

FREEDOM HOUSE

IMPACT REPORT

2023





OUR MISSION

Freedom House is building economic, racial, and social equity in our communities through education and leadership development.



TABLE OF CONTENTS

	A MESSAGE FROM OUR CEO	<u>3</u>
	OUR MODEL	<u>4</u>
	OUR COMMUNITY	<u>5</u>
	OUR PROGRAMS	<u>6</u>
	2023 HIGHLIGHTS	<u>7</u>
IMPACT SUMMARY		<u>8</u>
FEATURED PROGRAM		<u>15</u>
PARTNERSHIPS		<u>16</u>
FINANCIAL HIGHLIGHTS		<u>21</u>
SUPPORTERS		<u>22</u>

A MESSAGE FROM OUR CEO

In these dynamic times, I want to reflect on our organization's remarkable journey and the ongoing positive impact we continue to make. At Freedom House, our core commitment to driving change remains central to our identity. We recognize that our success is closely linked to being a force for change, advocating for educational equity and economic opportunities for Black, Brown, and immigrant youth in our communities. Our innovative efforts in the social justice movement have been instrumental in shaping our 75-year history, breaking down barriers, igniting futures, and inspiring lives.

Our team has shown resilience, adaptability, and a steadfast commitment to our core values in the past year. We've overcome challenges, celebrated victories, and collaborated to advance our shared mission. From raising awareness of economic, racial, and social equity through education to advocating against systemic injustice for BIPOC youth, challenging stereotypes, rewriting narratives, promoting mental wellness, and amplifying youth voices, we remain dedicated to making a lasting difference.

Freedom House goes beyond being a community-based organization; we are a catalyst for positive change with ambitious future goals. Committed to pushing boundaries through program growth and innovation, we aim to contribute significantly to our community's well-being. Despite the daunting challenges in our educational and political landscape, I am confident that our talented and dedicated team will overcome obstacles and reach new heights.

I want to express my deepest gratitude to each staff and board member of Freedom House – your passion, expertise, and relentless pursuit of excellence are the driving forces behind our success. Together, we are not just shaping the future of our organization; we are also influencing the trajectory of our youth's future and leaving an indelible mark in our community and the world.

I invite you to join me in celebrating 75 years of our achievements and embracing the exciting opportunities that lie ahead. Let us continue to work together, learn from each other, and remain committed to the values that define us as an organization.

Thank you for your unwavering dedication and being an integral part of this journey.



Charmaine L. Arthur
Chief Executive Officer

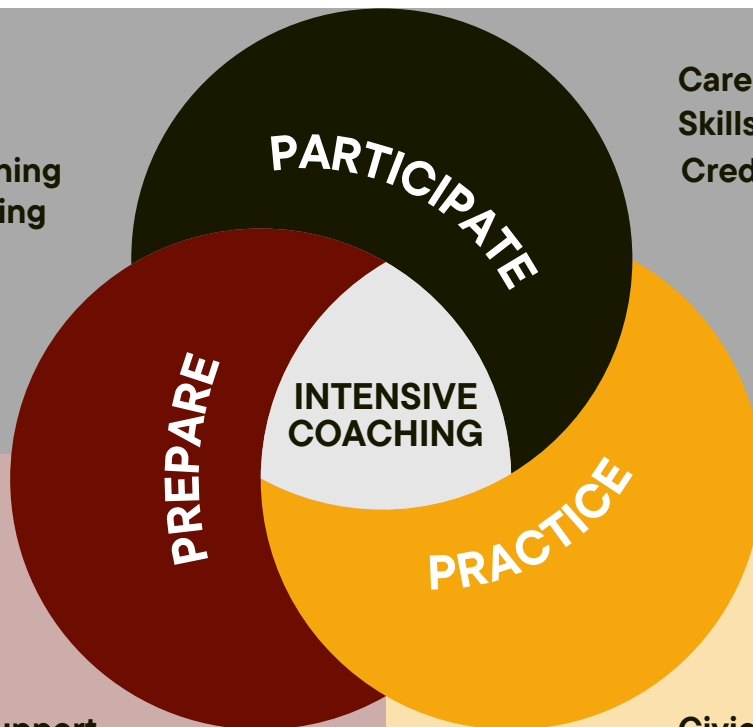


OUR MODEL

Freedom House supports youth from historically marginalized communities in their pursuit of post-secondary educational success by providing intensive coaching, dynamic preparation programs, engaging career exploration, and access to college-level learning experiences, starting in high school and continuing through college.

Communiversality
Early College
College Pathway Planning
Career Pathway Planning

Career Exploration Programs
Skills Development Programs
Credit Recovery



College Application Support
College Enrollment Support
Mental Wellness Support

Civic Engagement Projects
Youth Jobs & Work-Study
College Internships

OUR COMMUNITY

Founded in 1949 by social workers Muriel and Otto Snowden, Freedom House has a rich legacy of community activism and partnership building to advance educational and racial equity for marginalized communities throughout Boston. Headquartered in Grove Hall, our programs and services nurture potential and unlock educational possibilities for over 1,400 youth each year.

75%

of our students are first-generation college students



51%

of our students identify as female



99%

of our students identify as Black, Latinx, Asian/Pacific Islander, or Multi-Racial



1 in 10

of our students identify as having recently immigrated

OUR PROGRAMS

PREPARING URBAN STUDENTS FOR SUCCESS IN HIGHER EDUCATION (PUSH)

Intensive one-on-one coaching; college and post-secondary readiness workshops; career readiness opportunities; dual enrollment and early college classes; youth jobs; access to Timothy Smith Computer Lab technology resources.

SUMMER LEARNING INSTITUTE (SLI)

7-week post-secondary preparation program for high school learners; youth employment and leadership building; credit recovery and free college classes; civic engagement project; mental health services; professional networking; internships for college students.

PUSH-TO-START

High school to post-secondary transition year; educational pathway planning; professional skill-building; networking; career exploration; mental wellness; leadership building; paid job opportunity.

PUSH LEADERSHIP INSTITUTE (PLI)

Academic year after-school programming; skill building workshops; career exploration; youth employment and leadership building; civic engagement projects; mental health services

FREEDOM INSTITUTE

Advocacy efforts for social and educational advancement of Black, Brown, and immigrant youth in Boston; including summits and DE&I advisory.



2023 HIGHLIGHTS

1,633

students served through Freedom House programming

8,000

hours of programming and support services provided to students

351

high school graduates in the Class of 2023

5

college graduates in the Class of 2023

60%

college enrollment rate for our high school students

2023 marked a significant year of growth for Freedom House and our scholars. The Freedom House team served 1,633 (+20 % over 2022) students in 2023 and delivered 8,000 hours of programming and services (+10% over 2022). 5 Freedom House scholars became college graduates, receiving their degrees from Bunker Hill Community College and University of Massachusetts Boston.

351 scholars graduated from high school in 2023 from our partner schools: Jeremiah E. Burke, Snowden International, and Boston Arts Academy, as well as other high schools across Boston. 60% of our accepted scholars enrolled in college for Fall 2023. 100% of our high school seniors achieved college acceptance.

We welcomed two new staff members, Iverson Mella (Post Secondary Specialist) and Ahijah Sharpe (Administrative Assistant), as well as 23 Junior Coaches, our largest cohort to date!

2023 was also a year of exciting program innovation. Freedom House launched the PUSH-to-START program. PUSH-to-START aims to support students in a valuable and successful transition year from high school to enrollment in an accredited post-secondary program. The results from our pilot program have been extraordinary. Several scholars have taken significant steps towards their dreams, from applying to community colleges to securing positions as Mass Promise Fellows to engaging in vital civic engagement initiatives. The PUSH-to-START program exemplifies our commitment to meeting scholars exactly where they are, guiding them toward success, and celebrating their unique journeys.



IMPACT SUMMARY

Through innovative programs, strategic partnerships, and the unwavering dedication of our staff and volunteers, 2023 was a year of remarkable impact. PUSH Leadership Institute scholars experienced transformative programming focused on financial literacy, mental wellness, and civic engagement. Over 40 scholars participated in a series of workshops and activities, gaining invaluable insights and skills to navigate the challenges of today's world with confidence and resilience. PUSH scholars also engaged in enriching internships with The Reckonings Project, gaining practical skills and valuable experience for their future careers. Our high school scholars continued pursuing post-secondary pathways at higher rates than their peers. Since 2019, we have seen a decline in college enrollment due to many factors: funding, home responsibilities, increased interest in trade programs and other post-secondary opportunities and gap year, lack of interest, and mental health management.

Freedom House also welcomed three PUSH alumni to our Board of Directors: Gisel Ureña, Abdirahman Abdulle, and Kysso Gomes. As members of our communities and former scholars, these leaders are uniquely qualified to offer valuable guidance to our Board and organization leadership.

59%

of college freshman persisted to their sophomore year

227

youth jobs hosted at Freedom House

\$70K

in savings provided to students through our early college classes

The Summer Learning Institute (SLI) played a pivotal role in scholars' growth and development, with 127 participants immersing themselves in a diverse array of programs – triple our capacity in 2019. Through intensive training sessions and networking events, scholars delved into transformative justice, emotional intelligence, and leadership development. The institute also forged new partnerships with esteemed organizations like the New England Medical Association (NEMA), JP Morgan Chase, and Eversource, providing scholars with unique opportunities to explore potential career paths and develop essential life skills. Encouraged by the professionals they engaged with during the NEMA workshop, three students are pursuing a pathway toward a nursing program in Fall 2024. In addition to educational enrichment, scholars participated in over 200 hours of immersive field trips and collaborative programs with community partners, laying a solid foundation for their future academic and professional endeavors.

In partnership with Freedom House coaches, 100% of eligible PUSH high school seniors and college students completed their FASFA. Our college students received over \$42,000 in scholarships from community businesses and partners, easing financial burdens and empowering them to confidently pursue their academic aspirations. Additionally, PUSH high school scholars completed nearly 100 hours of early college classes during the academic year and summer through our partners Bunker Hill Community College and Franklin Cummings Institute of Technology. These free classes saved our students approximately \$70,000 in education costs while enabling them to cultivate a college-going mindset.

Our cohort of 25 Junior Coaches served as inspirational leaders, guiding over 200 high school scholars through various projects and community collaborations. These included civic engagement initiatives, real-world problem-solving challenges, and partnerships with organizations like Northeastern University's Reckonings Project and the NBA Foundation in collaboration with the Massachusetts Institute of Technology.

100%

FAFSA completion rate for eligible high school seniors

88

average civic engagement hours per student

119

hours of mental health services

SCHOLAR SPOTLIGHT



**ALWYN TYRIEL
HENRY**

Jeremiah E. Burke High School
Northeastern University

Looking back, my path to college felt like a speed course that I was dropped in the middle of. Everything went by so fast and I had the mentality that I would give it my all going into this new school in a new place. Then the work I put in wasn't in vain as it helped me get to Northeastern where I am pursuing my major in Mechanical Engineering. I am proud of myself for not giving up on anything I do. I will finish something I set out, I will give it my all, and I'll give it my best. Freedom House has helped me learn that, I can be anything. I can be what I decide and not let society or stereotypes control what I do or become.

The role Freedom House has played is one of a kind as they have shown me how to step out and show what I am capable of. That I can be a leader, I can do great things and that I shouldn't sell myself short in terms of my aspirations for my future. I feel as though every program has added something to me which impacted me a lot. However the Road-to-Success roundtables have been an enormous help as I have met great people who have put their trust into me to help me grow as an individual; who can contribute to the future.



**KELISE
COLE**

Greater Egleston High School

I have been with Freedom House for about 3-4 years. For the past year, I learned to network, write cover letters, build resumes, practice business etiquette, understand financial literacy and career options, and apply for college. A big success with Freedom House for me was meeting Dr Vonzella Bryan. She is a physician at BMC. I met her at Freedom House when I attended an event called "Road To Success Round Tables," over the summer of 2023. I was able to shadow her while she worked with patients. With that experience, I was able to see if I would enjoy that department of work. If it wasn't for Freedom House, I wouldn't have gotten that opportunity. The most important thing Freedom House helped me learn about myself was that loving yourself doesn't make you selfish. And that being confident doesn't make you arrogant. And I can achieve anything I put my mind to, no matter my identity. Because it doesn't determine what I am worthy and capable of accomplishing. Freedom House always feels like home. Like a comfortable and welcoming school. Except it is full of diverse students with different talents, and goals, That learn to care for one another instead of looking down on each other. Take away everything and we're all one.

ALUMNI SPOTLIGHT



**NICOLA
WEBBE**


Cathedral High School
University of Massachusetts Boston

My college experience has completely changed my life. My college journey began in 2011, and I graduated with the BA in Communications and Marketing in 2021. Every pit stop on my travels served as a humble reminder to keep moving forward. Having run out of money to return to Saint Anselm in 2012, I attended Junior College, where I played basketball, interacted with students of all ages in the classroom, and discovered the transformative power of education. It was the best three years of my life. Once I received my Associates, I received acceptance to Bentley University to complete my degree and play basketball. Due to an injury, I took time off and was invited to serve at Freedom House and attend graduate school at Wheelock College. After my years of service, I completed my college experience at UMass Boston where I am always reminded that no matter what, if you stay locked to your goal, there is nothing you cannot achieve. I appreciate my journey and all of the timeless experiences, lessons, and people I have connected with along the way. Freedom House is home for a number of reasons, including the fact that you start to write your own story, are exposed to discussions and spaces that broaden your perspective beyond the things you witnessed around you. This organization is truly a

beacon, where you can safely unpack and pack healthy methods to develop personally and achieve your objectives. Thanks to the staff and support of Freedom House I completed college, am a professional basketball player, founder/ceo, and future philanthropist who understands the importance giving back from being given to.

The Summer Learning Institute is one of the most amazing programs that I have ever experienced. The best eight weeks of growing into a family. I can remember being in the trailers where we would host the weekly workshops. Although the space was smaller; it was in those moments I remember moments are not in big extravagant spaces but with people who care and show up with an open heart and mind. We had moments of laughing, crying, and heated moments. As it has expanded over the years and numbers that were once 50 are now 125, the love, focus and impact has remained the same. This past summer 2023, I was invited to come back and many moments I had to look across the street and admire that every moment a student walks in the building their life can change. We as staff learn and grow just as much as they do, if not more. SLI is a reminder that we must remain students at life and enjoy the moments because time flies.

Freedom House has helped me develop a resiliency that I did not know existed. Many times along my journey nothing seem to work, but I always remembered the importance of trusting the process. My journey started as staff then reversed to being a student. Many conversations with students was believing in yourself, studying what you desire to pursue, and taking the step trusting that scholarships and financial aid would come through. This organization reminds me to always speak life to a situation. When I look back on who I started with and now present day 2024, there are testimonies of Scholars who kept going and are now on the board or in professions that they spoke about when it seemed far reaching and impossible. Those nights when I was back in school and it got rough, I remember the conversations that are now reminders to keep going. Freedom House has encouraged and still encourages me to follow my dreams, think beyond the box, accept my individual path, and never forget to give back. Without a doubt, vision is believing in yourself no matter what it looks like today, any goal can be accomplished. The most important thing I want to do in life is assist the next generation grow by giving back the way my parents and grandma have.



“Freedom House is important because it provides young people, especially those of Black, Brown and immigrant backgrounds, a place where they can feel safe and improve on their abilities. It provides the youth with a way to learn more about themselves, their communities and how to give back.”

- Khalimah Kemp, University of Massachusetts Boston



“It can provide a home for some, hope for some, help for others. Everyone can gain something from being a part of the Freedom House family and then when possible we all give back just as others have done to continue the important work Freedom House is doing.”

- Alwyn Tyriel Henry, Northeastern University

SCHOLAR SPOTLIGHT



**KHALIMAH
KEMP**

Boston Latin School
University of Massachusetts Boston

Freedom House has played a great role in my academic and personal success because they provided me with resources about what college is like and what to expect. They also taught me ways to use my preexisting skills and even taught me new ones I would need if I wanted to improve on my strengths while acknowledging my weaknesses. I think the program that had the biggest impact on me was the morning program, JustFlix. Through this program, we were tasked with creating videos about a social justice topic important to us and I felt that this helped me acknowledge the world around me more. It had an impact on me because while learning how to record, edit and create videos, I could improve on my communication, team building and problem solving skills. I did this program both as a student and as a junior coach and through both times I was able to learn about various different social justice topics from videos others created while also educating others as well. It feels great being a part of the Freedom House community because everyone looks out for each other and this community is one where no one judges each other for their weaknesses. There is always room for people to grow and there is support at every corner.



**PATRICK
CARDOSO**

Jeremiah E. Burke High School
Bunker Hill Community College

I am originally from Cape Verde. When I came to the U.S, I continued my education at Jeremiah E. Burke High School as a junior. After a year, I was lost because I didn't know what to do after graduation. That's when I met Teresa Da Silva. She works at Freedom House as a Director of College Programs and Partnerships, and one of the most kind, professional, and amazing human beings that I ever met. Before I met her, my parents and I never thought that I could attend college after I graduated. At some point, we had a wrong impression about college because I wasn't fluently speaking English and I was doubting myself a lot due to my situation. Due to her willingness to help and persistence, I am now in my second year of college at Bunker Hill Community College. Coming from a smaller country and a different perspective of living, I always used to doubt myself, because of my accent, how I used to act, dress, etc. Due to all these circumstances, I used to be afraid of public speaking. After I started attending Freedom House, I started feeling comfortable when it comes to public speaking. Now, I feel very confident that I can be whatever I want as long as I push myself to the limit.

SCHOLAR SPOTLIGHT



**ENIYA
VILLARI**

Boston Arts Academy

Freedom House gave me a family I didn't know I needed at the time. During the summer, I was going through a tough break within my relationship life and one of the Scholars here who became very dear to me helped me out through that, along with Senior Coach Ms. Ivy and CEO Ms. Charmaine. Freedom House's wisdom that was given to me I will forever be thankful for. The Road-to-Success Roundtables were an opportunity I would rarely come by. I am very grateful to say that I was in a room full of beautiful, Black and Brown, successful women who were able to be open about their experiences and how they became the woman they are right now. That experience was the most impactful to me because I now know I, too, can inspire a little Brown girl with my own story, just like how I was inspired that day. I truly believe Freedom House is important to the young community in Boston due to the fact that they take in people from all sides of our city. This is a Boston-wide opportunity to do something for the better and meet new people. It gives people the opportunity to learn how to network and learn actual skills that benefit you in the near future. Freedom House also sets you up for what possible career you may want and helps you believe in the brighter days ahead.



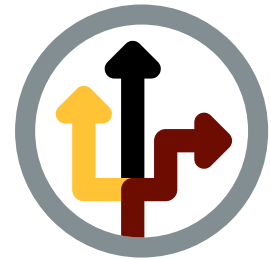
**EMMANNUEL
DUNCAN**

Jeremiah E. Burke High School

The role that Freedom House has played in my academic and personal life is that they pushed me to graduate high school when I felt like I wouldn't pass and they are also a good resource when you're trying to look for colleges and to push you towards your goals. Freedom House pushed me to come out of my comfort zone when it came to my struggles, for example, my communication and public speaking skills. I was bad at those skills but over time, I learned that I might struggle a little, but in the end, I am able to communicate with others and public speak when the time comes. I want to go to college so I can reach my dream job which is to become an astronomer. Freedom House has had the biggest impact on me. It is a place where I'm comfortable and that I can feel safe no matter what. It feels great to be apart of the Freedom House community because every day where I know I'm going in to work I'm making the city of Boston a better place.

FEATURED PROGRAM

PUSH-TO-START



"Sometimes a student's motivation lays dormant, which can be misleading to that student's true potential, but once they get a PUSH-to-START, that motivation wakes up."

- Malcolm Thomas
Manager, Career Development and
Civic Engagement

PUSH-to-START supports students in a valuable and successful transition year from high school to enrollment in an accredited post-secondary program; students engage in post-secondary planning, skill building, mental wellness services, social/emotional development, career exploration, job shadowing, and a paid job opportunity. PUSH-to-START aims to expand on our existing PUSH program, which enables marginalized students in Boston to overcome barriers to college completion while becoming active citizens through intense coaching and access to civic engagement opportunities. Students who graduate high school without a solid post-secondary plan vary in academic skills, but their reasons for not enrolling in an educational opportunity are found to be similar: they are unsure what type of post-secondary program they want to enroll in, and they are worried about the cost of college and having to take out loans. Unfortunately, the longer they wait, the less likely they are to enroll in a post-secondary program. Once students are enrolled in a post-secondary program, they will continue to be supported through our PUSH College program.

PARTNERSHIPS

SCHOOL PARTNERS*



*Our Summer Learning Institute (SLI) serves students who reside in the City of Boston; giving us a unique opportunity to bring together students that attend schools outside our school year partner network. In 2023 students joined SLI from **55** schools across the Greater Boston area.

COMMUNITY PARTNERS



ALUMNI SPOTLIGHT



DR. KWAME DANCE

Cambridge Rindge and Latin School
Trinity College (BA)
Strayer University (MBA)
William James College (MA)
William James College (PsyD)

In 2015-2016, I was a Freedom House PUSH High School Success Coach based at Snowden International High School. At the time, I was at a standstill in life. My mother, who was the rock of my family and an influential member of my community, had just passed away. I had just left a great job in Washington, D.C. to move back to Boston to take care of my elderly grandmother, while helping raise my twin stepdaughters who were 7 years old at the time. Not only did they give me a job and give me love and support, but my Freedom House family helped to lift me out of a state of depression by restoring my commitment to service, upward mobility, activism, and education. A conversation with one of my Freedom House Scholars at Snowden inspired me to go back to school for my doctorate in psychology.

I am most proud of founding the Mental Health Advancement of Culturally Competent Education to Stop Stigma (ACCESS) and Building Bridges toward Equity in Psychosis Intervention Careers (2B-EPIC) programs. They are mental health literacy and career exposure programs designed to inspire Black and Latinx teens and young adults to pursue careers in mental health and educate their communities on the importance of prioritizing mental health and overall wellbeing. ACCESS currently operates

as a Freedom House Summer Enrichment program and Cambridge Community Center and serves over 50 students annually. 2B-EPIC (3 high-school students, 2 northeastern co-op students, and one graduate student coordinator) operates at Massachusetts Mental Health Center and around the Boston and Cambridge Communities. I hope to expand these programs to communities around the country over the next two years. My first summer in the Mental Health ACCESS enrichment program had the greatest impact on me. It was my first time running the program outside of my hometown and I was unsure how it was going to translate to a new group of students. It was also much more condensed. I was impressed with how engaged the scholars were. Many have reconnected with me to inquire about mental health careers and related majors. Freedom House has reinforced my passion for community-based youth work. While I work in several areas of my field, working with my Freedom House family feeds my soul and replenishes me. Even with accomplishments and accolades, the world can have its way of making you question your value and capacity. The organizational commitment Freedom House has had my growth and the engagement with Freedom House scholars and staff help to combat feelings of self-doubt that are associated with Imposter Syndrome.

Freedom House is a special place. Honestly, even if I tried (which I would never!) I couldn't get away from Freedom House. It truly is a family from top to bottom. They don't just talk about it. They really DO the work. They (WE) operate with integrity. We don't exploit our community like many organizations. We pour into it; We celebrate it; Because we are part of it. It's an honor to be a member of the Freedom House community. Freedom House is important because it truly has a pulse on the needs of the community it serves. One reason why many organizations fall short is because they don't aim to understand before they move into a space of creating change. Freedom House is staffed with individuals from the community, so there's a vested interest. Every dollar they raise pours back into the community, which is rare. They are a beacon that has been imbedded in the community for nearly three quarters of a century, which is monumental given the typical lifespan of community-based organizations. Sustaining while continuing to evolve and innovate has been a hallmark of Freedom House.

ALUMNI SPOTLIGHT



GAEL ELIACIN

Jeremiah E. Burke High School
University of Massachusetts Boston

Freedom House has always been my light in this tunnel called life. Whether it's to talk to someone about something going on in my life from a personal or academic standpoint, when I need help with my resume, or financial aid, or deciding what classes to take, I could always count on Freedom House. I was recruited from Freedom House as a senior in high school. I couldn't get financial aid as I didn't have permanent residency yet; therefore, my counselor and I decided that going to a community college would be more financially feasible. I went to Bunker Hill Community College where my college PUSH mentor was assigned to me who made my college journey so much easier by guiding me and encouraging me on my journey.

I am most proud of getting my Master's done. Thinking back to where I came from, being dropped off here in the States at the age of 15 and having to navigate my way through a new culture. I am thankful that God always managed to put the right people in my life such as the Freedom House. Had I gone through this journey all alone, I could've been discouraged and eventually given up but with role models from Freedom House and their guidance; I've been able to push against the odds and get it done. I would say Freedom House has helped me learn more about my core values. Specifically, my integrity and not letting anything change that about me. Staying true to myself and not letting just anything or anyone change me or what I stand for. It feels great to be a part of an organization that continues to have such a big impact on our community. I admire the work they do and how they continue to change the lives of their students every day. I always say to anyone "If Freedom House was national and they offered a chapter everywhere in this country, we would save a lot of young men's and women's lives."

Freedom House is so important because it fills in the gap missing in many children's lives. Freedom House is the father, the mother, the guidance counselor, the mentor, the brother, the sister, and many more. I've observed the interaction between Katrina Shaw, Charmaine L. Arthur, and some of the young ladies. They look up to the women of Freedom House and know they can trust them as their second set of parents.

SCHOLAR SPOTLIGHT



**ALEX
MELLA**

Community Charter School of Cambridge
Bunker Hill Community College

Freedom House for me has helped me develop my inner potential. When I first came to Freedom House, I was in a bad spot in every aspect. I was going to summer school during the COVID era, I was extremely awkward and shy and struggled to make conversation with people. Ultimately, I had a bad outlook on life and didn't have the right priorities in mind. I met a lot of great adults at Freedom House who saw the potential in me and rather than giving up like I'd assume most people to do, they helped me work on myself. They challenged my mentality and helped me find purpose in not only myself but to make my ideals feel like they aren't wrong but just misguided by negative feelings. With the assistance of Freedom House, I was able to better myself mentally physically, emotionally, and academically, graduating from high school with an award for leadership and communications. I've had a lot of growth from my original time at Freedom House almost 4-5 years ago until now. Being a part of the Freedom House community feels great. I always meet new people who may share interests or likes with me. I meet many different minds who pass through the doors with mindsets that help me learn and grow as a person and ultimately a family style community that helps me have a second home.



**ANDREA
HALL**

Reading Memorial High School

Freedom House feels like somewhere that I could go and know that I won't be turned away and be given resources to ensure that my future is well-off. I can come in and know that I can make friends without being judged based on how I look or present myself. It brings me a feeling of belonging without asking for it. I started going to school in Reading, Massachusetts, where I was a part of the METCO program. Reading is a predominantly white town which also applied to the lack of diversity in the schools. Being surrounded by my peers that didn't understand that waking up early, making sure I made it to the bus stop on time, and traveling to school and back took 2 hours was part of my daily routine for the past 11 years. My high school journey has included striving in those conditions, keeping up with my grades, and managing my life with a healthy balance between school, social life, and mental health. I used to think I was socially awkward or too shy to be in social areas. But the staff in Freedom House put me in situations where I was able to actually be open about myself and soon realized that I really wasn't socially awkward, but that I never really had a space where I could just connect and have fun with people that were around my age. I am actually a genuinely social person once I'm able to become comfortable in a setting.

STAFF SPOTLIGHT



**ASHLEY HARTON-
POWELL**

Health Careers Academy
University of Massachusetts Dartmouth

Freedom House has supported me with my professional and personal developments throughout my 8 years here. I began as a Massachusetts Promise Fellow (MPF) and served two years in the Fellowship. During this time, I gained a lot of exposure in many different spaces to build a network of professional relationships that I still have to this day. After my two years of service, I joined the Freedom House team full time and was promoted from Success Coach to Director of our High School Programs and Partnerships. My supervisor, Charmaine L. Arthur, was a vital participant in guiding me through making connections, identifying areas of growth, and connecting me to resources to improve my leadership capabilities.

I grew up and attended all of my schooling in Boston, MA. In high school, I was able to take honors and AP courses. My two favorite subjects were Psychology and Biology. I also participated in summer jobs. With Boston PIC, I worked at the Brigham and Women's Hospital in the food service department. I also participated in BAHEC (Boston

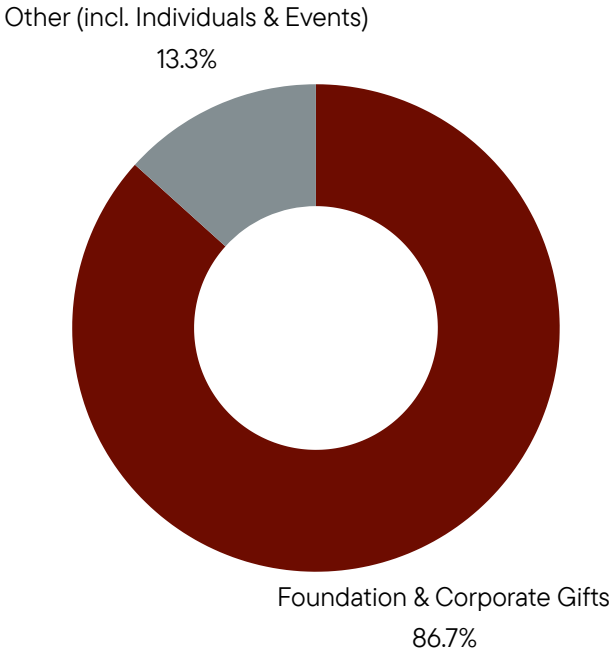
Area Health Education Center), which continued my exposure in social science and advocacy work. After graduating, I attended UMass Dartmouth and graduated with degree in Liberal Arts with a focus in Sociology & English Literature. I am proud to have been a part of networks while working at Freedom House. In my earlier years, I joined the Youth Workers Alliance (YWA), which connected me to other individuals doing youth service work. While connected, I facilitated workshop for Youth Workers around Burnout and Second-Hand trauma. This set the stage for my budding interest in wanting to observe youth workers and how they manage their work & personal life.

Youth work and advocacy is not a pretty field. It takes heart, resiliency, patience, and LOTS of self-care. The ability to sit with funders has had a huge impact on how I conduct my work here at Freedom House, and my outlook on nonprofit organizing. It takes a lot of power and collaboration to do this work, and it would not be possible without those who invest in us. I enjoy having conversations with stakeholders and making connections to the organization to fuel our agenda in increasing resources to our youth and community. One area I continue to improve on while here is ensuring I am taking care of myself personally and advocating for myself when I need support. It is so easy to advocate and show support for others, AND it is very essential that we do the same for ourselves. I am a believer that burnout does not have to be inevitable in this line of service. Ever since I stepped into Freedom House, I have felt seen, connected, and poured into. This space nurtures interests and ideas, builds individuals up, and creates a communal space to connect with others. Being here makes me feel like I am truly making a difference in my community.

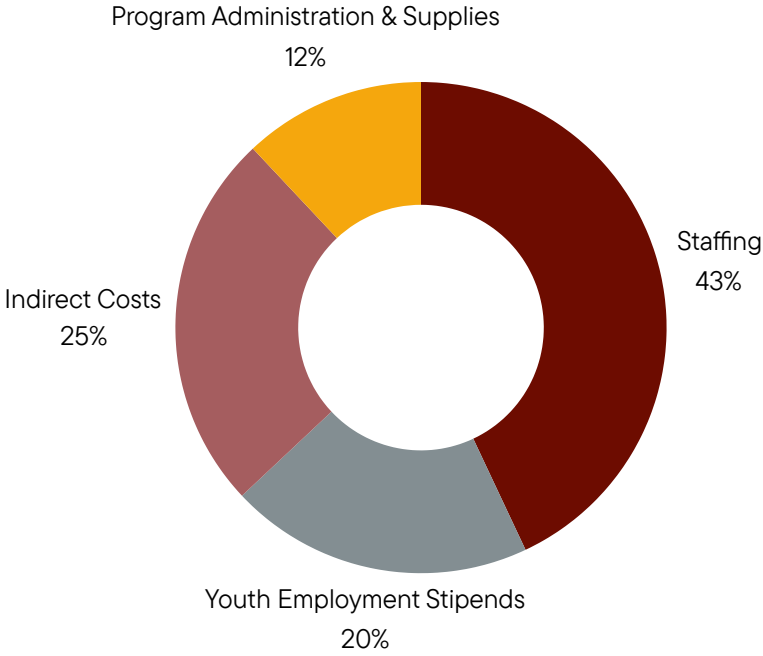
Freedom House is important to our community. As a historical pillar in the neighborhood, it has become a household name where everyone has been able to benefit in some sort of way; whether they themselves participated in a program housed at Freedom House, attended a party back in the day, or are taught/lead by someone who passed through these doors. Freedom House is a hub to build professional and personal networks and encourage life-long learning and development.

FINANCIAL HIGHLIGHTS

INCOME



EXPENSES



SUPPORTERS



Thank you to all our supporters for your unwavering support in 2023. Your commitment to our mission has inspired us to push the boundaries of possibility. As we continue our journey towards sustaining and expanding our organization's impact, we are grateful to have you by our side. Together, we are making a profound difference in the lives of students and communities across Boston.

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We sincerely apologize for any omissions or errors.

Please contact Fatima Harvey to correct our records: fh Harvey@freedomhouse.com

CHAMPIONS OF FREEDOM

On Tuesday, October 3, 2023, Boston came together for the 21st annual Champions of Freedom at the Fairmont Copley Plaza to support the incredible work of Freedom House. One of the evening's main highlights was the incredible music provided by Angelena & the Unit, whose soulful melodies brought down the house! The success of Champions of Freedom would not have been possible without the support of our dedicated sponsors, donors, volunteers, and the entire community.

**Together we raised \$100,000 —
thank you to all who contributed to
this unforgettable event!**



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2023 Champions of Freedom Honorees



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Vice President, Equity - State Street



Dr. Makeeba McCreary
President, New Commonwealth Fund



The Cummings Foundation
accepted by Andrew Bishop, Deputy Director

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Richard Barbieri, Ph.D

In Memoriam

In heartfelt remembrance and deep appreciation for his invaluable contributions, we honor the enduring legacy of our esteemed board member, Richard Barbieri. His dedication to our mission and students continues to inspire and shape our organization even in his absence.



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