

## CITY-COUNTY CONSOLIDATED APPLICATION FOR 2009 & 2010 FUNDS

**APPLICATION SUMMARY** Submit common description to each revenue source.

<b>ORGANIZATION NAME</b>	Freedom, Inc		
<b>MAILING ADDRESS</b> If P.O. Box, include Street Address on second line	601 Bayview Madison, WI 53715		
<b>TELEPHONE</b>	608-661-4089	<b>LEGAL STATUS</b>	
<b>FAX NUMBER</b>	608-256-2386	<input checked="" type="checkbox"/> Private, Non-Profit <input type="checkbox"/> Private, For Profit <input type="checkbox"/> Other: LLC, LLP, Sole Proprietor	
<b>NAME CHIEF ADMIN/ CONTACT</b>	Kabzuag Vaj	Federal EIN: <u>43-2023570</u>	
<b>INTERNET WEBSITE (if applicable)</b>	NONE	State CN: _____	
<b>E-MAIL ADDRESS</b>	refugeeproject@hotmail.com		

**PROGRAM LISTING** Please list all programs your organization provides (including those which are not funded though this process). Use the same letter throughout the application to identify the programs for which you are requesting funding, consistent with prior years.

PROGRAM NAME	PROGRAM CONTACT PERSON	PHONE NUMBER	E-MAIL
A: Family Strengthening Project	Mee Vang	608-661-4089	mim_vaj@yahoo.com
B: Girls In Action: Nkauj Hmoob /Black Beauties	Padawb Vang	608-661-4089	padawbvang@hotmail.com
C: SEA Wisdom	Kabzuag Vaj	608-661-4089	Refugeeproject@hotmail.com
D: Freeman	True Thao	608-661-4089	truesta@hotmail.com
E: Our Space Our Place	Padawb Vang	608-661-4089	padawbvang@hotmail.com
F: Homeless Leadership Program	Kabzuag Vaj	608-661-4089	Refugeeproject@hotmail.com
G:			
H:			
I:			
J:			
K:			

For larger organizations use letters A-K for programs which seek funding though this common application process and attach a list or summary in row K for other programs your organization offers.

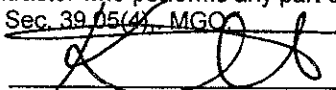
**REVENUE** Columns 2, 3, and 4 describe *total* agency revenue for a calendar year. Distribute column 4 across the program columns A-K. Identify with an asterisk (\*) all funding requests which are duplicative in nature. You may change a row heading to make it applicable to your agency. See the INSTRUCTION SECTION for greater detail.

REVENUE SOURCE	2) 2007 ACTUAL	3) 2008 BUDGET	4) 2009 PROPOSED	2009 PROPOSED PROGRAMS			
				A	B	C	D
DANE CO HUMAN SVCS	0	0	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0	0	0
MADISON- COMM SVCS	\$7,126	\$7,126	\$40,000	\$10,000	\$10,000	\$10,000	\$0
MADISON- CDBG	0	0	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0	0	0
OTHER GOVT	\$141,473	\$143,041	\$124,873	\$103,500	\$13,400	0	\$13,400
Fund Raisers/ Foundations	\$21,900	\$36,881	\$50,550	\$5,000	\$8,000	\$5,000	\$18,000
USER FEES	0	0	0	0	0	0	0
OTHER	0	0	0	\$3,123	0	0	0
<b>TOTAL REVENUE</b>	<b>\$170,499</b>	<b>\$187,048</b>	<b>\$215,423</b>	<b>\$121,623</b>	<b>\$31,400</b>	<b>\$15,000</b>	<b>\$23,400</b>

2009 PROPOSED PROGRAMS							
REVENUE SOURCE	E	F	G	H	I	J	K
DANE CO HUMAN SVCS	0	0					
DANE CO CDBG	0	0					
MADISON- COMM SVCS	\$0	<del>\$10,000</del>					
MADISON- CDBG	0	10,000	0				
UNITED WAY ALLOC	0	0					
UNITED WAY DESIG	0	0					
OTHER GOVT	\$5,000	1000					
FUND RAISING DONATIONS	\$2,000	\$6,000					
USER FEES	0	0					
OTHER	0	0					
<b>TOTAL REVENUE</b>	<b>\$7,000</b>	<b>17,000</b>					

**Affirmative Action:** If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02 and file either an exemption or an affirmative action plan with the Department of Civil Rights. A Model Affirmative Action Plan and instructions are available at [www.cityofmadison.com/dcr/aaForms.cfm](http://www.cityofmadison.com/dcr/aaForms.cfm)

**Non-Discrimination Based on Disability:** Applicant shall comply with Section 39.05, Madison General Ordinances, Nondiscrimination Based on Disability in City-Assisted Programs and Activities. Under Section 39.05(7) of the Madison General Ordinances, no City financial assistance shall be granted unless an Assurance of Compliance with Sec. 39.05 is provided by the applicant or recipient, prior to granting of the City financial assistance. Applicant hereby makes the following assurances: Applicant assures and certifies that it will comply with Sec. 39.05 of the Madison General Ordinances, entitled "Nondiscrimination Based on Disability in City Facilities and City-Assisted Programs and Activities," and agrees to ensure that any subcontractor who performs any part of the agreement complies with Sec. 39.05, where applicable, including all actions prohibited under Sec. 39.05(4), MGO.

Signed: 

ORGANIZATION: Freedom, Inc.

PROGRAM: Family Strengthening Project (FSP) (V)  
(Submit only to relevant revenue sources.)

PROGRAM LETTER: A  
(from App Summary Page A)

- A. **PROGRAM OVERVIEW** Briefly summarize the program being provided (or proposed), including the need being addressed, the program's goals, and the impact of the program. (Word limit: 150 words)

Freedom, Inc's Family Strengthening Project (FSP) in Dane County, is the only project designed to provide linguistically and culturally appropriate prevention, intervention, support and advocacy services for Hmong/Southeast Asian (SEA) domestic/sexual assault victims and their families. Due to language and cultural barriers along with immigration status/experiences, Hmong/Southeast Asians victims/survivors do not access services from mainstream providers/agencies. In the last 2 years, in Wisconsin alone, 5 Hmong people lost their lives due to murder/suicides. Unable to access and find appropriate services, Hmong victims live in constant fear, isolation, and emotional as well as physical pain, often contemplating suicide and the killing of their children. The goal of this project is to provide case management, advocacy, support, and safety planning for 50 Hmong/Southeast Asians as well as education for the Hmong/SEA community and other service providers. This project has assisted hundreds of SEA victims and their children live healthier and safer lives.

- B. **PARTICIPANT DEMOGRAPHICS** Complete the following chart for unduplicated participants served by this program *in 2007*. Indicate the number and percentage for the following characteristics. If you do not collect information using these age categories, use your own age category descriptors. For new programs, please estimate participant numbers and descriptors.

PARTICIPANT DESCRIPTOR	NUMBER	PERCENT	PARTICIPANT DESCRIPTOR	NUMBER	PERCENT
TOTAL		100%	TOTAL PARTICIPANTS BY RACE		100%
MALE	6	10%	WHITE		%
FEMALE	55	90%	BLACK	10	17%
AGE		100%	NATIVE AMERICAN	0	0
< 2	0		ASIAN/PACIFIC ISLANDER/Southeast Asians	51	83%
2 - 5	0		MULTI-RACIAL		
6 - 17	6	10%	ETHNICITY		100%
18-59	45	74%	HISPANIC		
59 and over	10	16%	NON-HISPANIC		%
		%	HANDICAPPED (persons with disabilities)	10	17%
		%	RESIDENCY		100%
			CITY OF MADISON	61	100%
			DANE COUNTY (NOT IN CITY)	0	0

Note: Simple racial and ethnic categories are inadequate to describe the heritage of many people. Please fit client data to the categories above as closely as possible.

(Submit only to relevant revenue sources.)

- C. Describe the participants to be served; e.g. age, income level, limited English proficiency or needing language accommodations, or accessible service locations.

The typical participants of this project are low income and no income Hmong, Southeast Asians, and other women of color ages 18-59 years old, who are victims/survivors of domestic violence/sexual assault. The Hmong/Southeast Asians victims are refugees/immigrants who are limited English speakers with little/no formal education. These women typically come from an average of 7 or more family members living in one household. In addition, most Hmong/Southeast Asian victims and survivors over the age of 35 years old have endured and witnessed a life time of violence during the Vietnam War, Refugee Camps, and resettlement in the United States. Most participants experience extreme linguistic, cultural, social isolation, post traumatic stress syndrome, depression, partner violence as well as abuse from their own communities and extended family members. Many need interpretation, translation, and cultural mediation and most need transportation because due to cultural restrictions did not learn to drive or use the public transportation.

**D. PROGRAM OUTCOMES**

61 Number of unduplicated individual participants served during 2007.

N/A Number of unduplicated participants who completed the program during 2007 (if applicable).

<b>OUTCOME OBJECTIVE # 1</b>		Increase domestic violence and sexual assault access and services to Hmong/Southeast Asian/women of color in Madison, WI				
<b>Performance Indicator(s)</b>		-At least 50 Hmong/SEA will receive appropriate cultural and linguistic DV and SA services from FSP -At least 20 mainstream service providers will receive information and training on DV and SA issues in the Hmong/SEA families -At least 25 Hmong/SEA women will receive individual case management, legal, economic, housing, and safety planning services from FSP				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target Proposed for 2009</b>	Total to be served	70	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	52
<b>Target Proposed for 2010</b>	Total to be served	70	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	52
<b>OUTCOME OBJECTIVE # 2</b>		Increase the ability of Hmong/Southeast Asian victims/survivors to make healthy life decisions				
<b>Performance Indicator(s)</b>		-Increase in Hmong/SEA women in community leadership positions -Increase Hmong/SEA women ability to speak out at community gatherings -Increase in number of women living safer and healthier lives -Increase in number of children living safer and healthier lives				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target proposed for 2009</b>	Total to be served	40	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	30
<b>Target proposed for 2010</b>	Total to be served	40	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	30

(Submit only to relevant revenue sources.)

**PROGRAM ACTIVITIES** In the space below, describe the strategies and program activities used to achieve each of the program outcomes. (These usually include a description of what services your staff and volunteers deliver to achieve your outcomes.)

**Outcome #1**

The strategies used to achieve this objective are 1)enhance the capacity of domestic violence agencies to meet the many complex needs of Hmong/SEA victims and their children by providing in-service trainings about Hmong/SEA culture and history to local domestic violence providers, law enforcements, social workers, public health nurses, school officials and other service providers. 2)Assist victims to achieve both safety and self-sufficiency through safety planning, survival skills training, leadership training, crisis intervention, legal advocacy, and housing counseling; and lastly, 3) provide accessible, effective, and culturally-appropriate services. Two full time bi-cultural and bi-lingual domestic violence advocates will provide Hmong/SEA victims and their children with case management, legal advocacy, crisis intervention, safety planning, economic and housing counseling. Services will also include interpretation, translation, home visits, parental education, support services, restraining orders and divorce proceedings. In addition, this project will work closely with other domestic violence and rape crisis providers to assure Hmong/SEA victims receive the best services

**Outcome #2**

The three strategies used to achieve this objective are; 1)Self development, Resource Sharing, and Family Care. This program will provide leadership trainings, educational workshops, communications skills development, peer to peer counseling, and parenting skills workshops. Two full time bi-cultural and bi-lingual advocates will conduct and facilitate monthly support groups for victims. Victims will have opportunities to attend local and national leadership, cultural and domestic violence conferences. The advocates will also coordinate and facilitate educational and parenting skills workshops for victims. In addition, Freedom, Inc will also help victims with resume writing, academic and career planning. It is Freedom, Inc's intention to collaborate closely with the public health nurses, mental health providers, Social service agencies, legal service providers and community leaders to provide information and resources that will assist victims in making healthy decisions. The advocates will work closely with victims to design and coordinate the trainings. The unique component of the project is the integration and inclusiveness of both western and Hmong cultural values.

(Submit only to relevant revenue sources.)

**PROGRAM BUDGET 2008 ESTIMATED OPERATING BUDGET and 2009 Proposed Budget** (You may change row headings to make them applicable to your organization.)

ACCOUNT CATEGORY Source	2008 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	\$5,120	3,500	1520	100	0
MADISON CDBG	\$0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	108,500	\$89,000	19,000	500	0
FUND RAISING/Foundations	5,000	\$4,000	1,000	0	0
USER FEES	0	0	0	0	0
OTHER	4000	0	0	0	4000
<b>TOTAL</b>	<b>122,620</b>	<b>96,500</b>	<b>21,520</b>	<b>600</b>	<b>4000</b>

ACCOUNT CATEGORY Source	2009 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	\$10,000	\$5,000	\$2,500	\$2,500	0
MADISON CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	\$103,500	\$91,500	\$12,000	0	0
FUND RAISING/Foundations	\$5,000	0	\$5,000	0	0
USER FEES	0	0	0	0	0
OTHER	\$3,123	0	\$2,500	0	\$2,000
<b>TOTAL</b>	<b>\$121,623</b>	<b>\$96,500</b>	<b>\$22,000</b>	<b>\$2,500</b>	<b>\$2,000</b>

- G. **2009 COST EXPLANATION** (Complete only if significant financial changes are anticipated between 2008 and 2009.) Explain specifically, by revenue source and/or account category, any noteworthy change in the 2009 request. For example, unusual cost increase, program expansion, Living Wage requirements, or loss of revenue.

(Submit only to relevant revenue sources.)

4. **PARTICIPANT COST** This chart requests unit and participant/client costs for this program only. For column 4) divide column 2) by column 3). For column 6) divide column 2) by column 5).

	2) TOTAL COST OF PROGRAM	3) UNDUPLICATED PARTICIPANTS	4) COST PER PARTICIPANT	5) UNITS PROVIDED	6) UNIT COST
2007 ACTUAL	\$131,000	61	\$2,311	9,516	\$13
2008 BUDGETED	\$122,000	70	\$1,743	10,920	\$11
2009 PROPOSED	\$121,623	70	\$1,737	10,920	\$11

- I. **SERVICE UNITS** Define the 2009 Proposed Units Provided in column 5) in the Unit Cost table above. Wherever possible use the unit of service requested by a revenue source. Freedom, Inc defines the units in the table above as the number of service hours provided per unduplicated participant in a 12 month reporting cycle. For example: 3 hour X 1 person X 52 weeks= 156 hours per person X (number of person for the year)

- J. **UNDUPLICATED PARTICIPANT** How does your agency define an unduplicated participant in this program (e.g., a youth who enrolls in a 4-week summer program, or a senior who receives care management services during the year, or a monthly visitor to a neighborhood center)?

Freedom, Inc defines an unduplicated participant in this program as someone who receives services from Freedom, Inc once or more and is only counted once in a 12 month reporting cycle.

**2010 SECOND YEAR FUNDING SUPPLEMENT**

USE only if applying to City of Madison OCS or City of Madison CDBG

- If you are requesting only a COLA increase in 2010, indicate by check the box on the left and skip sections K, L and M. If you are requesting increased funding beyond a COLA, complete Sections K through M.

- K. **PROGRAM UPDATE** 1) Describe any major changes being proposed for the program/service in 2010, i.e., expansions or narrowing in target population, scope and level of services, geographic area to be served, etc.).

- L. **2010 PROPOSED BUDGET**

2010 PROPOSED BUDGET					
ACCOUNT CATEGORY	2010 PROPOSED BUDGET TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV					

DANE CO CDBG					
MADISON COMM SERV					
MADISON CDBG					
UNITED WAY ALLOC					
UNITED WAY DESIG					
OTHER GOVT					
FUND RAISING					
USER FEES					
OTHER					
TOTAL					

M. **2010 COST EXPLANATION** Explain specifically, by revenue source, any financial changes that you anticipate between 2009 and 2010.



ORGANIZATION: Freedom, Inc

ORGANIZATION: Freedom, Inc

PROGRAM: Girls in Action: Nkauj Hmoob and Black Beauties (IV)  
(Submit only to relevant revenue sources.)

PROGRAM LETTER: B  
(from App Summary Page A)

- A. **PROGRAM OVERVIEW** Briefly summarize the program being provided (or proposed), including the need being addressed, the program's goals, and the impact of the program. (Word limit: 150 words)

"Girls In Action: Nkauj Hmoob/Black Beauties," is a leadership program created and led by girls for girls. This project will work with "at risk" Hmong/Southeast Asian and North Side African American girls. Though other local agencies provide girls specific programs, none has the capacity to provide cultural, language, ethnic and gender specific leadership training, academic mentoring, and support services to Hmong/SEA. As for the Northside African American girls, they have been unable to find ethnic specific, unbiased, and non-judgmental programs to address their needs/issues. The goals of "Girls In Action" is to give girls an opportunity to share their personal struggles, family issues, and social concerns as well as to equip them with healthy communication and leadership skills, and sister to sister support. Cultural and social limitations/conflicts has isolated and limited Hmong/SEA and African American girls from establishing strong relationships with themselves and each other, thus this project will encourage understanding and friendship across racial and ethnic lines as well as within their own groups.

- B. **PARTICIPANT DEMOGRAPHICS** Complete the following chart for unduplicated participants served by this program *in 2007*. Indicate the number and percentage for the following characteristics. If you do not collect information using these age categories, use your own age category descriptors. For new programs, please estimate participant numbers and descriptors.

PARTICIPANT DESCRIPTOR	NUMBER	PERCENT	PARTICIPANT DESCRIPTOR	NUMBER	PERCENT
TOTAL		100%	TOTAL PARTICIPANTS BY RACE		100%
MALE	0	%	WHITE		%
FEMALE	76	100%	BLACK	6	8%
AGE		100%	NATIVE AMERICAN	0	0
< 2	0		ASIAN/PACIFIC ISLANDER/Southeast Asians	70	92%
2 - 5	0		MULTI-RACIAL		
6 - 17	76	100%	ETHNICITY		100%
18-59		%	HISPANIC		
59 and over		%	NON-HISPANIC		%
		%	HANDICAPPED (persons with disabilities)		%
		%	RESIDENCY		100%
			CITY OF MADISON	74	97%
			DANE COUNTY (NOT IN CITY)	2	3%

**Note:** Simple racial and ethnic categories are inadequate to describe the heritage of many people. Please fit client data to the categories above as closely as possible.

(Submit only to relevant revenue sources.)

C. Describe the participants to be served; e.g. age, income level, limited English proficiency or needing language accommodations, or accessible service locations.

The typical participants of this project are low income and no income Hmong, Southeast Asians (SEA), and African American girls ages 11-16 years old, which live in Madison, WI. The Hmong/SEA participants will be American and Refugee children may be limited English proficiency speakers. These girls typically come from families with an average of 7 or more people living in one household. Most of these girls will be from the Southside/Bayview, Kennedy Heights, Northport, and Packer communities. The African American girls are mostly from Northport/Packer and Kennedy Heights community. All girls need transportation and many refugee girls need English tutoring and cultural mediation. This project will work with 50 Hmong/SEA girls and 10 African American girls are currently involved in unhealthy relationships either through teen dating or familial violence. Most of these girls will be referred by school counselors, self, friends or their parents.

**D. PROGRAM OUTCOMES**

76 Number of unduplicated individual participants served during 2007.

N/A Number of unduplicated participants who completed the program during 2007 (if applicable).

<b>OUTCOME OBJECTIVE # 1</b>		To increase the ability of Hmong/SEA and African American girls to develop healthy relationship and build conflict resolutions skills.				
<b>Performance Indicator(s)</b>		-At least 45 girls will attend weekly support groups -At least 20 girls will attend leadership conferences and trainings -At least 25 girls will receive individual case management, anger management skills, and crisis intervention services. -At least 20 girls will receive trainings on "circle trainings" peer to peer accountability, and conflict resolutions				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target Proposed for 2009</b>	Total to be served	60	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	45
<b>Target Proposed for 2010</b>	Total to be served	60	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	45
<b>OUTCOME OBJECTIVE # 2</b>		To increase positive race relations and cross cultural awareness between Hmong/SEA and African American girls.				
<b>Performance Indicator(s)</b>		-At least 25 Hmong/SEA and African American girls will report having a better understanding of each other's culture and history -Decrease race conflicts amongst girls in Madison communities and at schools				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target proposed for 2009</b>	Total to be served	25	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	19
<b>Target proposed for 2010</b>	Total to be served	25	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	19

**PROGRAM:** Girls in Action: Nkauj Hmoob and Black Beauties (IV)  
(Submit only to relevant revenue sources.)

**PROGRAM LETTER:** B

**PROGRAM:** Hmoob and Black Beauties (IV)  
(Submit only to relevant revenue sources.)

**PROGRAM:** Girls in Action: Nkauj  
**PROGRAM LETTER:** B

E. **PROGRAM ACTIVITIES** In the space below, describe the strategies and program activities used to achieve each of the program outcomes. (These usually include a description of what services your staff and volunteers deliver to achieve your outcomes.)

**Outcome #1**

One full time Coordinator will be hired to fun the "Girls in Action" program. Hmong/SEA and African American girls will participate in weekly leadership trainings, educational workshops, communications skills development, peer to peer counseling, health workshops. The coordinator and teen girls will conduct and facillitate monthly support groups as well as provide case management, support services, academic support and trainings to teens. Participants will have opportunities to attend local and national leadership, cultural, domestic violence conferences, resume writing, acedemic and career planning. The advocates will work closely with teens to design and coordinate the trainings. Coordinator will help build a support network for girls to deal with crises. All participants will learn through theater, dance and music to build and maintain postive relationships. In addition, participants will learn about different forms of oppression and violence against women. Most importantly, they will find peer to peer solutions and "circle" conflict resolutions methods. In addition, girls will be trained to facilitate and plan weekly support groups.

The strategy for achieving these goals will be through different activties in the forms of workshops, conferences, weekly support group meetings, field trips, group discussions, community gatherings, leadership development, dance, threater, presentations, community dialog, history and cultural workshops, domestic violence and sexual assault trainings, self-esteem and self-confindence activities and trainings, network opportunities with local, State, and National youths.

**Outcome #2**

One full time Coordinator will be hired to fun the "Girls in Action" program. Hmong/SEA and African American girls will participate in weekly leadership trainings, educational workshops, communications skills development, peer to peer counseling, health workshops. The coordinator and teen girls will conduct and facilitate monthly support groups as well as provide case management, support services, academic support and trainings to teens.

In addition, girls from both Nkauj Hmoob and Black Beauties will meet once a month to discuss and share ideas, issues, histories, culture, and food. During these meetings the teens will select the topics and facilitate the discussions. The two groups will be encourage to learn about each other and work together on several projects. Shared project will include fundraising activities, social justice projects, and cultural presentations. These two groups will work together to address needs and injustice in the community. Part of this project will be to educate the girls about injustice and then train them to develop a united campaign to address a common issue. Most importantly, girls from Nkauj Hmoob and Black Beauties will be paired with each other for 1 year to foster racial understanding and healing.

**PROGRAM:** Girls in Action: Nkai Hmoob and Black Beauties (IV)  
 (Submit only to relevant revenue sources.)

**PROGRAM LETTER:** B

**PROGRAM BUDGET 2008 ESTIMATED OPERATING BUDGET and 2009 Proposed Budget** (You may change row headings to make them applicable to your organization.)

ACCOUNT CATEGORY Source	2008 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	\$2,001	\$2,001	0	0	0
MADISON CDBG	\$0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	\$17,000	\$14,849	\$2,151	0	0
FUND RAISING/Foundations	\$15,500	\$5,000	\$10,000	\$500	0
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL</b>	<b>\$34,501</b>	<b>21,850</b>	<b>12,151</b>	<b>500</b>	<b>0</b>

ACCOUNT CATEGORY Source	2009 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	10,000	7,000	2000	1000	0
MADISON CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	25000	18,000	7,000	0	0
FUND RAISING/Foundations	5000	0	3500	1000	500
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL</b>	<b>40,000</b>	<b>25,000</b>	<b>12,500</b>	<b>2000</b>	<b>500</b>

G. **2009 COST EXPLANATION** (Complete only if significant financial changes are anticipated between 2008 and 2009.) Explain specifically, by revenue source and/or account category, any noteworthy change in the 2009 request. For example, unusual cost increase, program expansion, Living Wage requirements, or loss of revenue.

**PROGRAM:** Girls in Action: Nkauj Hmoob and Black Beauties (IV)

**PROGRAM LETTER:** B

(Submit only to relevant revenue sources.)

- H. **PARTICIPANT COST** This chart requests unit and participant/client costs for this program only. For column 4) divide column 2) by column 3). For column 6) divide column 2) by column 5).

	2) TOTAL COST OF PROGRAM	3) UNDUPLICATED PARTICIPANTS	4) COST PER PARTICIPANT	5) UNITS PROVIDED	6) UNIT COST
2007 ACTUAL	\$22,000	76	\$289	3,952	\$6
2008 BUDGETED	\$40,000	60	\$666	3,120	\$13
2009 PROPOSED	40,000	60	\$666	3,120	\$13

- I. **SERVICE UNITS** Define the 2009 Proposed Units Provided in column 5) in the Unit Cost table above. Wherever possible use the unit of service requested by a revenue source. Freedom, Inc defines the units in the table above as the number of service hours provided per unduplicated participant in a 12 month reporting cycle. For example: 1 hour X 1 person X 52 weeks

- J. **UNDUPLICATED PARTICIPANT** How does your agency define an unduplicated participant in this program (e.g., a youth who enrolls in a 4-week summer program, or a senior who receives care management services during the year, or a monthly visitor to a neighborhood center)?

Freedom, Inc defines an unduplicated participant in this program as someone who receives services from Freedom, Inc once or more and is only counted once in a 12 month reporting cycle.

### 2010 SECOND YEAR FUNDING SUPPLEMENT

*USE only if applying to City of Madison OCS or City of Madison CDBG*

- If you are requesting only a COLA increase in 2010, indicate by check the box on the left and skip sections K, L and M. If you are requesting increased funding beyond a COLA, complete Sections K through M.

- K. **PROGRAM UPDATE** 1) Describe any major changes being proposed for the program/service in 2010, i.e., expansions or narrowing in target population, scope and level of services, geographic area to be served, etc.).

- L. **2010 PROPOSED BUDGET**

2010 PROPOSED BUDGET					
ACCOUNT CATEGORY	2010 PROPOSED BUDGET TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV					
DANE CO CDBG					
MADISON COMM SERV					
MADISON CDBG					

OTHER GOVT					
FUND RAISING					
OTHER					
TOTAL					

M. **2010 COST EXPLANATION** Explain specifically, by revenue source, any financial changes that you anticipate between 2009 and 2010.

**PROGRAM DESCRIPTION**

ORGANIZATION: Freedom, Inc.

PROGRAM: Southeast Asian (SEA) Wisdom Project (III)  
 (Submit only to relevant revenue sources.)

PROGRAM LETTER: C  
 (from App Summary Page A)

A. **PROGRAM OVERVIEW** Briefly summarize the program being provided (or proposed), including the need being addressed, the program’s goals, and the impact of the program. (Word limit: 150 words)

Many Hmong and Cambodian elders, ages 60 and older, have endured and witnessed a lifetime of violence. Generally, Southeast Asian elders are more likely to be in poverty, much more likely to be foreign born, and much more likely to be classified as “linguistically isolated” than any other ethnic minority population and have no formal education. There are many barriers to overcome before Cambodians and Hmong elders can seek help. These barriers include: language, religion and culture, immigration status, family dependency, emotional and mental issues, transportation, poverty and distrust of authorities. **Freedom Inc.’s Southeast Asian (SEA) Wisdom Project: Ending Abuse in Later Life** will provide case management to 30 SEA elderly victims and survivors of violence by providing direct services, social and economic support, resources and information. In addition, we will continue to engage our elderly women in leadership positions by providing them with opportunities to use/share their skills and knowledge, with the ultimate goal of decreasing isolation.

B. **PARTICIPANT DEMOGRAPHICS** Complete the following chart for unduplicated participants served by this program *in 2007*. Indicate the number and percentage for the following characteristics. If you do not collect information using these age categories, use your own age category descriptors. For new programs, please estimate participant numbers and descriptors.

PARTICIPANT DESCRIPTOR	NUMBER	PERCENT	PARTICIPANT DESCRIPTOR	NUMBER	PERCENT
TOTAL		100%	TOTAL PARTICIPANTS BY RACE		100%
MALE	6	17%	WHITE		%
FEMALE	30	83%	BLACK	1	3%
AGE		100%	NATIVE AMERICAN	0	0
< 2	0		ASIAN/PACIFIC ISLANDER/Southeast Asians	35	97%
2 – 5	0		MULTI-RACIAL		
6 – 17		%	ETHNICITY		100%
18-54		%	HISPANIC		
55 and over	36	100%	NON-HISPANIC		%
		%	HANDICAPPED (persons with disabilities)	34	95%
		%	RESIDENCY		100%
			CITY OF MADISON	36	100%
			DANE COUNTY (NOT IN CITY)	0	0

**Note:** Simple racial and ethnic categories are inadequate to describe the heritage of many people. Please fit client data to the categories above as closely as possible

(Submit only to relevant revenue sources.)

C. Describe the participants to be served; e.g. age, income level, limited English proficiency or needing language accommodations, or accessible service locations.

The typical participants of this project are Hmong and Cambodian elders over the age of 55. Most are disabled, uneducated, have no English proficiency, live below poverty, suffer extreme linguistic, cultural, social isolation, post traumatic stress syndrome, depression, partner violence as well as abuse from their own communities and family members. Most are live with their children and are the main child care providers for their grandchildren. All participants will need interpretation, translation, and cultural mediation, transportation, and economic support.

D. PROGRAM OUTCOMES

36 Number of unduplicated individual participants served during 2007.

N/A Number of unduplicated participants who completed the program during 2007 (if applicable).

Complete the following for each program outcome. No more than **two outcomes per program** will be reviewed. Refer to the Instructions for detailed descriptions of what should be included in the table below.

<b>OUTCOME OBJECTIVE # 1</b>		Increase domestic violence and sexual assault access and services to Hmong and Cambodian in Madison, WI				
<b>Performance Indicator(s)</b>		-At least 40 elders will receive appropriate cultural and linguistic DV and SA services from FSP -At least 20 mainstream service providers will receive information and training on DV and SA issues in the Hmong/Cambodian families -At least 25 Hmong/Cambodian will receive individual case management, legal, economic, housing, and safety planning services from FSP				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target Proposed for 2009</b>	Total to be served	60	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	31
<b>Target Proposed for 2010</b>	Total to be served	60	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	31
<b>OUTCOME OBJECTIVE # 2</b>		Decrease Isolation of Hmong and Cambodian elders.				
<b>Performance Indicator(s)</b>		-Increase in elders in community leadership positions -Increase female elders ability and confidence to speak out at community gatherings -Increase in elderly women in public events -Decrease in depression				
<b>Explain the measurement tools or methods.</b>		Each participant is assessed and interviewed at the beginning, mid-term, and at the end of the project. The project coordinator will conduct an oral exit interview and or follow up interview. All progress will be tracked by the project coordinator. Final needs assessment is done once the participants is no longer in need of our services and then referred to other services agencies for other needs.				
<b>Target proposed for 2009</b>	Total to be served	40	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	30
<b>Target proposed for 2010</b>	Total to be served	40	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	30



**PROGRAM:** Southeast Asian (SEA) Wisdom Project (III)  
(Submit only to relevant revenue sources.)

**PROGRAM LETTER:** C

**PROGRAM:** Southeast Asian (SEA) Wisdom Project (III)  
(Submit only to relevant revenue sources.)

**PROGRAM LETTER:** C

E. **PROGRAM ACTIVITIES** In the space below, describe the strategies and program activities used to achieve each of the program outcomes. (These usually include a description of what services your staff and volunteers deliver to achieve your outcomes.)

**Outcome #1**

The strategies used to achieve this objective are 1) enhance the capacity of domestic violence agencies to meet the many complex needs of Hmong/SEA elderly victims by providing in-service trainings about Hmong/Cambodian culture and history to local domestic violence providers, law enforcements, social workers, public health nurses, school officials and other service providers. 2) Assist elderly victims to achieve both safety and self-sufficiency through safety planning, survival skills training, leadership training, crisis intervention, legal advocacy, and housing counseling; and lastly, 3) provide accessible, effective, and culturally-appropriate services. two part time bi-cultural and bi-lingual elder outreach advocates will provide Hmong/Cambodian elders and their children with case management, legal advocacy, crisis intervention, safety planning, economic and housing counseling. Services will also include interpretation, translation, home visits, parental education, support services, restraining orders and divorce proceedings. In addition, this project will work closely with other domestic violence, elder agencies and rape crisis providers to assure these victims receive the best services. Program activities will also include, monthly gatherings at the temple, providing transportation to elders to get to medical and other important appointments.

**Outcome #2**

The strategies used to achieve this objective will be to provide activities and weekly gathering opportunities to elders to come and share their life stories. Freedom, Inc will hire two part-time elder outreach persons to coordinate the gatherings and meetings. Elders will have an opportunity to attend annual cultural celebrations; Cambodian New Year, Hmong New year and other Southeast Asian New Year celebrations; Ethnic Fest; and other events through the year. We will identify elders who are not connected to any other services and provide transportation for them. Freedom, Inc will also provide case management, crisis intervention services, workshops, trainings and support services to all participants. The project outreach person will do house visits, provide translation and interpretation to elders. Most importantly, Freedom, Inc will coordinate and facilitate weekly gatherings at community centers or at the temple, where elders will have the opportunity to celebrate their own culture and share their culture with Cambodian and Hmong youths. In addition, this project will work to educate elders how to use the public transportation system and register them for summer garden program. Most importantly we will assist with scheduled hospital appointments, and assist and advocate for the elders with other social service providers. Most importantly, provide emergency economic assistance to elders.

**PROGRAM BUDGET 2008 ESTIMATED OPERATING BUDGET and 2009 Proposed Budget** (You may change row headings to make them applicable to your organization.)

ACCOUNT CATEGORY Source	2008 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	\$0	0	0	0	0
MADISON CDBG	\$0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	\$0	0	0	0	0
FUND RAISING/Foundation	5000	3000	2000	0	0
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL</b>	<b>5000</b>	<b>3000</b>	<b>2000</b>	<b>0</b>	<b>0</b>

ACCOUNT CATEGORY Source	2009 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SERV	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON COMM SERV	10,000	6000	1000	1500	1500
MADISON CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	0	0	0	0	0
FUND RAISING/Foundations	5,000	3000	2000	0	0
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL</b>	<b>15000</b>	<b>9000</b>	<b>3000</b>	<b>1500</b>	<b>1500</b>

G. **2009 COST EXPLANATION** (Complete only if significant financial changes are anticipated between 2008 and 2009.) Explain specifically, by revenue source and/or account category, any noteworthy change in the 2009 request. For example, unusual cost increase, program expansion, Living Wage requirements, or loss of revenue.

I. **PARTICIPANT COST** This chart requests unit and participant/client costs for this program only. For column 4) divide column 2) by column 3). For column 6) divide column 2) by column 5).

	2) TOTAL COST OF PROGRAM	3) UNDUPLICATED PARTICIPANTS	4) COST PER PARTICIPANT	5) UNITS PROVIDED	6) UNIT COST
2007 ACTUAL	\$15,000	14	\$1,071	2912	\$5
2008 BUDGETED	\$15,000	36	\$416	7,488	\$2
2009 PROPOSED	\$15,000	40	\$375	8,320	\$2

I. **SERVICE UNITS** Define the 2009 Proposed Units Provided in column 5) in the Unit Cost table above. Wherever possible use the unit of service requested by a revenue source. Freedom, Inc defines the units in the table above as the number of service hours provided per unduplicated participant in a 12 month reporting cycle. For example: 4 hours per client/ per week X 52 week X (number of person for the year) =

J. **UNDUPLICATED PARTICIPANT** How does your agency define an unduplicated participant in this program (e.g., a youth who enrolls in a 4-week summer program, or a senior who receives care management services during the year, or a monthly visitor to a neighborhood center)?

Freedom, Inc defines an unduplicated participant in this program as someone who receives services from Freedom, Inc once or more and is only counted once in a 12 month reporting cycle.

**2010 SECOND YEAR FUNDING SUPPLEMENT**

*USE only if applying to City of Madison OCS or City of Madison CDBG*

If you are requesting only a COLA increase in 2010, indicate by check the box on the left and skip sections K, L and M. If you are requesting increased funding beyond a COLA, complete Sections K through M.

K. **PROGRAM UPDATE** 1) Describe any major changes being proposed for the program/service in 2010, i.e., expansions or narrowing in target population, scope and level of services, geographic area to be served, etc.).

**PROGRAM DESCRIPTION**

ORGANIZATION: Freedom, Inc.

PROGRAM: Homeless Leadership Program  
 (Submit only to relevant revenue sources.)

PROGRAM LETTER: F  
 (from App Summary Page A)

*Have been using w/ welcome home*  
*use of Neighbor Hub as space w/ Bayview as backup*

A. **PROGRAM OVERVIEW** Briefly summarize the program being provided (or proposed), including the need being addressed, the program's goals, and the impact of the program. (Word limit: 150 words)

Our **Homeless Leadership Program** aims to increase participation of homeless and low-income people in decisions that affect Madison's downtown and Southside neighborhoods. Our focus is on working with single adult men with chemical dependency and/or mental health issues who congregate in public spaces and, for a variety of reasons, are not using other existing services. Through providing an opportunity for them to educate themselves, improve their communication skills, and both give and receive peer support, we aim to both 1) hold people accountable for problematic behaviors as a community without relying on law enforcement as the only solution and 2) provide homeless single men with a positive opportunity for self-improvement and community involvement. Furthermore, through their involvement in our program as well as our mentoring placements, homeless people who often do not access existing services will more effectively utilize services and improve their skills for successful employment and/or education.

B. **PARTICIPANT DEMOGRAPHICS** Complete the following chart for unduplicated participants served by this program *in 2007*. Indicate the number and percentage for the following characteristics. If you do not collect information using these age categories, use your own age category descriptors. For new programs, please estimate participant numbers and descriptors.

PARTICIPANT DESCRIPTOR	NUMBER	PERCENT	PARTICIPANT DESCRIPTOR	NUMBER	PERCENT
TOTAL		100%	TOTAL PARTICIPANTS BY RACE		100%
MALE	43	86%	WHITE	6	12%
FEMALE	7	14%	BLACK	42	84%
AGE		100%	NATIVE AMERICAN	0	0
< 2	0	0	ASIAN/PACIFIC ISLANDER	1	2
2 - 5	0	0	MULTI-RACIAL	1	2
6 - 12	0	0	ETHNICITY		100%
13 - 17	0	0	HISPANIC	1	2
18 - 29	2	4%	NON-HISPANIC	49	98%
30 - 59	46	92%	HANDICAPPED (persons with disabilities)	20	40%
60 - 74	2	4%	RESIDENCY		100%
75 & UP	0	0	CITY OF MADISON	50	100%
			DANE COUNTY (NOT IN CITY)	0	0
			OUTSIDE DANE COUNTY	0	0

Note: Simple racial and ethnic categories are inadequate to describe the heritage of many people. Please fit client data to the categories above as closely as possible

(Submit only to relevant revenue sources.)

C. Describe the participants to be served; e.g. age, income level, limited English proficiency or needing language accommodations, or accessible service locations.

The participants to be served are mostly African American homeless men in the downtown and Southside neighborhoods who, for a variety of reasons, do not access other existing services. Most do not have high school educations; many are not literate; about half have diagnosed disabilities; most have mental health and substance abuse issues; all are under-employed or unemployed; and none have viable transportation options. While most people we work with fit into the just-mentioned population, we serve anyone who identifies as homeless or formerly homeless, low or no-income. Several past participants have been women, transgender, Asian American, Latino, and European American. Due to this population's needs, we will be operating out of an office space easily accessible for the homeless, and on occasion may utilize public parks or neighborhood centers. This will also provide people with an alternative place to congregate, so that public space is not their only option.

**D. PROGRAM OUTCOMES**

50 Number of unduplicated individual participants served during 2007.

N/A Number of unduplicated participants who completed the program during 2007 (if applicable).

Complete the following for each program outcome. No more than **two outcomes per program** will be reviewed. Refer to the Instructions for detailed descriptions of what should be included in the table below.

<b>OUTCOME OBJECTIVE # 1</b>		Homeless individuals improve their leadership skills and participation in decisions that affect the downtown and Southside neighborhoods.				
<b>Performance Indicator(s)</b>		50% of participants graduate from program.				
<b>Explain the measurement tools or methods.</b>		Attendance sheets for each class and meeting, as well as both verbal and written evaluation on the sessions will help us gauge both participation levels and effectiveness.				
<b>Target Proposed for 2009</b>	Total to be served	50	Targeted <u>percent</u> to meet performance indicator(s)	50%	Number to meet indicator(s)	25
<b>Target Proposed for 2010</b>	Total to be served	75	Targeted <u>percent</u> to meet performance indicator(s)	50%	Number to meet indicator(s)	37
<b>OUTCOME OBJECTIVE # 2</b>		Homeless individuals access services to improve their living conditions, and improve their skills for employment and/or education.				
<b>Performance Indicator(s)</b>		75% of clients access other services, gain employment, or enroll in some educational program through participation in our program.				
<b>Explain the measurement tools or methods.</b>		Follow-up interviews with program participants will inform us of their progress in these areas.				
<b>Target proposed for 2009</b>	Total to be served	50	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	37
<b>Target proposed for 2010</b>	Total to be served	75	Targeted <u>percent</u> to meet performance indicator(s)	75%	Number to meet indicator(s)	50

**III. PROGRAM ACTIVITIES** In the space below, describe the strategies and program activities used to achieve each of the program outcomes. (These usually include a description of what services your staff and volunteers deliver to achieve your outcomes.)

**Outcome #1**

The Program Coordinator will do outreach for the program through other community agencies and shelters. More intensively, the program coordinator and our volunteer Homeless Leadership Team will do outreach on State Street, in public parks, and at bus transfer points to engage with potential participants. Weekly classes will be taught by the coordinator, volunteers, and staff of various community agencies. Participants will be encouraged to think in new ways, communicate their thoughts and feelings, and build ideas with each other. Because this community does not have easy access to food, transportation, or space, the classes will provide a meal and will be located in a place easily accessible for participants. Classes will touch on a variety of topics of interest to participants, volunteers, and the program coordinator such as: improving interpersonal communication skills, public speaking, conflict resolution, participating in and running meetings, fundraising, social issues, creating resumes and doing job searches, accessing community services, and providing mutual support.

**Outcome #2**

A part of our Homeless Leadership Program is mentorship. Each homeless program participant is paired with a non-homeless volunteer mentor. The mentor works with the homeless participant to set and achieve goals to improve their quality of life. For example, volunteers help program participants develop resumes; do job searches on the internet; practice public speaking; sign up for AODA, housing or mental health programs; or enroll in various educational programs. Volunteers will be recruited and trained by the program coordinator. Program coordinator will provide ongoing communication and support to both mentors and homeless participants to encourage each person's progress toward achieving goals.

Our office space will be a place homeless individuals can be during the day to provide mutual support, practice their leadership skills, and use telephones and computers with the aim of accessing services, obtaining employment, or enrolling in educational opportunities. It will also serve as a location for mentors and homeless participants to meet and work on achieving their goals.

**PROGRAM:** Homeless Leadership Program  
 (Submit only to relevant revenue sources.)

**PROGRAM LETTER:** F

**PROGRAM BUDGET 2008 ESTIMATED OPERATING BUDGET and 2009 Proposed Budget** (You may change row headings to make them applicable to your organization.)

ACCOUNT CATEGORY Source	2008 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
MADISON COMM SERV	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	0	0	0	0	0
FUND RAISING	4000	0	0	0	4000
USER FEES	0	0	0	0	0
OTHER	2000	0	1500	500	0
<b>TOTAL</b>	<b>6000</b>	<b>0</b>	<b>1500</b>	<b>500</b>	<b>4000</b>

ACCOUNT CATEGORY Source	2009 REVENUE SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
MADISON COMM SERV	\$10,000	3,000	4,000	2,000	1,000
MADISON CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	\$1,000	0	\$500	\$500	0
FUND RAISING	\$6,000	\$5,000	\$1,000	0	0
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL</b>	<b>\$17,000</b>	<b>\$8,000</b>	<b>\$5,500</b>	<b>\$2,500</b>	<b>1,000</b>

**G. 2009 COST EXPLANATION** (Complete only if significant financial changes are anticipated between 2008 and 2009.) Explain specifically, by revenue source and/or account category, any noteworthy change in the 2009 request. For example, unusual cost increase, program expansion, Living Wage requirements, or loss of revenue. While our program coordinator worked on an all-volunteer basis in 2008, we would like to create a paid FTE.50 Program Coordinator position. Moreover, in order to help participants successfully achieve our program outcomes, we will need to provide more transportation, phone, and computer use, thus increasing our operating costs. While meeting in community centers and public parks worked well for our program in 2008, we would like to obtain an office space easy for the homeless to access so they have a place to find support, practice their leadership skills, and work on accessing service, employment, or educational opportunities. Lastly, while we were able to run entirely from individual and in-kind donations in 2008, for the sustainability of our program we need to be supported by other financial sources.

**PROGRAM:** Homeless Leadership Program  
(Submit only to relevant revenue sources.)

**PROGRAM LETTER:** F

**I. PARTICIPANT COST** This chart requests unit and participant/client costs for this program only. For column 4) divide column 2) by column 3). For column 6) divide column 2) by column 5).

	2) TOTAL COST OF PROGRAM	3) UNDUPLICATED PARTICIPANTS	4) COST PER PARTICIPANT	5) UNITS PROVIDED	6) UNIT COST
2007 ACTUAL	N/A	N/A	N/A	N/A	N/A
2008 BUDGETED	\$6000	50	\$120	10,400	\$1
2009 PROPOSED	\$17,000	50	\$340	10,400	\$2

**I. SERVICE UNITS** Define the 2009 Proposed Units Provided in column 5) in the Unit Cost table above. Wherever possible use the unit of service requested by a revenue source.

Freedom, Inc defines the units in the table above as the number of service hours provided per unduplicated participant in a 12 month reporting cycle. For example: 4 hours per client/ per week X 52 week X (number of person for the year) = total hours provided to all participants in the program.

**J. UNDUPLICATED PARTICIPANT** How does your agency define an unduplicated participant in this program (e.g., a youth who enrolls in a 4-week summer program, or a senior who receives care management services during the year, or a monthly visitor to a neighborhood center)?

Freedom, Inc defines an unduplicated participant in this program as someone who receives services from Freedom, Inc once or more and is only counted once in a 12 month reporting cycle.

### 2010 SECOND YEAR FUNDING SUPPLEMENT

*USE only if applying to City of Madison OCS or City of Madison CDBG*

If you are requesting only a COLA increase in 2010, indicate by check the box on the left and skip sections K, L and M. If you are requesting increased funding beyond a COLA, complete Sections K through M.

**K. PROGRAM UPDATE** 1) Describe any major changes being proposed for the program/service in 2010, i.e., expansions or narrowing in target population, scope and level of services, geographic area to be served, etc.).



# CITY-COUNTY CONSOLIDATED APPLICATION FOR 2009 & 2010 FUNDS

## ORGANIZATIONAL PROFILE

ORGANIZATION Freedom, Inc  
(Submit to all revenue sources.)

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## AGENCY INFORMATION

1. **MISSION STATEMENT** Describe your agency's mission in the space provided.

Freedom, Inc. is a non-profit grassroots organization that works with low- to no-income communities of color in Dane County. Freedom, Inc. began 6 years ago as a Southeast Asian (SEA) girls support group. Our primary goal consisted of looking at new definitions and solutions to end violence against women and children. Freedom, Inc. has a unique approach to ending such violence: it provides programs that are designed to be language and culture-specific to women and youth. Our vision is to build a world with justice and peace. To end these types of violence, Freedom, Inc. provides programs and services that are language and culture specific. Our work challenges the fundamental root causes of violence, poverty, sexism, racism and discrimination.

2. **SERVICE IMPROVEMENT** Describe any recent initiatives or best practices, programmatically or administratively, that have improved your agency's ability to deliver services.

Although Freedom, Inc. as an official non-profit organization is recent, our commitment to the Madison community is not. Freedom, Inc. has made significant commitments and contributions to the advancement of women and youths. Freedom, Inc traditionally provided services to Hmong/Southeast Asian families but the in last two years our programs have attracted more African American women and girls. Currently, we provided support groups for African American girls at Northport/Packer/Kennedy Heights and technical support and emergency services to many African American women. Due the recent demands for services for this population, Freedom, Inc has had to also increase staff trainings around African American issues as well as strategically reallocate our resources to provide culturally and socially appropriate services to this population. We built more volunteers and community leaders to help provide support and build capacity to our agency

3. **EXPERIENCE AND QUALIFICATIONS** Describe (in the space provided) the experience and qualifications of your agency related to the proposed programs.

As an official non-profit organization, Freedom, Inc. is relatively young. However, we have made significant contributions to anti-violence work which fundamentally challenges the root cause of violence, poverty, sexism, and discrimination against low-income communities in Dane County. Freedom, Inc's staff's have a combined 30 years of expereince working with mariganized communitis, especially women and children's issues. In addition, all our staffs and the majority of our volunteers and board members are bi-lingiual and bi-cultural. All staffs possesses the specialized background, skills, and experience needed to operate programs and services to the communities we currently serve. In 2006, Freedom, Inc provided services to over 600 people, in 2007 we provided services to over 500 people. It is clear that people trust Freedom, Inc and that we have a proven track record for

4. **AGENCY GOVERNING BODY** How many Board meetings has your governing body or Board of Directors scheduled for 2008? 7

Please list your current Board of Directors or your agency's governing body. Include names, addresses, primary occupation and board office held. If you have more members, please copy this page.

<b>Board President's Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Nancy Nguyen 17 N. Franklin Street, Madison, WI 53703 Office Assistant-YWCA 2 years 2007-2009	<b>Board Vice-President's Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	
<b>Board Secretary's Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Betty Thao 5015 Sheboygan Ave, # 203 Madison, WI 53705 Graduate Student, UW- Madison, Educational Policy Studies 2 years	<b>Board Treasurer's Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Tracy Benson 3406 Valley Bridged Rd. #315 Middleton, WI 53562 Community Organizer- Wexford Ridge Community 5 years 2003-2009
<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Kristen Petroschius 419 W. Olin Ave Madison, WI 53715 Social Work Community Member 2 years 2008-2010	<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Margaret Afi Lake 1820 Fisher St Madison, WI 53713 After School Coordinator- Wexford Ridge Community Community Member 2 years 2008-2010
<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Molly Vang 2960 Union St Madison, WI 53704 Student Youth Member 2 years 2008-2010	<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	Sonny Mally Bayview, Madison WI 53715 Student Youth Member 2 years 2008-2010
<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>		<b>Name</b> <b>Home Address</b> <b>Occupation</b> <b>Representing</b> <b>Term of Office:</b> <b>From __ To __</b>	

**STAFF-BOARD-VOLUNTEER DESCRIPTORS**

5. **STAFF/BOARD/VOLUNTEERS DESCRIPTORS** For your agency's 2007 staff, board and volunteers, indicate by number and percentage the following characteristics.

DESCRIPTOR	STAFF		BOARD		VOLUNTEER	
	Number	Percent	Number	Percent	Number	Percent
<b>TOTAL</b>	7	100%	5	100%	22	100%
<b>GENDER</b>						
MALE	1	14%	1	20%	7	32%
FEMALE	6	86%	4	80%	15	68%
<b>AGE</b>						
LESS THAN 18 YRS	0	0	0		6	27%
18 – 59 YRS	7	100%	5	100%	12	55%
60 AND OLDER	0	0	0		4	18%
<b>RACE</b>						
WHITE	0	0	0		1	5%
BLACK	0	0	0		0	0
NATIVE AMERICAN	0	0	0		0	0
ASIAN/PACIFIC ISLE	7	100%	5	100%	21	95%
MULTI-RACIAL	0	0	0		0	0
<b>ETHNICITY</b>						
HISPANIC	0	0	0	0	0	0
NON-HISPANIC	0	0	0	0	0	0
<b>HANDICAPPED* (Persons with Disabilities)</b>	1	14%	0	0	3	14%

\* Refer to definitions on page 3 of the instructions.

**BUDGET TOTAL OPERATING EXPENSES**

6. **AGENCY EXPENSE BUDGET** This chart describes your agency's total expense budget for 3 separate years. Where possible, use audited figures for 2007 Actual. Use current budget projections for 2008 Budget.

<b>ACCOUNT DESCRIPTION</b>	<b>2007 ACTUAL</b>	<b>2008 BUDGET</b>	<b>2009 PROPOSED</b>
<b>A. PERSONNEL</b>			
Salary	\$115,200	\$123,700	118,800
Taxes	\$8,000	\$8,068	\$10,000
Benefits	\$5,380	\$5,527	\$6,977
<b>SUBTOTAL A:</b>	<b>\$128,580</b>	<b>\$137,295</b>	<b>\$135,777</b>
<b>B. OPERATING</b>			
All "Operating" Costs	\$30,334	\$36,173	\$56,166
<b>SUBTOTAL B</b>	<b>\$30,334</b>	<b>\$36,173</b>	<b>\$56,166</b>
<b>C. SPACE</b>			
Rent/Utilities/Maintenance	\$601	\$1,280	\$4,830
Mortgage (P&I)/Depreciation/Taxes	0	0	0
<b>SUBTOTAL C</b>	<b>\$601</b>	<b>\$1,280</b>	<b>\$4,830</b>
<b>D. SPECIAL COSTS</b>			
Assistance to Individuals	\$3,740	\$8,550	\$2,500
Subcontracts, etc.	\$7,244	\$3,750	\$16,150
Affiliation Dues	0	0	0
<b>SUBTOTAL D</b>	<b>\$10,984</b>	<b>\$12,300</b>	<b>\$18,650</b>
<b>TOTAL OPERATING EXPENSES A-D</b>	<b>\$170,499</b>	<b>\$187,048</b>	<b>\$230,423</b>
<b>E. TOTAL CAPITAL EXPENDITURES</b>	<b>\$170,499</b>	<b>\$187,048</b>	<b>\$215,423</b>

**7. PERSONNEL SCHEDULE**

- Column 1) each individual staff position by title.
- Columns 2) and 4) indicate the number of Full Time Equivalents (FTEs) in each staff position.
- Columns 3) and 5) indicate the total salaries for all FTEs in that staff position. Do not include payroll taxes or benefits in this table.
- Columns A-K distribute column 4) (2008 FTEs) across all agency programs.

**PLEASE NOTE** COLUMNS A-K are FTEs, NOT dollar amounts.

Continue on page 6 if you have more than five (A-E) programs.

1) STAFF POSITION/ CATEGORY	2008 ESTIMATED		2009 PROPOSED		2009 PROPOSED FTE'S DISTRIBUTED BY PROGRAM				
	2) FTE	3) TOTAL SALARY	4) FTE	5) TOTAL SALARY	A	B	C	D	E
Executive Director	1	45,000	1	45,000	80%	5%	5%	5%	5%
Family Advocate	1	35,000	1	35,000	80%	0	20%	0	0
Girls Group Coordinator	.75	23,400	.75	23,400	30%	50%	0	0	20%
Boys Group Coordinator	.75	23,400	.75	23,400	20%	0	0	80%	0
Work Study Student 1	.38	2,000	.38	2,000	100%	0	0	0	0
Work Study Student 2	.38	2,000	.38	2,000	90%	10%	0	0	0
Work Study Student 3	.38	2,000	.38	2,000	80%	0	0	10%	10%
Homeless Leadership Coordinator	0	0	.25	8,000	0	0	0	0	0
<b>TOTAL</b>	4.64	132800	489	140,800					

