

F R E E D O M I N C .

2019 ANNUAL REPORT

our community is our campaign

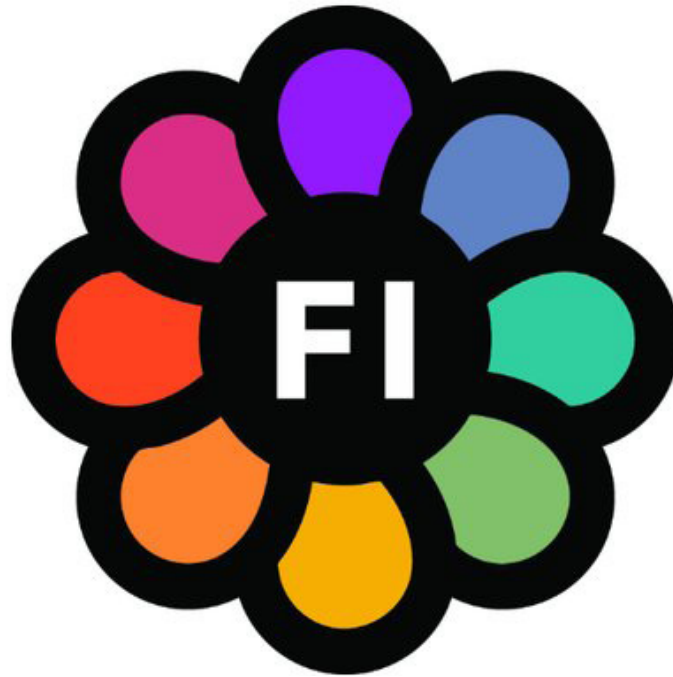


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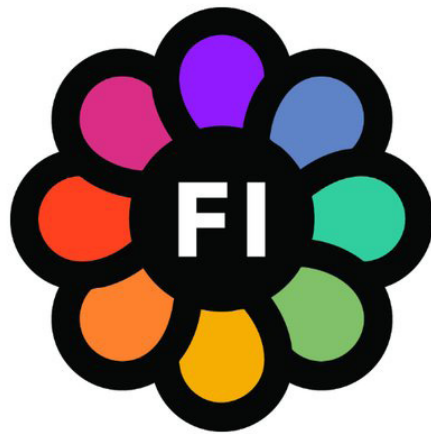
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2110 LUANNE LANE
MADISON, WI 53713

Message from the Co-Executive Directors

Change means growing and expanding in ways that are exciting but also challenging. In 2019, change at Freedom Inc. included a growing staff- we went from 12 to 14 full time staff with plans to add 4 more full time in 2020, we expanded our Community Power Building Department to meet the needs of civic engagement activities planned for 2020 Election and Census work and strengthened our mutual aid work through our weekly pantry. Change also meant finding a physical space that could properly house our culturally specific programs and be a political home for our community. We were challenged in moving to a new building this year while we searched for a new permanent home. With a lot of planning, creativity and work, we finally secured a new home in December 2019. Our purchase of our new office at 2110 Luann Lane, Madison is a freshly painted and empty vessel waiting to host elders and youth, LGBTQ gatherings and many trainings for staff and community.

This year, Freedom Inc. continued to serve women and children, LGBTQ folx and other survivors through our weekly support groups and one on one case management. Our over 300 clients are from those communities most impacted and are those who motivate and inspire us to grow in ways to meet their needs. We are building our staff capacity by offering innovative opportunities to have access to regular mental wellness, health services and political education and training. This year, every staff member was able to attend at least one local and one national training to further their skills so they can be the best advocate for their clients.

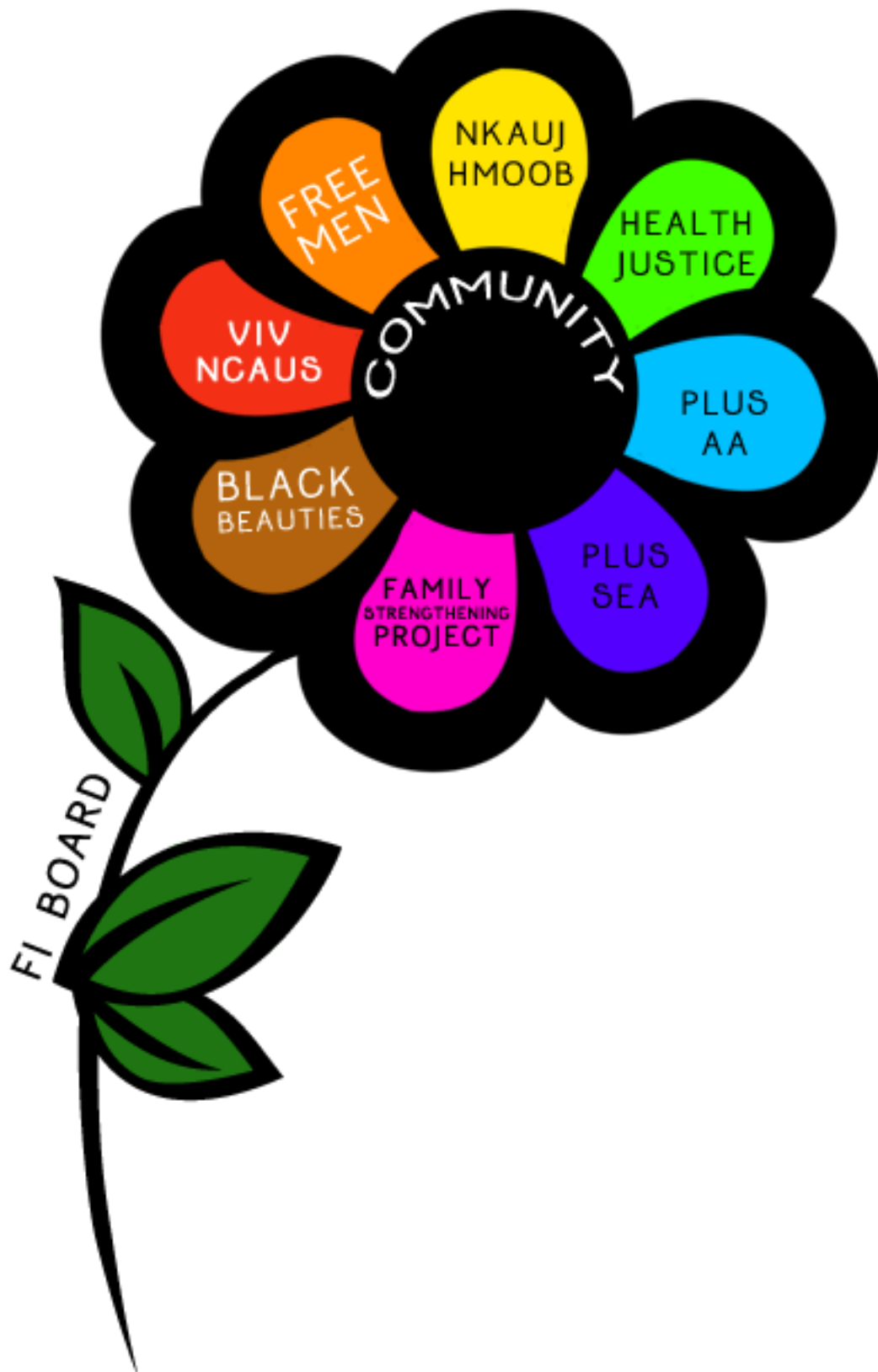


We also saw that as we grew better and bigger, we faced more scrutiny and attention. We are thankful for the support of our Board Members and ally groups like Friends of Freedom Inc. and other partners from around the country that continue to support us. Because the work we do has always been led by the principle that our “Community is our Campaign,” we know we will continue to face challenges. Those most impacted face the most oppressive and silencing systems. Freedom Inc. is here to stay and grow. We are here to build a home that will model to others that we can be inclusive and be culturally specific at the same time, that Black and LGBTQ voices and lives will always be centered as they are those lives with most proximity to violence and harm, and that, at the core of our work, gender justice work will always give agency to women and children survivors of domestic violence/sexual assault so that we can keep our communities safe and thriving.

Our new building is a cumulative effort of our past 20 years of service to the Madison and surrounding community. It will be a space where we can grow and meet the demands of our time. Freedom Inc. is facing all these changes with you, our community, in mind. We are thankful for the support our members and funders have provided and look forward to welcoming the community into our new home.

Thank you,
Kabzuag Vaj and M. Adams
Co-Executive Directors





OUR PROGRAMS



At Freedom, Inc. we describe our governance structure as a flower. Rather than making decisions through a traditional non-profit hierarchy, activities are coordinated through overlapping committees that form the petals of a flower.

The center of the flower is made up of the organization's members, so the community served is the community in control of the issues, campaigns, and strategies engaged by the organization.

The staff facilitates communication of key needs and priorities, which strengthens continued leadership within our communities. Staff, in conjunction with community leaders and elders, collaborate to maintain focus and progress when addressing needs.

The board assumes financial and legal responsibilities, but defers leadership to the staff and community for maintaining mission-driven work and strategies.



TRAININGS AND CONFERENCES

Our staff attended several local and national conferences, trainings, convenings, and more this year! Many of the trainings our staff attended helped mold them to be better service providers and advocates for our clients. Many of our staff also led and participated in events.

Some training topics that staff participated in this year include:

Pat Parker Black Feminist School

Black and Brown Women Coalition Queer Justice 101

Foundation to Genderbase Violence Work Training

Hone Your Skills Conference on Elder Abuse

API Agents of Change: Disrupting Gender Violence/ Defining Gender Democracy

Safe At Home Training with the Office of Justice Programs and Victims Of Crimes Act Staff



BLACK PROGRAMS

Many of our Black programs focus on healing liberation, which is culturally specific work done to heal generational trauma. Our Debra's Love group for Black women held a retreat and freedom school for political education and community building.

Our Black Girls Matter continues to grow and includes many members who also lead our Police Free School Campaign. The ever growing program focuses on the lives and issues that impact our young people. We created space for community, self-love, building friendships, story-telling, and political education.

As leaders within the national Movement for Black Lives, Freedom, Inc. works to create Black-led spaces for building civic power.

"Nobody's free
until
everybody's free."
- Fannie Lou
Hamer



CAMBODIAN PROGRAMS



Our Khmer Gender Justice 1.5 Generation held their first annual retreat this year. This is a group of Khmer Women ages 25-45 coming together to heal and build each others through political education on Gender Based Violence, ending patriarchy and ending violence in our community. We strengthen and heal each others through storytelling. We are the generation that bridge the younger and older generation to come together.

The youth in the Lotus and Angkor Dance Troupe also held a summer retreat to learn about the history of Cambodian art and dance. Our elder group also met weekly to discuss mental wellness, relationships and other healing topics.

HMONG PROGRAMS



Nkauj Hmoob is our Hmong girls group which met weekly to help build community and support one on one case management.

Viv Ncaus Dance Troupe performed and participated in numerous dance competitions where they were able to support with our Community Power Coalition tabling, and connect & build with other Hmong girls dance groups throughout the state of WI and MN.

Wisdom Elders continue to provide weekly group support for over 100 Hmong elders and one on one case management. They ended the year with a culturally specific Healing ceremony or "Hu Plig" which translates to Soul Calling Ceremony. This is one of several wellness activities our elders coordinate to build sisterhood and learn about gender and racial justice.

YOUTH PROGRAMS

Our youth have had an incredibly busy year becoming leaders in their campaign to get cops out of Madison's public schools. Their efforts have included facilitating over a dozen teach-ins to youth across the city, launching a postcard campaign to send hundreds of handwritten messages to the school board, and showing up to every single school board meeting on this topic to give testimony.



"If we matter to you,
then listen to our
voices. Invest in
youth."

- Freedom
Youth Squad



We also had a successful Books and Breakfast program this summer with 20-30 participants who attended weekly to learn about social and gender justice issues. Our team of 10 volunteers read books, lead outdoor programming and helped youth with literacy.



LGBTQIA+ PROGRAMS



Zon Moua, Freedom Inc. Gender Justice Director, leads training on Queer Justice.

Life Changing Services: In 2019, Freedom Inc. held our first Monthly brunches to bring together members of the LGBTQ POC community. We also hosted our annual Gaysgiving.

Community Organizing: Queer and trans young folx continue to be at the front of creating social change to build the world we all deserve to live in. Our members have been busy in organizing to get cops out of schools and to implement community control over police, as well as working to end and uproot gender based violence in their own communities.

Training and Building Allies: We also continued to develop the leadership of our Queer staff by hosting a retreat in September 2019. The purpose of the retreat was to build a sense of community, identity and self love.

Board of Directors

Chong Moua

Board Chair

Mee Kong

Treasurer

Lori Lopez

Secretary

Sami Schalk



Freedom, Inc.
Statement of Activities (Audited)
Year Ended December 31, 2019

	<u>2019</u>
Changes in net assets without donor restriction	
SUPPORT AND REVENUE	
Government grants	\$ 1,072,299
Contributions and other	<u>1,886,655</u>
Total support and revenue	2,958,954
EXPENSES	
Program services	
Ending gender-based violence	2,087,993
Community Power Building	503,914
Mangement and General	239,720
Fundraising	<u>51,145</u>
Total expenses	2,882,772
NET ASSETS RELEASED FROM RESTRICTION	<u>697,914</u>
Change in net assets without donor restrictions	774,096
Changes in net assets with donor restrictions	
Contributions	210,345
Net assets released from restrictions	<u>(697,914)</u>
Change in net assets with donor restrictions	(487,569)
Change in net assets	286,527
Net assets at beginning of year	<u>2,081,518</u>
Net assets at end of year	<u><u>\$ 2,368,045</u></u>



Freedom, Inc.
Statement of Financial Position (Audit)
December 31, 2019

	2019
Assets	
Current assets	\$ 1,703,813
Fixed Assets	<u>1,613,496</u>
Total Assets	<u><u>3,317,309</u></u>
 Liabilities	 949,264
Net Assets	
Unrestricted	1,565,850
Temporarily restricted	<u>802,195</u>
Total net assets	<u>2,368,045</u>
 Total liabilities and net assets	 <u><u>\$ 3,317,309</u></u>

