

### Freedom, Inc's responses to questions:

1. Response to question 7 refers to "Program D." What is that?  
Corrected. Should read "program C" and not "Program D"
2. Participant numbers and demographic characteristics are missing.  
Done!
3. No staff or volunteers - ? \$18,839 identified as personnel costs. Explain.  
One part-time staff at 20 hours/per week X 52 weeks X 16.82/per hour total 17,500 and 1,339.00 for employee taxes/fringe benefits. Most of your volunteers come from the community and people who we served in the past. Our volunteers donate their time-in-kind, people will help with transportation, food, financial assistance, serve on our advisory boards, donate meeting spaces, coordinate youth groups, facilitate support groups, assist with fundraisers, and community gatherings. Freedom, Inc (FI) gets an average of 2 volunteers per week, who on average donate 2 hours per person.
4. Question 25 - 0% low or moderate income - ? 80% of our participants are expected to be low-income status. We will use number of children enrolled in free and reduced lunch, individuals or families that report 0-50% of Dane County Median Income, and Individual or family income in relation to Federal Poverty guidelines to determine or describe participants' or household income status. We will also use people housing status.
5. Outcome Objective 2 - same as #1.  
Objective #2

Outreach to local agencies, organizations, community, schools and services providers  
200 people will receive this service.

At least 75% of the proposed number of people will be served. Of those 75% at least 50% will received at least 2 different types of services from Freedom, Inc. Of those 50% 25% will work directly with FI.

Number of trainings, one-on-one contact, cross referrals, co-advocacy will be recorded daily. List of resources, service providers, organizations, advocates, and schools will be recorded. All progress will be tracked by the coordinator. List of people receiving training will participate in a survey about the trainings.

6. Define fund development plans and goals. We currently, have a TA grant with Association of Fundraising Professional, whose main focus is to help Freedom, Inc (FI) strategize, develop, and secure financial stability. In addition, our board and staffs are all learning and willing to help fundraise and write grants and look for funding to sustain the programs FI has. As our agency and services grow, support for FI is also growing. We continue to gain individual donors and as well as community support. We plan to seek more grants to provide services to the growing elder populations by looking into State funding for refugees and immigrants. We will also write local foundations.
7. Proposed program hours (4 hours/day, 5 days/week = 20 hours/week) greater than proposed staffing (20 hours/week). Please clarify.
8. Do you have a waiting list for services? No waiting, due to cultural reasons if we place people on a waiting list they assume that we don't want to help therefore, we don't have a choice and must work overtime, volunteer afterhours, weekends, just to get the work done.
9. Do you have any fundraising potential? We are starting to develop more grassroots fundraiser, with more of the community volunteering; we are also starting our individual donors list also. In addition, as we continue to provide comprehensive services more funders more funders believe in our stability as a organization and are more willing to fund us.