



**Our Community
Is
Our Campaign**





We are a Black, Hmong and Khmer women, queer folks, and young folks who are ending violence against us and our communities through providing services, advocacy, leadership and community organizing.



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Message from our Co- Executive Directors

DEAR FREEDOM FAMILY,

2017 was a critical year in the fight for freedom and we fought fiercely!

Freedom, Inc.(FI) is a dynamic and evolving grassroots collective of women, queer and trans folx, and young folx of color in Madison. Our mission is to end violence against and within low income communities of color through providing life-saving services, leadership development, community organizing, and systems change. We work directly with over 400 people of color here in Madison, but our impact extends nationally and globally to thousands more. Check out some highlights from our work this year:

Strengthening our Organization

This year we have developed and expanded our organization like never before! We finally accomplished our dream of moving to a larger office with plenty of space for our staff to work and meet with

clients, hold community gatherings and meetings, as well as provide practice and performance space for our youth and arts programs. We are also happy to have increased the size of our staff with new hires who will advocate and organize for gender justice by working to end domestic violence and sexual violence in their communities.

Transforming local conversations around policing

Our youth of color have spoken loud and clear about how they want to get rid of police in Madison schools, which is a key component of our on-going campaign to gain community control over the police. Led by our youth, we have held protests and rallies around #NoCopsInSchools to call attention to the ways in which the unjust policing of Black youth contributes to racial violence and mass incarceration.

It has been an active and transformative year for FI. We greatly appreciate all of the support from you all who believe in our mission and our capacities to fulfill that mission. We also send deep love and gratitude to our community members, allies and supporters who spend their lives in the work of creating a world of freedom and liberation--where we can all live our best lives.

Thank you for an outstanding 2017!

Sincerely,

M Adams



M Adams
Co-Executive Director

Kabzuag Vaj



Kabzuag Vaj
Co-Executive Director





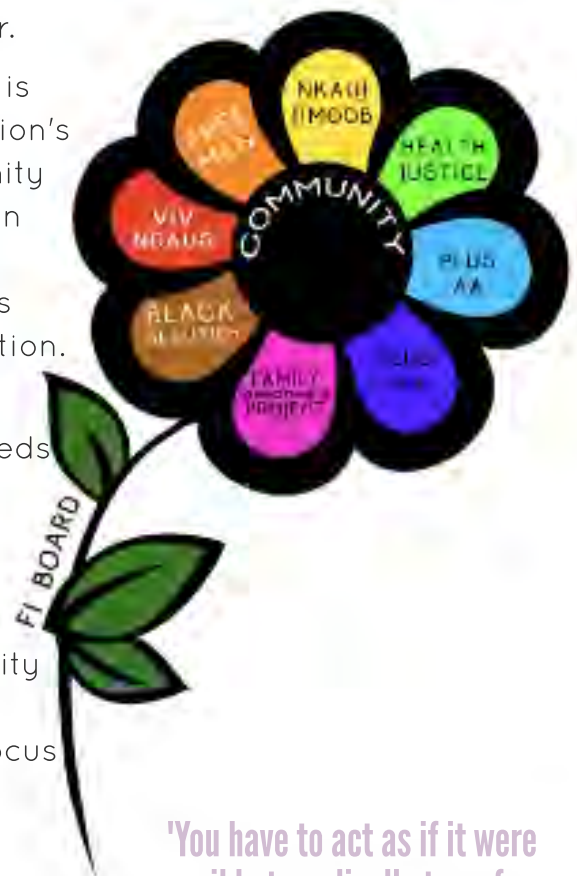
Programs

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.



'You have to act as if it were possible to radically transform the world. And you have to do it all the time.'

-Angela Davis

New Staff



SAVANG CHHORM
KHMER GENDER JUSTICE ADVOCATE

Savang Chhorm joined the Freedom family crew in the summer as a Khmer Gender Justice Advocate to work closely with the Cambodian community.

Before joining the Freedom family, Savang was a board member for Freedom, Inc., and worked for Madison College as a Child Care Coordinator for over 17 years.

Savang is part of the youth team building leadership in the Southeast Asian and Black communities. Angkor Dance Group and LOTUS have been established solely for Khmer youth and children.



BIANCA GOMEZ
BLACK GENDER JUSTICE ADVOCATE

Bianca Gomez joined the Freedom family crew in the summer as a Gender Justice Coordinator. Bianca will provide support victims and survivors of sexual assault and domestic violence in the Black community.

Bianca also helped revamp the Black Girl's Group and worked closely with black youth. Her Black Girl's Group will focus on gender justice, challenge patriarchy, and having bodily autonomy.

Bianca comes to Freedom, Inc. from working in education and providing kids with alternatives to the colonized histories they learned in school.



Accomplishments



WOMYN'S MARCH

Zon Moua and Jessica Williams spoke at the Womyn's March, with over 700 attendees present at the capital building.

BOOKS AND BREAKFAST

Led by Bianca Gomez and Zon Moua, our Book and Breakfast is designed to promote literacy, learning, and life skills to children of color. Some topics discussed include body safety and activism.

HAUNTED, INC.

Our first annual Haunted, Inc. took place in October. Over 40 youth from the community attended the Haunted House, which our youth and staff worked hard to put together.



YOUTH EXCHANGE WITH MEKONG

Two of our youth went to celebrate with our sister organization, Mekong, in New York for their 5th year anniversary. They were able to network and learn more about Mekong.

MOVEMENT FOR BLACK LIVES

Freedom, Inc. became part of a collective of other Black organizations to fight for Black Lives. In the Movement for Black Lives, there are six demands: End the war on black people, reparations for harm inflicted on black people, invest in black people and divest in harming them, economic justice for all, community control, and lastly, full and independent black political power.



WOMEN IN THE HOOD

Maivnyiaj Moua, our Hmong Gender Justice Advocate, was recognized by the Capital City Hues as one of the "Women in the Hood" for the work she does to end violence in her community.

FREEDOM 5K HEALTH DAY

Our annual 5K health day picnic was a success! Over 300 community members in attendance and many participated in all our competitions at Reindahl Park.

SISTERHOOD: HATE CRIME RALLY SUPPORT

Freedom, Inc. joined Sisterhood, a Hmong girl's group in Stevens Point, Wisconsin, rally against a hate crime in the community.

ACCESS DENIED PANEL	LGBTQ TRAINING	VISIONING A NEW FUTURE
WOMYN'S MARCH	VICTIM RIGHTS/SAFE FUND TRAINING	COMMUNITY JUSTICE NETWORK FOR YOUTH MIDWEST REGIONAL CONVENING
WORDS OF FIRE CONFERENCE	ADVANCE SAFETY PLANNING FOR ASIAN IMMIGRANT SURVIVORS	NATIONAL CAPACD CONFERENCE
HMONG NATIONAL DEVELOPMENT FORWARD CONFERENCE	IMMIGRATION BASIC FOR ADVOCATES SERVING ASIAN SURVIVORS	COMMUNITIES FOR JUST SCHOOL FUNDS SANCTUARY LEARNING CIRCLE
SISTER SONG CONFERENCE ON SEX NATIONAL NATURALIZATION PRACTITIONER CONFERENCE	REPRODUCTIVE JUSTICE 101	NATIONAL ASIAN PACIFIC ISLANDER CRIMMIGRATION CONVENING
MOVING MOUNTAINS	RESTORATIVE JUSTICE TRAINING	BODY SAFETY TRAINING
HOUSING SUMMIT TRAINING	NQAPIA	STANDING UP FOR OUR RIGHTS
HMONG WOMEN'S GATHERING SUMMIT	WELLSTONE DIGITAL ORGANIZING TRAINING	
DATA AND ORGANIZING FELLOWSHIP		

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. For example, Maivnyiaj attended the Advance Safety Planning for Asian Immigrant Survivors and it helped her better safety plan with her Wisdom Project members.

Many of our staff also led and participated in a few events. We were part of the Access Denied Panel where we discussed disability rights. M, Jessica and Zon also presented on movement for Black Lives and gender equality at the Forward Conference in Madison, Wisconsin.



Black



BLACK SERVICES

This year, we served nearly 90 clients with a wide array of needs from legal help to mental services. Our advocates prevented evictions for three of our women, and supported four women through criminal convictions. Our services continue to aid in the fight to end gender-based violence.

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.

In August, we created a program for Black teen girls called Black Girls Matter. 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 such as our Town Hall on electoral



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

'It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.'

- Audre Lorde



KHMER SERVICES

This year we served well over 70 Khmer community members. It was a hard year because of the rise in fear for deportation for community members and their loved ones. On top of the fear, many clients were struggling with housing, food, emergency funds, and legal aid.

KHMER PROGRAMS

Our Khmer women went on their first annual retreat for healing this year. They were able to build community, engage in storytelling, laugh and cry together, talk about gender violence, and set goals about moving toward justice. Most of the women have never had this kind of opportunity before.



Cambodian

Hmong



HMONG PROGRAMS

Our Hmong programs consist of Wisdom Project, Viv Ncaus Dance Troupe, and Nkauj Hmoob for Hmong women and girls. Wisdom Project is one of our largest programs with an average of 22 women in attendance every session. Wisdom is a Hmong elder women's support group which uses culturally specific activities for the women to heal and grow. Viv Ncaus Dance Troupe is a Hmong cultural dance group for Hmong girls. Nkauj Hmoob is a group specifically for Hmong girls.

HMONG SERVICES

This year, we served over 80 clients with a wide array of services. Many older clients needed help with housing, financial assistance, legal aid, and even support surrounding Abusive International Marriages.

Our younger clients were assisted with political education, conflict resolution, educational resources, and bodily autonomy. The youth often ask for help for their families for other kinds of assistances.



Youth Programs

We added more programs for youth since moving to our new office space. Notably, our hybrid program of Black and Southeast Asian youth, Freedom Youth Squad was developed to build leaders.

#NoCopsInSchools

The leaders in the Freedom Youth Squad are crucial for our No Cops in Schools Campaign that launched in 2016. Our youth led an action in April to protest the stationing of officers inside high schools. This campaign is part of the larger movement towards Black liberation.

Freedom School

In the spring, 20 of our Hmoob and Black youth participated in Freedom School where they learned about collective political education. The youth were also able to connect and build deeper connections and understandings of one another at Freedom School.



LGBTQ+



Life Changing Services

Over 50 LGBTQ survivors of violence were served in the year. We supported many survivors by helping them access gender appropriate health services, culturally specific mental health services, legal services and support to stay safe from intimate partner violence. We are most proud of the work of our advocates and organizers in helping to build a community amongst survivors so that they know they are not alone, and that they are valued and important. Freedom, Inc. has been a site of chosen family and safety for many LGBTQ survivors whom we support.

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

This year we trained over 120 advocates, government workers and health and human need workers on the issues, needs and ways to support LGBTQ survivors of violence. FI led a training of over 50 gender-based violence advocates of color across the state on how to support LGBTQ survivors within their own communities. We also partnered with Dane County Public Health, and other community partners, to provide training to over 70 professionals, ranging from Fire Department workers to homeless shelter workers, on how to support LGBTQ clients, especially as they experience crisis. We are proud of our work to train and develop allies and prospective allies on how to become strong advocates of the needs of LGBTQ people.



Financial Report

STATEMENT OF ACTIVITIES	DEC 31, 2017	DEC 31, 2016
Income		
Government grants	773,780	334,467
Contributions	928,072	1,175,323
Services	10,600	2,000
Other income	11,742	756
Total Income	1,724,194	1,512,546
Expenses		
Salaries, wages and benefits	641,657	383,725
Rent and office	51,742	25,273
Services and	504,270	303,694
Staff travel	17,420	10,012
Development and training	172,835	142,426
Supplies & other	128,252	62,205
Equipment	9,904	1,848
Total Expenses	1,526,080	929,183
Excess revenue	198,144	583,363

The financial numbers provided have been audited and found unmodified by our independent auditor, Wegner CPA.

Since 2015, our agency has grown exponentially due mainly to the increase in foundational grants. With this increase, our staff and programs have grown significantly thus allowing us to meet the needs and demands of the communities we serve. We greatly appreciate our donors, both locally and nationally. We could not have had a successful year without their generous donations.

Financial Report Continued

BALANCE SHEET (DOLLARS)

DEC 31, 2017 DEC 31, 2016

Assets

Cash	358,086	212,320
Promise to give	363,847	434,255
Grants receivable	160,502	74,062
Accounts receivable	8,364	----
Prepaid expenses	8,522	----
Security Deposit	3,000	3,000
Equipment	41,627	6,000
Total assets	943,948	733,112

Liabilities

Accounts payable	33,236	24,224
Accrued expenses	20,939	17,229
Total liabilities	54,175	41,453

Net Assets

Unrestricted	338,492	80,630
Temporarily restricted	551,281	661,029
Total net assets	889,773	691,659
Total liabilities and net assets	943,948	733,112

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

Board of Directors



FREEDOM, INC. STAFF AND FAMILY WOULD LIKE TO THANK OUR BOARD OF DIRECTORS FOR ALL THEIR HARD WORK

Thank you so much to our Board of Directors, Cua Xyooj, Mee Kong, Lori Lopez, Mario Sierra, Alexia Ware, Michael Davis, and Chong Moua. Your efforts and support for Freedom, Inc. are much appreciated by Freedom, Inc., our clients, the Black and Southeast Asian community near and far.

Friends of Freedom SPOTLIGHT

Friends of Freedom, Inc. (FOFI) is a collective of Madison community members who enthusiastically support all of the work of Freedom, Inc. but do not identify as Black or Southeast Asian. They hold regular meetings with staff and board members from Freedom, Inc. to stay apprised of the current campaigns and initiatives, as well as to engage in political education. Their contributions include developing allies in the broader Madison community, coordinating volunteer opportunities, and assisting with fundraising efforts. In 2017, FOFI volunteered at our annual Freedom Health Day, supported fundraising efforts through The Big Share and Give OUT Day, and sponsored families with gifts during the Freedom Holiday Project.



Thank you for your support!

OUR FUNDERS:

WI Dept of Justice - Office of Crime Victim Services
WI Dept of Children and Families
City of Madison - Community Development Division
Astraea Lesbian Foundation for Justice
The Wallace H Coulter Foundation
Borealis Philanthropy
New Venture Fund
NoVo Foundation
NEO Philanthropy
Tides Foundation
Wisconsin Community Shares
East Bay Community Fund
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