



**Freedom, Inc.**  
OUR COMMUNITY IS OUR CAMPAIGN

# 2022 ANNUAL REPORT

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A Year of Achievements

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# MESSAGE FROM THE EXECUTIVE TEAM

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Dear Friends, Supporters and Comrades of Freedom, Inc.,

We are thrilled to celebrate several significant wins that have propelled FI's mission forward. First, we have experienced remarkable growth in our membership base, reflecting support for our mission as well as signifying the trust and confidence our community places in us. At the center of this growth is our focus on amplifying the leadership potential of our members as central to our vision of sustainable, community-driven change. The growing interest in our Youth Justice programming is a testament to the importance of our work in empowering and supporting youth. In civic engagement, we successfully engaged and mobilized new voters during the 2023 election cycle, taking significant steps towards ensuring that our communities' voices are heard and their interests are represented. Recognizing the urgent need for comprehensive care and advocacy, we have enhanced our capacity to provide critical resources, counseling, and assistance to those impacted by domestic violence and sexual assault. These wins reflect the collective impact of our community-driven approach and the unwavering dedication of our staff, volunteers, and partners.

As we navigate our path forward, we are confronted with various challenges that demand our attention, resilience, and strategic action. These challenges underscore the urgent need for continued advocacy, community mobilization, and resource allocation to address systemic issues affecting our communities. One of the pressing challenges is the surge in Hmong murder-suicides, which has deeply shaken families and communities in Wisconsin and beyond. In response, FI, in collaboration with our Building Our Future partners, is launching the "Pib Dua Tshiab" campaign to address this intra-communal rise in murders without triggering a corresponding increase in police powers, violence, or the pursuit of revenge. In addition, we confront the surge in deportations of Southeast Asian (SEA) migrants, with an intensified focus on our Southeast Asian Relief & Responsibility (SEARR) campaign.



# MESSAGE CONTINUED

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Moreover, the rise of harmful legislation restricting the teaching of accurate history in schools and attempts to roll back progress made against the installation of police in public schools highlight the persistence of anti-Blackness. Our ongoing efforts to combat systemic racism must continue to address these regressive policies.

The erosion of bodily autonomy, however, poses our greatest challenge. Politicians fueled by anti-trans rhetoric seek to roll back hard won rights. This regressive legislation threatens the rights and well-being of transgender folx, while the ongoing attacks against abortion rights are expected to intensify as the 2024 election approaches.

If current economic trends persist, we anticipate being overwhelmed with requests for support and services as we move into 2024.

As we navigate the challenges ahead, we remain steadfast in our commitment to forging a path forward that strengthens our organization, empowers our communities, and advances our mission of social justice. A key area of focus is our path forward to a smooth transition from the departed co-directors to the new executive team. We will work diligently to honor their legacy while embracing the fresh perspectives and expertise brought by the new team.

As the demands for our services increase, we are committed to training and empowering our staff to take on greater responsibilities by investing in their professional growth and skill development. Furthermore, we recognize the importance of building organizational infrastructure to enhance the effectiveness of our programs, services, and campaigns.

Freedom, Inc. Executive Team





# HONORING M ADAMS & KABZUAG VAJ



As we present the Freedom, Inc. (FI) annual report, we would be remiss not to express our sincere appreciation for the unwavering dedication of two remarkable individuals who have been instrumental in shaping our organization.

For over a decade, Kabzuag Vaj and M Adams served as FI's co-directors. Their visionary leadership established essential programs, services, and impactful campaigns designed to liberate and empower. In 2022, both Kabzuag and M transitioned to lead other projects, leaving an indelible mark on Freedom, Inc. Their legacy continues to inspire our work and shapes the very essence of our organization.

As the new Executive Team, we promise to honor their contributions and celebrate the profound impact they have made on countless lives. We are committed to advancing their vision to build power and end state sponsored violence.



# MISSION & VISION

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Our mission is rooted in the pursuit of social justice, which we believe can be achieved through a powerful combination of direct services and community organizing. At FI, we recognize that true change emerges when leadership development, community control, and impactful campaigns converge to create social, political, cultural, and economic transformations. Our overarching goal is to put an end to violence targeting women, gender-non-conforming and queer folx, as well as the youth within our communities.

Our theory of change believes that in order for true social change to happen, people who are most affected by these issues must have voice, power, resources, and opportunities. By supporting the most impacted and most vulnerable in the community—namely, survivors, women, youth, queer, transgender, and gender nonconforming folx—to actualize their potentials, the whole of society benefits.



# GENDER JUSTICE



As part of our mission to end patriarchal state and interpersonal violence against Black and Southeast Asian women, queer and transgender folx, Gender Justice has a busy 2022.

We continued providing radical direct services to survivors of gender based violence, helping transform them from victims to advocates for themselves and the issues that impact their lives. Our year long #Justice4Kenya campaign raised public awareness around the safety of queer folx in our own communities and the ways in which the state allows some people to defend themselves, but punishes others for doing the same. Ultimately, Kenya was prosecuted and convicted by the state. We again organized the annual Still We Rise Survivors banquet, FI's largest Black History Month event. At the end of the year, we held our annual Hu Plig (/who-PLee/), soul-calling, a traditional ceremony in which Hmong families perform in order to bring good luck and blessings into the new year.

Our greatest challenge was the overturn of Roe v Wade, triggering an active abortion ban in Wisconsin, making it impossible for FI and other organizations to plan for in-state solutions. This crisis will continue to be our focus into 2023 and beyond.





# QUEER JUSTICE

While it has always been important to us, in 2022 Queer Justice became an official stand-alone department in FI. Queer Justice serve as a political home for our LGBTQI+ Black and Southeast Asian staff and members, where we can collectively study and participate in national and international queer critical discourse.

Though we are new, we hit the ground running, co-coordinating the Minnesota and Wisconsin Hmoob Gender Justice Convening, along with other partners. We also joined the midwest Hmoob Queer Justice Collective convening. During the summer, our team led an FI wide professional education training on queer justice to ensure that LGBTQI+ folx are included throughout all departments of our organization.

Our plans are to launch a series of rapid response campaigns highlighting the contributions of Black and Southeast Asian LGBTQI+ folx to society. In addition, we are creating safe spaces for our base, including the much anticipated Love Closet and our own Transgender Movement Leadership programs.



# YOUTH JUSTICE



2022 was a year of growth and transition for our team as our beloved Director transitioned out of our department and into a Co-Executive leadership role. We have since hired a new Director, two new youth coordinators and six new Freedom Youth Squad leaders. Some of the amazing things we been able to accomplish include enrolling and graduating 25 youth from our summer Youth Organizing Camp; the successful continuation of the Books and Breakfast program; Creating a Holiday Giving plan to meet the material needs of our young members; And our annual Black 2 School event, where we provided more than 200 families with backpacks and gift cards to that they are prepared for school.

Our greatest challenge is the recent recognition of negative experiences our young people endure when engaging social programs, such as housing, food assistance and reproductive healthcare. As a result, our team is reevaluating the material needs of our young members, especially those who are the most impacted.

To continue our success, we are investing in the expansion of our community partnerships to engage people in our Police Free Schools Campaign. We also plan to expand our Hmong Girls group by creating a new space to meet a specific developmental need of our SEA young folx. As many of our youth leaders age out of our k-12 youth programs, we have a need to develop opportunities for our young folx between the ages of 17-23. As such, we plan to expand our Youth Leadership pipeline to reflect the specific growth needs of our youth leaders over 18.



# COMMUNITY POWER BUILDING (CPB)



In 2022, the Community Power Building (CPB) team achieved several significant victories in the areas of Civic Engagement, where we actively engaged Black and Southeast Asian communities on the important issues impacted by the election cycle, and Bodily Autonomy, in which FI was one of the first organizations to make connections between issues of abortion rights, transgender rights, the right to be free from state violence, and the right to migration.

At the same time, our challenges were even greater. We experienced Intensified Attacks on Marginalized Communities, necessitating a stronger response from our organization. In addition, we are experiencing a Growing Need for Services, such as food and emergency housing, highlighting the systemic challenges faced by our communities.





# CPB IMPACT SNAPSHOT

50,000+

civic engagement calls  
were made across  
Wisconsin

20

events and programs  
were hosted by CPB

49,302

community members  
were engaged by CPB

To address the challenges we will continue to Develop the Leadership of our members in order to better position them to civically engage and, ultimately exercise community control. On that front, we are building the Freedom Council, a council of community members charged with crafting a vision for our collective well being. As we move forward, our dedication to building power and uplifting marginalized communities remains unwavering. Together, we will win.



# ADMINISTRATION & OPERATIONS

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FI's Administration and Operation department's mission is to ensure that our Freedom Fighters (staff, clients and members) have the infrastructure they need to advance our organizational pillars and mission by providing space, logistical support, safety, policies, and centering the care and needs of our communities, staff and leaders through a Black and SEA feminist, gender affirming, and neurodivergent lens resulting in organizational longevity and sustainability.

In 2022, our Administration and Operation department focused on strengthening the working relationships among the current staff members, while also hiring new staff members. The greatest take away that our department learned as a Black and Southeast Queer and Femme led organization is that we need to begin documenting and archiving the unique work that we are doing. It is extremely important for our organization to document and take credit for our successes and growth.





# BOARD OF DIRECTORS

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**CHONG  
MOUA**  
*Chair*



**CUA  
XIONG**  
*Treasurer*



**SENG  
XIONG**  
*Secretary*



**DANA  
PELLEBON**  
*Member*



**JOSHUA  
HARGROVE**  
*Member*



**TRUE  
THAO**  
*Member*



# STATEMENT OF FINANCIAL POSITION

Assets	2022	2021
Cash	\$ 2,163,140	\$ 5,066,337
Certificates of Deposit	\$ 103,558	\$ 103,378
Accounts Receivable	\$ 6,000	-
Unconditional Promises to Give, Net	\$ 1,726,068	\$ 1,153,115
Government Grants Receivable	\$ 225,883	\$ 213,990
Investments	\$ 1,513,015	-
Prepaid Expenses	\$ 23,536	-
Property and Equipment, Net	\$ 1,559,961	\$ 1,619,680
<b>Total Assets</b>	<b>\$ 7,321,161</b>	<b>\$ 8,156,500</b>
Liabilities	2022	2021
Accounts Payable	\$ 291,003	\$ 128,583
Accrued Personnel	\$ 100,601	\$ 100,601
Note Payable	\$ 553,107	\$ 580,546
Grants Payable	-	\$ 787
<b>Total Liabilities</b>	<b>\$ 944,711</b>	<b>\$ 975,304</b>
Net Assets	2022	2021
Without Donor Restrictions	\$ 4,642,954	\$ 4,541,114
With Donor Restrictions	\$ 1,733,496	\$ 2,640,082
<b>Total Net Assets</b>	<b>\$ 6,376,450</b>	<b>\$ 7,181,196</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 7,321,161</b>	<b>\$ 8,156,500</b>

# STATEMENTS OF ACTIVITIES

Changes in Net Assets Without Donor Restrictions	2022	2021
<b>Revenues</b>		
Contributions	\$ 4,844,524	\$ 3,867,965
Government Grants	\$ 1,111,758	\$ 1,348,910
Service Fees	\$ 72,154	\$ 57,097
Investment Return, Net	\$ 13,015	-
Other	\$ 32,664	\$ 7,307
<b>Total Revenues Without Donor Restrictions</b>	<b>\$ 6,074,115</b>	<b>\$ 5,281,279</b>
<b>Expenses</b>		
Program Services		
Ending Gender-Based Violence	\$ 6,271,424	\$ 4,884,127
Community Power Building	\$ 1,211,043	\$ 685,690
Management and General	\$ 896,107	\$ 566,766
Fundraising	\$ 233,783	\$ 66,552
<b>Total Expenses</b>	<b>\$ 8,612,357</b>	<b>\$ 6,203,135</b>
<b>Net Assets Released From Restrictions</b>		
Expiration of Time Restrictions	\$ 630,789	\$ 1,330,333
Satisfactions of Program Restrictions	\$ 2,009,293	\$ 321,360
<b>Total Net Assets Release From Restrictions</b>	<b>\$ 2,640,082</b>	<b>\$ 1,651,693</b>
<b>Change in Net Assets Without Donor Restrictions</b>	<b>\$ 101,840</b>	<b>\$ 729,837</b>

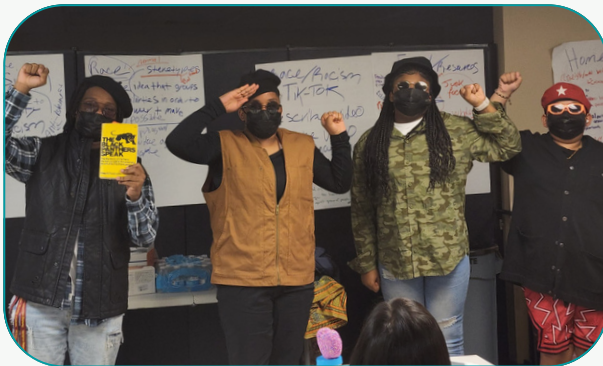
# STATEMENTS OF ACTIVITIES CONT.

Changes in Net Assets With Donor Restrictions	2022	2021
Contributions	\$ 1,733,496	\$ 2,602,691
Net Assets Released From Restrictions	(\$ 2,640,082)	(\$ 1,651,693)
Change in Net Assets with Donor Restrictions	(\$ 906,586)	\$ 950,998
<b>Change in Net Assets</b>	<b>(\$ 804,746)</b>	<b>\$ 1,680,835</b>
Net Assets at Beginning of Year	\$ 7,181,196	\$ 5,500,361
<b>Net Assets at End of Year</b>	<b>\$ 6,376,450</b>	<b>\$ 7,181,196</b>



# ORGANIZATIONAL HIGHLIGHTS

**Freedom, Inc.'s radical direct services, programs and events impacted over 400 women, girls, and LGBTQI+ folx.**



**116** clients and members were provided with emergency services as they transitioned out of unsafe environments.

**100%** of our high school seniors graduated & **50%** of them will be pursuing higher education.



**51%** of our Emergency Funds went to provide our clients and members with temporary shelter.





# THANK YOU!



We invite you to join us in our mission to create a world where our communities thrive. Your support is vital in enabling us to provide critical services, implement transformative programs, and advocate for lasting social change. Your financial contribution to Freedom, Inc. directly contributes to building stronger, more resilient communities. Together, we can end gender based violence in our communities.



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