmap that prioritizes emergency readiness, debt management, and disciplined saving so families can make intentional choices.

Protect income — Design income-protection strategies that preserve cash flow when life interrupts work: disability planning, contingency savings, tailored insurance are a few examples of how to protect income.

Build legacy — Move beyond documents to intergenerational education, tax-aware strategies, and community-minded giving so wealth becomes a tool for family stability and local impact.

SERVICES THAT MATTER FOR FAMILIES AND ORGANIZATIONS

Household Planning — Emergency funds, debt reduction roadmaps, savings automation, and basic estate organization.

Income Protection — Individual disability solutions, contingency savings structures, and insurance placement designed to maintain household cash flow.

Key Person Insurance — Policies that protect small businesses, churches, and nonprofits from the financial shock when a mission-critical leader or revenue generator is lost.

Executive bonus plans — Employer-sponsored arrangements that reward and retain key staff while creating supplemental retirement or benefit value for executives.

Legacy and giving strategies — Intergenerational education, charitable giving frameworks, and tax-aware transfers that align family values with long-term impact.

REAL IMPACT: A SHORT CASE SNAPSHOT

A young couple with steady income but no contingency plan automated emergency savings, added income-protection coverage sized to their budget, and created a simple legacy letter after one planning session. Within a year they reported less stress, clearer decisions, and renewed confidence to pursue long-term goals. That measurable, human impact is what we aim to replicate across neighborhoods and congregations.



WHY FAITH AND COMMUNITY MATTER

Financial choices are moral and relational. Faith communities shape values, influence behavior, and provide trusted networks for education and support. UJSolutions partners with congregations to align stewardship teaching with practical structures so spiritual commitments are matched by financial systems that protect families and multiply generosity.



Next steps and how to connect

UJSolutions offers tailored workshops, one-on-one planning, and community partnership models that prioritize dignity and sustainability. To explore a workshop for your congregation or a planning session for a family or organization, visit UJSolutions.org or contact our office to schedule an introductory conversation.

SUBSCRIBE

Stay connected beyond this edition! Subscribe for free to **The Voice!**

Scan the QR code to get inspiring stories, expert insights, and empowering resources straight to your inbox.



SCAN ME



When Women Thrive, Communities Rise



Across the African diaspora, African women continue to shape families, communities, and institutions in profound ways. They are leaders, caregivers, innovators, educators, entrepreneurs, and advocates. Yet despite their immense contributions, many still face systemic barriers, cultural expectations, and economic challenges that limit opportunities. Supporting their strength and potential is not just a matter of fairness—it is essential for the progress of our communities. African women in the diaspora carry a rich heritage rooted in resilience and adaptability. Often serving as cultural bridges, they preserve traditions while adapting to new societies—

teaching languages, sustaining cultural practices, and ensuring younger generations remain connected to their identity.

They are also key economic pillars. Across many households, women contribute significantly through entrepreneurship, professional careers, and multiple income streams. From small business owners to healthcare professionals and tech leaders, their work drives economic growth and innovation. Their success is rarely just personal—it is tied to uplifting families and creating opportunities for the next generation.

Education remains a powerful tool. Many African women pursue higher education and professional training to build careers, challenge stereotypes, and open doors for others. Their visibility in fields like medicine, law, science, and public service expands what younger girls believe is possible.

However, the journey is not without challenges. Many women navigate a complex intersection of racial bias, gender discrimination, immigration hurdles, and cultural pressures. Balancing traditional expectations with modern realities can create tension, as women are often expected to excel simultaneously as caregivers, professionals, and cultural custodians.

Despite this, African women consistently demonstrate resilience. They build strong support systems through community organizations, professional networks, and mentorship initiatives. These networks provide resources, guidance, and advocacy—strengthening not just individuals but entire communities.

Entrepreneurship has become a key pathway to empowerment. Many women launch businesses that reflect both cultural identity and innovation—spanning industries such as food, fashion, consulting, childcare, health, and technology. These ventures provide financial independence while creating jobs and stimulating local economies.

African women also play a vital role in social change. Across the diaspora, they are actively engaged in advocacy around education, healthcare, racial equity, immigrant rights, and gender equality. Through leadership and civic engagement, they are helping to build more inclusive societies.

True empowerment, however, requires collective effort. Families, institutions, and policymakers must invest in women's well-being—ensuring access to education, healthcare, mentorship, financial resources, and leadership opportunities. When barriers are removed, women can reach their full potential.

Men also have a critical role to play. Supporting women's growth strengthens families and communities. Partnerships grounded in respect, collaboration, and shared responsibility create environments where everyone thrives.

For younger generations, the example set by African women today is shaping the future. Girls need spaces where their voices are heard, their ambitions nurtured, and their identities celebrated. Mentorship, education, and leadership opportunities are essential in raising confident and capable women.

Representation matters. Seeing African women in leadership across media, politics, academia, and business challenges outdated narratives and affirms their contributions.

African women in the diaspora embody transformation—blending cultural heritage with new opportunities, nurturing families while building careers, and uplifting others along the way. Their impact extends far beyond individual success. When women are empowered, they reinvest in families, education, health, and community development.

This is why communities must intentionally create environments where women can thrive—by challenging stereotypes, supporting leadership, and promoting equity. When women are supported, families grow stronger, children have better opportunities, and communities become more resilient.



ASI, in partnership with The Milwaukee African Women's Association (MILAWA) and other organizations, hosted an International Women's Day celebration on March 28, 2026, at Mount Mary University. With the theme "Give to Gain," the event emphasized investing in women as a pathway to collective progress—through networking, mentorship, and empowerment.

When women are given a chance, society benefits. They are our mothers, wives, sisters, and daughters—and when they thrive, communities rise.

Happy International Women's Month!



FUN & FASCINATING FACTS ABOUT AFRICA.



The African continent is bold, beautiful, and full of surprises. From natural wonders to cultural richness, Africa is far more diverse and dynamic than many people realize. Here's a short dive into some fun and amazing facts about this incredible continent.

1. Africa Is HUGE

Africa covers about 30.37 million square kilometers, making it the second-largest continent on Earth. To put it in perspective, you could fit the United States, China, India, Japan, and most of Europe inside Africa — and still have room left over!

2. It's the Birthplace of Humanity

Many of the oldest human fossils have been discovered in Africa. Countries like Ethiopia, Kenya, and South Africa have yielded groundbreaking archaeological discoveries, earning Africa the nickname "The Cradle of Humankind."

3. The World's Longest River

The mighty Nile River flows through 11 countries and stretches about 6,650 km (4,130 miles). It has supported civilizations for thousands of years, including the ancient culture of Egypt.

4. More Than 2,000 Languages

Africa is the most linguistically diverse continent in the world, with over 2,000 languages spoken. Nigeria alone has more than 500 languages!

5. Wildlife Paradise

Africa is home to the famous "Big Five" — lion, leopard, elephant, rhino, and buffalo. Countries like Tanzania and Botswana offer some of the best safari experiences in the world.

6. The Sahara Is Massive

The Sahara is the largest hot desert in the world. It's almost as big as the entire United States!

7. Africa Has 54 Countries

Africa is made up of 54 recognized countries, each with its own cultures, traditions, foods, and histories — from the pyramids of Giza to the colorful markets of Marrakech.



Final Thoughts

Africa isn't just one story — it's thousands of cultures, landscapes, and histories woven together. Whether it's ancient civilizations, stunning wildlife, or vibrant modern cities, Africa continues to inspire and amaze the world.



3 CRITICAL QUESTIONS

ABOUT YOUR FINANCIAL PROTECTION



? What account do you have to replace your income if you are unable to work today?

? What happens financially if sickness or injury keeps you from earning?

? How long could your family maintain their lifestyle without your income?

 **Truth:** Protection isn't just about death – it's about living, income security, and peace of mind.

 **Don't leave your family unprotected**

 **Message "PROTECT" to get started**

Ukeme Ndon
414-248-5971

James Ndon
414-350-1488

UJSolutions.org

Reflection: The Benefits of Renewing H-1B Visas for African Milwaukee School Teachers

Milwaukee Public Schools (MPS), like many urban districts in the United States, has faced persistent teacher shortages, particularly in subjects such as mathematics, science, and special education.

To address this, the district turned to international recruitment, bringing in qualified teachers from several African countries through the H-1B visa program. These educators arrived with strong academic backgrounds, subject expertise, and a commitment to serving students in high-need communities. Over time, they have become an important part of Milwaukee's educational system.

Renewing H-1B visas for these teachers offers benefits that extend beyond the individuals themselves. One immediate advantage is continuity of instruction. Teacher turnover disrupts learning, especially in underserved communities. When educators who have built relationships with students and colleagues are forced to leave due to visa limitations, the result is instability that affects academic progress. Visa renewal allows schools to retain teachers who already understand the curriculum, school culture, and student needs.

This continuity is especially critical in specialized subjects. Mathematics and science require educators with both deep knowledge and the ability to simplify complex concepts. Many African teachers recruited



by MPS are highly trained in these areas. Retaining them helps sustain instructional quality in subjects essential for preparing students for future careers, particularly in STEM fields.

Visa renewal also promotes stability within school communities. Teachers who remain for multiple years become familiar with district systems, contribute to collaborative planning, and support curriculum development. Over time, many take on informal leadership roles—mentoring new teachers and strengthening instructional practices. Retaining experienced educators allows schools to build cohesive, effective teaching teams rather than constantly replacing staff.

Beyond academics, African teachers contribute to the cultural richness of Milwaukee classrooms. Their presence exposes students to diverse perspectives and global experiences, helping them develop broader worldviews. By integrating elements of their cultural and educational backgrounds into lessons, these teachers enhance learning and foster greater cultural awareness.

They also serve as important role models. For many students, especially those with limited exposure to international professionals, African educators represent what is possible through education and perseverance. Their journeys can inspire students to pursue ambitious goals and see education as a pathway to opportunity.

From an institutional perspective, renewing H-1B visas is also cost-effective. Recruiting and training new teachers require significant time and resources. When experienced educators leave due to visa restrictions, districts must restart the hiring process, often facing the same shortages. Retaining current teachers protects these investments and allows schools to focus on improving instruction.

Teachers who remain in Milwaukee over time also build strong connections with the community.

They engage with parents, participate in school activities, and contribute to local life. These relationships strengthen trust between schools and families—an essential factor in student success. Visa stability encourages deeper community involvement.

Additionally, international educators enrich professional environments through cross-cultural exchange. They bring diverse teaching methods, classroom management styles, and perspectives that can inspire innovation and improve overall teaching practices.

For students, consistent relationships with trusted teachers support both academic performance and emotional well-being. Educators who stay longer are better able to understand students' needs and provide meaningful support. Visa renewal, therefore, contributes to both educational and emotional continuity.

In reflecting on the role of African teachers in Milwaukee, it is clear that their contributions extend far beyond filling vacancies. Renewing H-1B visas enables schools to maintain experienced educators, strengthen communities, and preserve the diversity that enhances learning. It is a practical step toward sustaining educational quality and stability in Milwaukee's schools.





CYBALOGIC
TECHNOLOGIES LTD, NIGERIA

Engineering the Future of AI, Data,
and Digital Infrastructure

OUR SERVICES



CLOUD SERVICES



CYBERSECURITY



APPLICATION
DEVELOPMENT & TESTING



AI SOLUTIONS



DATA CENTER



TRAINING
& EXPERTISE



IT CONSULTING



MANAGED IT
SERVICES

IT CONSULTING • MANAGED IT SERVICES & 10RE

www.cybalogic.com

Bright Abu, CEO

📍 Uyo | Lagos | Global Partnerships



AFRICAN

STAKEHOLDERS INC. (ASI)

*Join us in shaping a future of prosperity and
unity. Your participation makes a difference.*

THE
Voice

**ISSUE 02
MARCH 2026**

Designed by <https://bit.ly/theCBSolution>;
theCBSolution@gmail.com,