



FREEDOM, INC.

Annual Report

2015

“Survivors leading change”

At Freedom, Inc. (FI) our motto is “Our Community is Our Campaign.”

This means we heavily invest resources and energy into people to be empowered in transforming the systems around them. We believe that the change our world so critically



Youth leaders testify against new jail

needs comes out of most impacted

communities fighting for their

liberation. Freedom, Inc.’s

collective model is based on

the structure of a flower. The

community serves as the center of

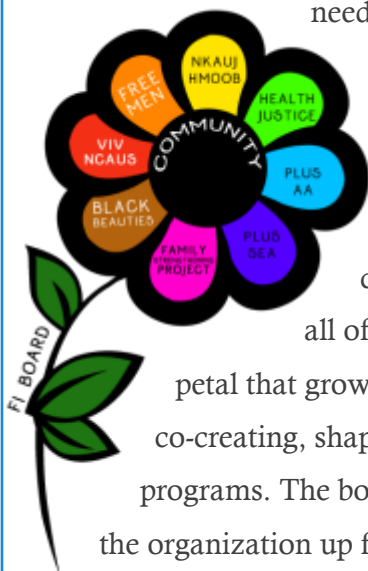
all of our programs. Each program is a

petal that grows from the community’s needs—

co-creating, shaping and leading all of our

programs. The board serves as the stem that holds

the organization up financially and as advisors.



Mission

We are Black, Hmong and Khmer Women, Queer folks, and Young folks who--through providing serves, advocacy and community organizing—are ending violence against us and our communities.

www.freedom-inc.org

601 Bayview Madison, WI 53715

Note from our Co-Executive Directors

Dear Freedom Family,

Freedom, Inc. (FI) is a dynamic and evolving grassroots collective of women, queer and young folks of color, with strong staff, board, volunteers and community leadership that is committed to its mission of ending violence against and within low-income communities of color, to create healthier communities.

Our current work areas are: leadership development for youth and elders, domestic violence and sexual assault, and queer justice. FI is recognized locally, nationally, and internationally as a strong social movement center that creates local policy, systems and cultural change.

In 2015, FI worked directly with 500 folks of color with an impact on thousands. We are especially proud of the new leadership emerging through our programs. For us success looks like:

1) Hmong woman, survivor of domestic violence; once isolated and seeking services; now a leader in helping other Hmong women access services, and organizing for community health through gardens. Gender justice + community health= success!

2) Black gender non-conforming youth, survivor of incarceration and formerly homeless—once not feeling supported or empowered; since FI is now empowered and empowering their community. Ending mass incarceration +healing=success!

Please join us on our website at www.freedom-inc.org and follow us on Facebook at <https://www.facebook.com/AboutFreedomInc/> for upcoming events and programs in 2016!

In Love and Power,

M Adams, Co-Executive Director
Kabzuag Vaj, Co-Executive Director



Investing in Black, Hmong and Khmer women, queer and young leaders

Each week FI works directly with over 100 youth and elders whom we provide case management, leadership development and community organizing training—through our culturally specific programs. Community members are leaders in building these programs. In addition to these weekly programs, in 2015 we had:

- **Youth learning from experts**—intensive education sessions on topics such as policing, gender justice and community organizing. Over 14 sessions with dozens of youth trained.
- **Grandmothers healing communities**-- Hmong elder healers and survivors expand the Freedom Farm—doubling the amount of families fed and increasing the intergenerational opportunities for learning.
- **Queer youth creating alternatives**— Black survivors of domestic and sexual violence create models of community accountability outside criminal justice system. An alternative to mass incarceration.



2015 Program Highlights:

- **2 new youth staff**—a middle and a high school youth leader were trained in social justice and community organizing, they began working on issues in their community
- **10 national trainings**— attended by both staff and members, trainings enhanced their social justice analysis and skills on topics from Black Lives Matter to gender justice.
- **Awards**- FI honored as an award recipient of *M List*. Our staff also award recipients of Community Shares of WI and UW Outstanding Women of Color.



Ending violence, healing community

Jenny, Khmer Advocate

Jenny Sem is Freedom, Inc.'s new and amazing Khmer community and gender justice advocate.

Jenny began her work here in the summer. She has already worked with dozens of families through the tough range of domestic violence, deportation, and poverty.

Also, Jenny is a leader in making sure important cultural celebrations happen.

Survivor+ empowerment+ opportunity= community healing=community change



Black Lives Matter

As part of a larger Movement for Black Lives, and based on our previous work, we joined forces with other local activists to co-found Young, Gifted and Black, and Asians for Black Lives. We co-led a successful grassroots campaign with over 40 direct actions, dozens of city and county meetings where hundreds testified, with an impact on tens of thousands. We had a huge victory of stopping a new \$160 million jail! Our niche in this work is:

1. **Leadership Development-**
Members trained to lead campaigns and begin recruiting the next generation of organizers
2. **Queer and Gender Justice -**
Queer and trans folks, and women centered as leaders—where often only men are
3. **Movement Science-**
Developed political analysis and campaign strategies to win and build stronger communities

#handsoffblackwomyn

Campaign focused specifically on the impact of state violence on Black women, girls, queer and trans folks. One of these campaigns is #handsofficierra, where we fought to free Cierra Finkley, who was incarcerated for defending her life against a violent partner. Through the power of the people, she is free! We led:

- **Community action-** mobilizing community members to take action to free Cierra
- **Community education-** teach-ins on the impact of domestic violence and provided Black communities with resources
- **National advocacy -** created framework to analyze state violence happening against Black women, queer and trans folks. Organized over 30 domestic violence agencies nationally with an impact on thousands



Ending Gender Based Violence and Domestic Violence

Freedom, Inc.'s roots are in ending gender based violence and domestic violence within Southeast Asian and Black communities. Our anti-violence work includes culturally specific: one on one support and case management, advocacy and weekly support groups. Our culturally specific programs are:

Wisdom Project- Anti-violence program culturally specific for Southeast Asian elders

Nkauj Hmoob- Anti-violence art program culturally specific for Southeast Asian girls

Freemen- Anti-violence program culturally specific for Southeast Asian boys

Black Beauties- Anti-violence program culturally specific for Black girls

PLUS- Anti-violence program culturally specific for Queer Black and Hmong youth

Loud & Unchained- Anti- Violence art program culturally specific for Black youth.



Southeast Asian youth, as part of Asians for Black Lives, stand in solidarity with ending mass incarceration



Black women, youth and queer and trans survivors of violence teach about race and gender based violence



“I believe that we will win!” – Young Freedom Fighters

www.Freedom-inc.org
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Who we are:

Kabzuag Vaj
Co-Executive Director

M Adamss
Co-Executive Director/SA Advocate

Maivniaj Moua
Hmong DV Advocate

Zon Moua
Youth Program Director

True Thao
Southeast Asian Program Assistance

Jenny Sem
Khmer Women DV Advocate

Alix Muhammad
Ti Banks
P.L.U.S. Black Coordinators

Peyton Yang
FreeMen Youth Mentee

Cynthia Yang
Zoua Pa Yang
NH Youth Mentee

Jasmine Timmons
Kashyra Hall
Black Beauties Youth Mentees

Board Members

Nancy Vue
Board Chair

Mario Sierra
Treasurer

Jackie Yang
Secretary

Lina Juarbebotella
Community Member

Kayleb Her
Community and Youth Member

Statement of Financial Position (Audited)

ASSETS	2015
Cash	\$68,661
Promises to give	27,866
Grants Recievable	21,408
Accounts receivable	1,000
Prepaid expenses	500
Total Assets	\$119,435
LIABILITIES	
Accounts payable	\$5,498
Accrued expenses	5,641
Total liabilities	11,139
NET ASSETS	
Unrestricted	79567
Temporarily Restricted	28729
Total net assets	108,296
Total liabilities and net assets	\$119,435

Statements of Activities (Audited selective lines)

SUPPORT AND REVENUE	2015
Government grants	\$212,923
Contributions	206,348
Services	6,500
Total unrestricted revenue and support	425,771
EXPENSE	
Salaries, wages and benefits	202,340
Services and professionals	89,546
Development and training	37,938
Supplies	24,155
Total Expenses	381,154
Net assets released from restrictions	29,562
Change in net assets	73,346
Net Assets beginning of year	34,950
Net Assets end of year	\$108,296

Full financial reports available upon request. Send us an email at info@freedom-inc.org.

Thank you for your support!

Wisconsin Department of Justice – Violence Against Women Act Program

Wisconsin Department of Children and Families – Domestic Abuse Program

City of Madison DPCED Community Development

The Liberty Hill Foundation

PFund Foundation

Astraea Lesbian Foundation for Justice

Wisconsin Community Fund Campaign

A Fund for Children

Borealis Philanthropy

Mifflin Street Co-op

Beverly Buhr

Madison Gas & Electric

Proteus Fund

James Arts and Helene Nelson

Susan Lloyd

Karma R Chavez

In addition to the above, we want to thank every person for their support and dedication to our organization from the generous supporter who contribute with gifts of time and money, to the community member who put their trust in us. We have deep love and gratitude for you all and will continue to organize, advocate, educate, and support because “Our Community is Our Campaign.”