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 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.
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.

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**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.

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**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 #handsoffcierra, 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
Nkaj 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
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  
- Cash: $68,661  
- Promises to give: 27,866  
- Grants Receivable: 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: 79,567  
- Temporarily Restricted: 28,729  
  **Total net assets**: 108,296

**Total liabilities and net assets**: $119,435

Statements of Activities  (Audited selective lines)

SUPPORT AND REVENUE  
- 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.”