

FREEDOM, INC.



**ANNUAL
REPORT
2018**



FREEDOM, INC.

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MESSAGE FROM THE CO-EXECUTIVE DIRECTORS



2018 was an incredible year of resistance, hope and winning real change in people's lives. We started this year with a strong goal to strengthen opportunities for our communities' voices to be heard, and we have spent the year doing just that!

Early in the year we hired a community organizer to focus on building power and civic engagement opportunities that help Black and SEA women, queer and trans folx, youth and families to win. As the year continued, we added more staff and resources, and strengthened our statewide partnerships to advance this work—resulting in record numbers of Southeast Asian voter turnout across the state.

We continued this work with community education, leadership development and taking action on issues that are urgent and important for our communities. Our youth had a year filled with protest, education, and creating solutions to broken school systems, in their #NoCopsInSchools campaign. A strong cohort of Black girls emerged who led much of the way. The youth organized another successful year of Books and Breakfast which modeled liberated education by teaching literacy and social justice to Black and Brown children.

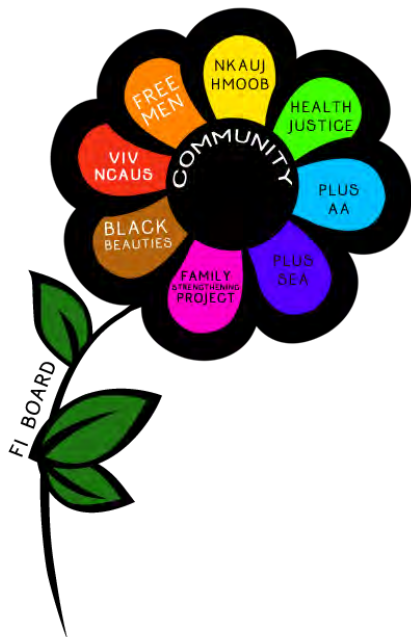
Our imagination of what our communities deserve is evident in our fight to save critical mental health services for Southeast Asian elders. We supported the creation of Southeast Asian Healing Center that has over 150 elders attending weekly programming and have been the only ones to fight for this service. We stood with our communities and challenged the City of Madison to lead with racial equity and justice for our communities. We continue to focus on what is urgent and needed for our communities.

2018 is full of other examples of this work locally and nationally, from our work of: stopping local deportations, honoring Black women survivors, fighting against jail and police expansion, and building movement with Black Queer organizers nationally and in South Africa. Though we are extremely proud of all of this work, we continue to understand and measure our success by the number of leaders who are transformed through our work.

We are proud of the hundreds of Black, Hmong, Khmer women, queer and trans folx, and youth whom have provided life-saving gender-based violence services. At the heart of it all, our work is about saving real lives and building a possible world of freedom and liberation—we are ever committed to our vision. We have deep love and gratitude for your support of our work. We will continue to support, educate, advocate and organize because "Our Community is Our Campaign."

M Adams & Kabzuag Vaj

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.



NEW STAFF



Sam Chhoeun is a Khmer community natural advocate who came to work at Freedom, Inc. as a Community Power Builder canvasser and quickly became a leader. She is a long time Madison resident and has strong roots with the Cambodian Buddhist Temple in neighboring city Oregon, Wisconsin. She and her partner Noy are parents to two beautiful children and one grandchild.



Sheesenphooyw Moua (Phoojywg or Ponyu) does civic engagement, leadership development, and legislative policy work as a Community Power Builder & Statewide Policy Advocate at Freedom Inc. He uses he/him pronouns. He attended UW-Madison, served in AmeriCorps in Milwaukee, and worked at a La Crosse Hmong community agency, Cia Siab Inc, before starting at Freedom Inc last year. He is working on a local Food Justice campaign and a statewide Hmong Education Initiative. He enjoys dancing, running, and climbing.

ACCOMPLISHMENTS



SOUTHEAST ASIAN HEALING CENTER (SEAHC)

Madison's Hmong and Khmer communities were heartbroken by the news that funding was cut for Kajsiab House, a mental health and community facility for refugees and veterans. Freedom, Inc. worked with community members to protest this decision. Many of our elders shared their stories at city hearings.

DEPORTATION OF REFUGEES

In response to threats of deportation in the Madison Cambodian community, we held a town hall to bring everyone together, educate about resources, and address this injustice.



BRINGING OUR VOICES TO POLLS

Our Community Power Building (CPB) team helped over 100 voters get to the polls and let their voices be heard in the midterm elections! Under the leadership of Mahnker Dahnweih, our team also worked as poll observers, knocked on doors, canvassed, and held phone banks to answer voting questions. Many were first-time voters who had never had the chance to vote before.

#SAYHERNAME WEEK OF ACTION

Our Black women and girls participated in a national week of action in June for #SayHerName, calling attention to the Black women who were murdered by state violence. Led by Black Feminist Future, our members built an altar to remember and honor the lives of these women.



TRAININGS & 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 includes:

- Public Speaking/Testimony training
- Housing Justice Discussion
- 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.

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 justice for our families in November.

**"Nobody's free until
everybody's free."**

**- Fannie Lou
Hamer**

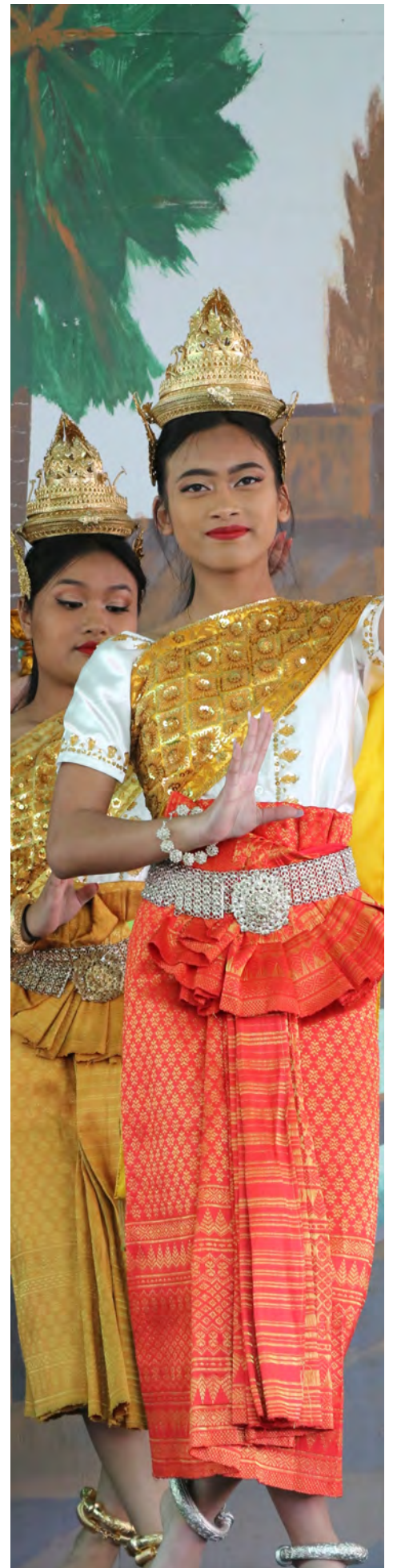


CAMBODIAN PROGRAMS



Our Khmer Gender Justice 1.5 Generation started last year October of 2018. 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. We had our first youth retreat this year.

We had our first Khmer appreciation picnic at the Cambodian Buddhist Temple. The Khmer Gen 1.5 help fund-raise for the event and was able to donate our time for this.



HMONG PROGRAMS

Hmong elders attend Press Conference to fight for more funds for mental health services funding.



Nkauj Hmoob started Hmoob classes that was opened for all Hmoob youth regardless of gender. This was not your typical Hmong language class. In the class we always centered Hmong women and girls experiences. And all the lesson plans were intentional on naming colonization and patriarchy- how these two systems informed the how the written language came to be, how we learn and teach it..

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 were also active in testifying in front of City Council and County Board for funding for continued funding for Kajsia House, a long time mental health service for Southeast Asian elders.

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

LGBTQ+ PROGRAMS

Kaleb Her, Freedom Inc. Gender Justice Advocate, leads training on Queer Justice.



Life Changing Services: In 2018, Freedom Inc. held our first Gaysgiving Dinner. We wanted to provide a space so that the holidays don't have to be spent alone for our Querer and Trans members and families.

Community Organizing: Queer and trans young folk 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 2018. The purpose of the retreat was to build a sense of community, identity and self love. Staff member Kaleb Her also presented on a panel on Trans Healthcare with members of the WI Trans Health Coalition.



BOARD OF DIRECTORS

Chong Moua

Board Chair

Mee Kong

Treasurer

Lori Lopez

Secretary



INCOME REPORT

INCOME	<u>2012</u>	<u>2013</u>
Government grants	\$768,884	\$773,780
Contributions	1,533,846	720,211
Services	2,450	10,600
Other income	52,362	11,742
TOTAL INCOME	2,357,542	1,516,333
EXPENSES		
Program services		
Ending gender-based violence	1,231,849	1,142,558
Black Feminist Future	71,261	-
Community Power Building	-	22,731
Other	476,113	222,581
Management and general	301,013	115,949
Fundraising	49,779	22,261
TOTAL EXPENSES	2,130,015	1,526,080
Change in net assets with donor restrictions	305,736	267,609
Change in net assets without donor restrictions	658,482	(59,748)
CHANGE IN NET ASSETS	1,191,745	198,114
Net assets at beginning of year	889,773	691,659
NET ASSETS AT END OF YEAR	\$2,081,518	\$889,773

FINANCIAL REPORT

ASSETS	<u>2018</u>	<u>2017</u>
Cash	\$762,590	\$358,086
Unconditional promise to give	1,163,429	363,847
Receivables	157,506	168,866
Equipment, net	34,537	41,627
Other current assets	11,154	11,522
TOTAL ASSETS	2,129,216	943,948
LIABILITIES & NET ASSETS		
LIABILITIES		
Accounts payable	16,207	33,236
Accrued expenses	31,491	20,939
NET ASSETS	2,081,518	889,733
TOTAL LIABILITIES AND NET ASSETS	\$2,129,216	\$943,948



Freedom Inc. Clients attend Madison City Council Hearing to testify for more funding for mental health services for Southeast Asian elders.

FREEDOM INC.
 " O U R
 C O M M U N I T Y I S
 O U R C A M P A I G N "

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Community Power Building Staff at a Phone Banking Session to reach voters about School Board Election