



5953 Fifth Ave. Kenosha, WI 53140  
US: (262) 455.1030  
Bahamian: (242) 428.7799  
[freedomtoreadinc@gmail.com](mailto:freedomtoreadinc@gmail.com)  
[www.freedomtoreadinc.org](http://www.freedomtoreadinc.org)

## 2019 Annual Report and 2020 Business Plan

January 1, 2020

### Mission

The mission of Freedom to Read Inc. is to change the lives of the people of the Bahamas and to help others reach their fullest potential through the positive power of free access to literacy. The goal of the organization is literacy for all people of the Bahamas.

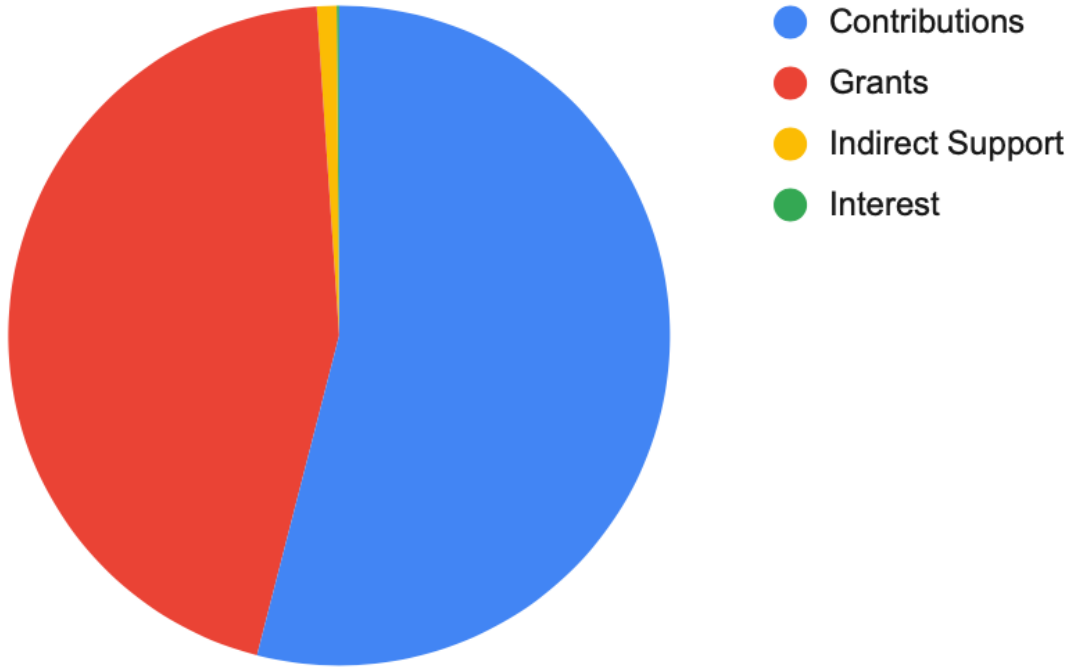
### Accomplishments of 2019

2019 was an exceptional year for literacy progress with Freedom to Read Inc. Despite the catastrophic devastation on Abaco and Grand Bahama Island from Hurricane Dorian, we forged forward. We provided supplies and support in our established literacy centers and laid the groundwork to expand into new centers in the coming year.

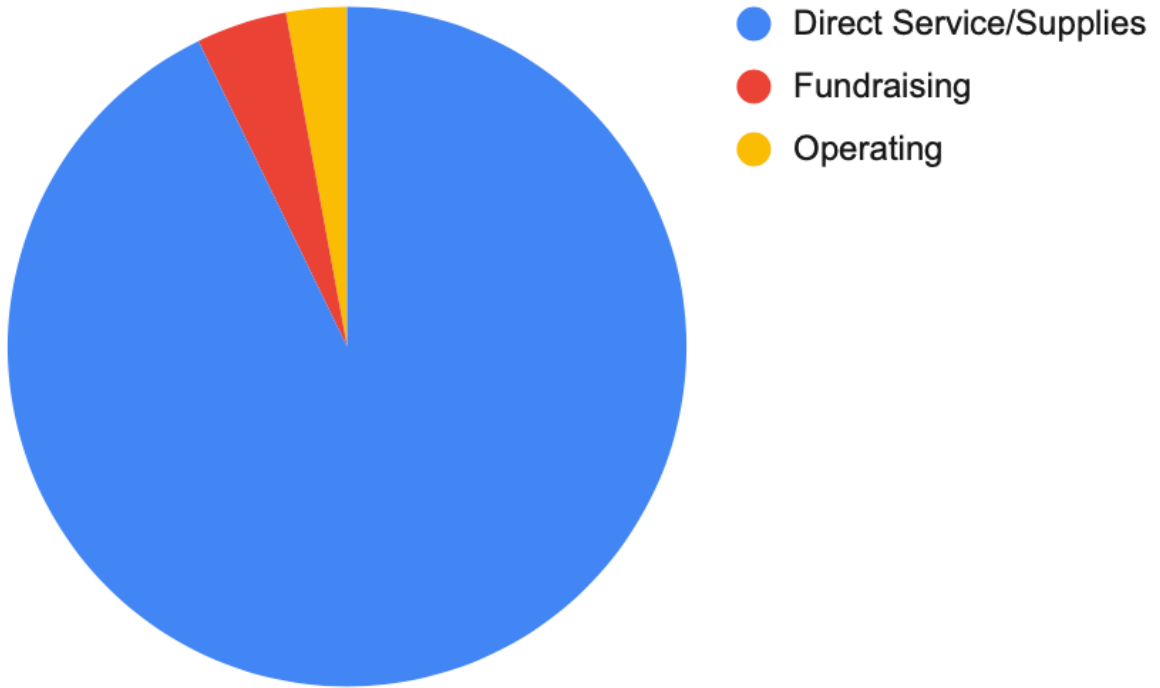
Highlights include:

- Coordinated collection and shipment of two pallets of books and supplies with our partners at Seacor Island Lines LLC
- Conducted on-site visits to eight of our libraries. Freedom to Read Inc. volunteers entered collections into our Follett Destiny Online catalog, cleaned library spaces, culled collections, labeled and created checkout cards for new materials, shelved materials, consulted with and trained library attendants/supervisors, reorganized and delivered collections
- Worked with IDEARelief, From Eleuthera With Love and One Eleuthera Foundation on Eleuthera to receive, register and find placement for hundreds of evacuees from Abaco
- Partnered with Bahamas Methodist Habitat, One Eleuthera Foundation, From Eleuthera with Love and Exceptional Education Outreach to provide unmatched literacy support on Eleuthera
- Partnered with Library Supervisor Katherine Neely to deliver reading fun for Summer Book Club in Lower Bogue
- Met with local officials to discuss possibilities for new centers and staff on Eleuthera for Savannah Sound, Bannerman Town and Green Castle
- Strengthened our partnership with Follett School Solutions via entering complete collections into our Destiny Online Catalog at Palmetto Point and Tarpum Bay. We also began this process at Wemyss Bight
- Attached spine labels to nearly 10,000 books in Palmetto Point, Tarpum Bay and Bluff
- Gave Google Training presentations at Central Eleuthera High School and Emma Cooper Primary School
- Reached out to the Bahamas Library Service to encourage support for new attendant positions
- Awarded grant funding from One Eleuthera Foundation (\$9000) to complete the majority of construction to ready the Green Castle Public Library for an opening planned in Spring 2020

## 2019 Income



## 2019 Expenses



Over 93 percent of our expenses were incurred in providing direct service to our mission!

As we review the milestones from the year, we also want to pause to thank our many supporters.

<b>2019 Financial Donors</b>		<b>2019 On-Site Volunteers</b>	
Ann-Marie Adams	Paula Mashore	Ann-Marie Adams	Rickey Mackey
Karen Amato	Kathy Meeker	Kelley Kingsley Adams	Susan Martin
Ardent Mills	Sue Neal	Dervin Adderley	Monica's Dis n Dat
Chrissy Ault	Beth Nottingham	Bahamas Methodist Habitat	Brian Mulhern
Gail Baker	Patti Oltmann	Dona Banks	James Munroe
Brandon Bauer	One Eleuthera Foundation	Joyce Beach	Dina Munroe-Whitaker
Anne Bentley	Bo Palmer	Andrea Bethel	Bo Palmer
Brown Family Charitable Fund	Kevin Poirier	Marjorie Biber	Joanie Plourde
Kathy and Bob Colman	Anne Rasmussen	Roscow de Boissiere	Kevin Poirier
Culver's of Kenosha (Sheridan Rd)	Red Robin International	Katherine Bullard-Nelly	Rainbow Inn Seafood
Cori Daniele	Rick Redalen	Barry Cadet, Cadet Car Rentals	Restaurant & Bar
Jane Dragnich	Jennifer Reesman	Audrey Carey	Lyanna Roberts
George Espinoza	Ashley Roman	Chad and Kathy Carpenter	Don Rokusek
Hans Febles	Carol Lee Saffoti-Hughes	DaVaughn Cartwright	Ashley Roman
Catherine Flynn	Sasser Family Charities	Chris Cates	Terri Schmidt
Follett School Solutions	Jeff Scheulen	Daddy Joe's Restaurant	Beau Siel
June Frye	Doreen Schneider	Barbara Dalton	Bill Siel
Rachel Gendron	Seacor Island Lines	Jennie Darville	Dora Siel
Denise Gifford	Beau Siel	Sandra Davis	Matthew Siel
James Gleason	Matthew Siel	Andy Deal	Susy Siel
Emily Goldberg	Susy Siel	Ricardo Dean	Cori Snyder
Erik Guttormsen	Deneen Smith	Marc Dufour	Mackenzie Swift
Laura Hahn	Elizabeth Snyder	Janice Erickson	Alex Thompson
Robin & Eliza Helweg-Larsen	Karen Sorenson	David and Tricia Ferguson	Andrew Thompson
Mark Hertzberg	George Spencer	Kristie Ferguson	Betty Thompson
Jessica Howington	Mike & Kristin Stuart	Krista Furry	Frances Thompson
HuHot Mongolian Grill	Tegna Foundation	Emily Goldberg	LaVonda Thompson
Dirk Ingram	Laura Tucker	Stephanie Gottschalk	Monica Thompson
Nicole Jastrom	Jennie Tunkieicz	Great Lakes Warehousing	Rosemarie Thompson
Melanie Johnson	Susan Watson	Erik Guttormsen	Theola Thompson
Robert Knetl	Paula Webb	Phoebe Hannah	Laura Tucker
Cecelia Kramer	Carlotta Willis	Mark Hay	Unca Gene's Restaurant
Heather MacKenzie		Robin & Eliza Helweg-Larsen	Valentine's Resort & Marina
		Gabriela & Tino Hudson	Claire Verden
		Leveda Ingraham	Susan Vithana
		Shaun Ingraham	Anne & Mark Williams
		David Ireland	Kell & Clara Williams
		Tiffany Johnson	Dwight Wilson
		Kenosha Unified School District	Kathy Woodard
		Jim King	
		Kaitlin Lederer	
		Jessica Louise	

## Overview for 2020

The foundational members of the Freedom to Read Inc. team have worked over the past several months to create structures and processes to support a strong organization. Our successes have positioned Freedom to Read Inc. to move forward in significant ways in 2020:

- Increase capacity for accomplishment by adding volunteers to the Board of Directors and committees
- Expand fundraising efforts
- Solidify and expand literacy centers on the islands: focus on Green Castle Public Library and Harbour Island Green School
- Ensure proper training of library attendants/supervisors in library management, arrangement and collection development to improve our statistics and record keeping
- Deliver 10 laptops to Green Castle Public Library and 30 desktops to North Eleuthera High School as donations for at risk families in the North. This technology donation is in thanks to our partners at ComputerReach
- Site visit to Marsh Harbour, Abaco to assist their library committee in rebuilding their public library that was destroyed by Hurricane Dorian. We plan to assist them in setting up a new collection and provide technology resources
- Solidify and expand public/private partnerships with Bahamian politicians, businesspersons and other organizations who support the literacy movement in the Bahamas
- Secure a fundraising firm/person to ensure higher yield from supporters
- Use volunteer efforts to seek grants for the work of Freedom to Read Inc.
- Record policies and processes





# Plan for 2020

## Public Libraries

### ABACO

#### Marsh Harbour Public Library

**Goal:** *To assist this community in rebuilding their public library.*

Hurricane Dorian hit The Abacos in early September 2019, completely destroying the brand new Marsh Harbour Public Library. Through the end of 2019 Freedom to Read Inc. invested time and energy to establish relationships on Abaco so that in 2020 we can begin the task of collaborating with local stakeholders to rebuild their library. We are also sending a pallet of student workbooks/teacher manuals for Math, Science, Social Studies and Reading to help teachers and students get back into teaching and learning in Marsh Harbour.

**Long term:** Reopen the Marsh Harbour Public Library.

### ELEUTHERA

#### Black Wood

**Goal:** *To assist the settlement in establishing and maintaining a collection.*

The Black Wood settlement began working with Freedom to Read Inc. in 2016. During 2017, the local government put shelving in place and FtR Inc. volunteers installed the initial collection. The library was opened to the settlement. We plan to train a library attendant and supplement the collection as they set up internet service and install a library attendant/supervisor.

**Long term:** Continued support and training.

#### Bluff Library

**Goal:** *To continue to support the library in this settlement with materials and training.*

In 2016, Freedom to Read Inc., in collaboration with supportive patrons, finished renovations on the library and community center in this settlement. 2017 brought more excitement to this library. Not only was a new attendant hired and trained, it was chosen as one of the initial test sites for the Follett Destiny Online Collection Management software. FtR Inc. spent a great deal of time with the library supervisor performing data entry in 2017 and 2018. The entire catalog is now circulating on our Follett Destiny Online catalog. We also partnered with ComputerReach to donate and set up nine refurbished laptop computers at this site. In 2019 Follett School Solutions contributed spine labels and protectors for every single book in this library.



**Long term:** Re-dedication of the library and continued support to the library supervisor. Further training with Google Tools and the Follett Destiny Online Collection Management System.

### **Current Community Library**

**Goal:** *To continue to support the library in this settlement with materials and training as well as secure permission and funding to completely renovate and remodel this seriously deteriorating building.*



Freedom to Read Inc. has provided extensive support for the library supervisor in Current in the past and has sent additions to update the existing collection. During 2018 we provided training in collection data entry into the Follett Destiny Online catalog. Approximately two thirds of this collection is now available to the patrons online. We also partnered with ComputerReach to donate and set up five refurbished laptop computers at this site. More recently, the library building has fallen into disrepair with an unstoppable termite challenge, a non-functioning bathroom and need for updated shelving. FtR Inc. has written for grant support from One Eleuthera Foundation to fund these desperately needed repairs. We are also awaiting approval from BTC to do this repair/renovation project.

**Long term:** Continued enhancements to the collection, data entry onto the online catalog, complete building renovation, as well as continued support for the library supervisor.

### **Green Castle Public Library**

**Goal:** *To partner with the local government in Green Castle to complete building renovations, provide furniture, enter the complete collection onto our Follett Destiny Online Collection Management System. Host a Grand Opening Event.*

The local Government Chairperson reached out and met with Freedom to Read Inc. in late 2018. They asked to partner with us to re-establish their library. This is a library that had been functional for several years. In the past few years it has gone into decline. There are 10 desktop computers at this site.

In 2019 Freedom to Read Inc. secured a grant from One Eleuthera Foundation to renovate this space to create a library. We knocked down a divider wall with our partners at Bahamas Methodist Habitat in February. Then in October we contracted Dove Construction to install a bathroom, new flooring, all new shelving and a computer table area. We also shipped two pallets of books as a starter collection for this new library. And received a generous donation of building materials from local contractor Hans Febles. In 2020 we will complete the renovations and provide furniture. We will also enter the collection onto the Follett Destiny Online Collection Management System and provide training for their library supervisor.



**Long term:** Establish library services in Green Castle. Provide training and support to the Library Supervisor in Google Tools, Follett Destiny Online Collection Management System as well as library programming.

### **Gregory Town Library**

**Goal:** *To assist the Gregory Town settlement in reestablishing the library which was damaged during Hurricanes Irene (2011) and Sandy (2012) and to donate additional new collection to the library.*

The library in Gregory Town sustained severe water damage during Hurricanes Irene (2011) and Sandy (2012), requiring a replacement of a large portion of its collection. During our on-site work in 2014 and 2015, we worked diligently on collection management. It was apparent that a majority of the collection at this site needed to be weeded out or moved to other literacy centers on the island. The following year, 2016, we partnered with Colman Architects of Governor's Harbour to have shelving built in this space. We successfully installed a collection at this library. Despite our best efforts, the library, unfortunately, remains closed. In 2017, 2018 and 2019 we established relationships with new government leadership in this settlement. We are excited to continue working together so that this site will soon be in a condition to receive additional materials and support for the library attendant. It is our goal that this library re-open for public use after being closed for nearly a decade.

**Long term:** Dedication of the renovated library and continued support to the library attendant.

### **Hatchet Bay Public Library**

**Goal:** *To continue to support the library in this settlement with materials and integration of Primary School activities.*

During 2018, Freedom to Read Inc. partnered with ComputerReach to donate and set up three refurbished laptop computers at this site.

**Long term:** Continued enhancements to the collection.

### **Haynes Library**

**Goal:** *To begin implementation of Follett Destiny Online Collection Management.*

This beautiful library, one of the original libraries on the island, has a very active library committee. They are self sufficient in library programming. In 2020 we will continue to offer both electronic and print resources to meet their requests. It is our hope that the Haynes Public Library committee and the library supervisor will join other Eleuthera libraries to input their collection onto our Follett Destiny Online catalog. We look forward to our continued collaboration with this settlement.

**Long term:** Continued collaboration.

### **James Cistern Public Library**

**Goal:** *To continue to support the library in this settlement with materials and training. To train the library attendant in circulation procedures utilizing the Follett Destiny Online catalog so that accurate circulation records are collected.*



Renovation work was completed on this library in 2017 and the settlement celebrated with an exciting grand re-opening. In 2018, Freedom to Read Inc. worked with the library attendant to input the entire collection onto our Follett Destiny Online catalog. We trained the library attendant in its use and data entry was completed for this collection. We are grateful that so many volunteers assisted in this process. Additionally we partnered with Bahamas Methodist Habitat to take out a piece of the wall in the library and to construct some new library shelves. We are also providing training and support with Google Tools for both the library attendant and the patrons. Our partnership with ComputerReach yielded 10 refurbished laptop computers for this site. We look forward to our continued

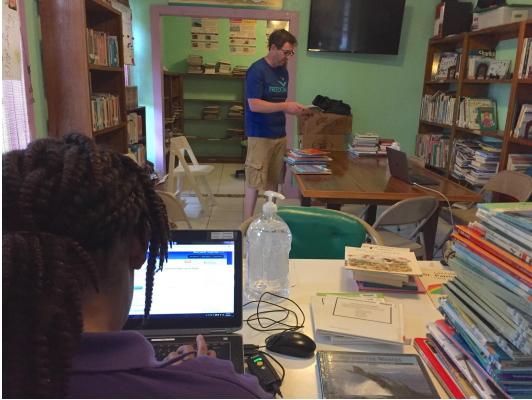


collaboration in this settlement.

**Long term:** Continued support to the library attendant. Further training with Google Tools and the Follett Destiny Online Collection Management System.

### **Lower Bogue**

**Goal:** *To assist the settlement by providing further training for the new library supervisor in library programming for patrons.*



Community leaders in Lower Bogue first contacted Freedom to Read Inc. in 2014 to assist in the renovation of a building slated to become the Lower Bogue Public Library and Computer Lab. Over the next several summers FtR Inc. volunteers worked side-by-side with local residents and community leaders to rebuild a suitable center. Colman Architects from Governor's Harbour generously donated materials and man hours to begin construction on the shelving, helping to move this project forward. April and May 2018 were intense months in the Lower Bogue Public Library. We worked with community activists, other library attendants/supervisors and FtR Inc. volunteers to install a brand new collection and enter all the titles onto the Follett Destiny Online catalog. We also partnered with ComputerReach to donate and set up 10 refurbished laptop computers at this site.

The Lower Bogue Public Library celebrated its Grand Opening Event on June 15th, 2018. Member of Parliament Rickey Mackey gave the keynote address. In 2019 we provided multiple training sessions with brand new Library Supervisor Katie Kelly. We also had volunteers assist with reading the shelves and ensuring that the collection was in proper order.

**Long term:** Continued support to the library supervisor. Further training with Google Tools and the Follett Destiny Online Collection Management System.

### **Palmetto Point Library**

**Goal:** *To train the library attendant in circulation procedures utilizing the Follett Destiny Online catalog so that accurate circulation records are collected.*

With our 2016 renovations complete, this library is seeing increased patronage. Additions were made to the collection in 2017 and 2018. We also partnered with ComputerReach to donate and set up five refurbished laptop computers at this site. In 2019 Freedom to Read Inc. worked with the library attendant to enter the entire collection onto the Follett Destiny Online catalog as well as applying spine labels. We also built an entire nonfiction book case with our partners at Bahamas Methodist Habitat. We look forward to our continued collaboration in this settlement focusing on accurate circulation procedures and engaging library programming.



**Long term:** Continued support and enhancements to the collection. Further training with Google Tools and the Follett Destiny Online Collection Management System.

### **Savannah Sound Library**

**Goal:** *To collaborate with local leadership to establish a library in this settlement.*

Local leaders asked Freedom to Read Inc. to assist them in plans to open a library for this settlement. A building had been identified and renovation work was to begin on the site during 2018. Unfortunately the local leaders met with some obstacles which is pushing their library project back. We will help design the space for maximum use and will eventually supply the initial library collection. We're very excited about this new opportunity to bring literacy access to Savannah Sound.

**Long term:** Provide and install an initial collection and train the library attendant.

### **Sir George Roberts Memorial Library**

**Goal:** *To continue to support the library in this settlement and provide training and ongoing assistance with record updating and editing in the Follett Destiny Online Collection Management System.*

In 2017, this long established library was chosen as one of the test sites for the Follett Destiny Online Collection Management System software. Volunteers and library staff began data entry. In 2018 and 2019 Freedom to Read Inc. continued to assist and support the data entry process.

**Long term:** Continued support and enhancements to the collection in addition to providing training for the library supervisor on the usage and maintenance of the Follett Destiny Online Collection Management System.

### **Tarpum Bay Library**

**Goal:** *To train the library attendant in circulation procedures utilizing the Follett Destiny Online Collection Management System so that accurate circulation records are collected.*

Freedom to Read Inc. has provided extensive training for the library attendant in Tarpum Bay in the past. During 2018 we visited this site and supplied an extensive update to the collection. We also partnered with ComputerReach to donate and set up five refurbished laptop computers at this site. In 2019 Freedom to Read Inc. worked with the library attendant to enter the entire collection onto the Follett Destiny Online Collection Management System as well as applying spine labels. We look forward to our continued collaboration in this settlement focusing on accurate circulation procedures and engaging library programming.

**Long term:** Continued support and enhancements to the collection as well as further training with Google Tools and the Follett Destiny Online Collection Management System for the library attendant and supervisor.

### **Upper Bogue**

**Goal:** *To assist the Upper Bogue settlement in establishing its initial collection and shelving.*





Freedom to Read Inc. was approached by community leaders in this settlement to aid in establishing a library. In 2015, we were able to clear a space to house the new collection, install shelving and begin the process of putting materials on the shelves. Unfortunately this space was transferred to a local government entity which displaced the library. The collection had to be moved into storage. If Upper Bogue is able to determine a site for their public library we will train the library attendant, shelve, and manage the collection for the long term.

**Long term:** Dedication of the library and continued support to the community leaders and library attendant.

### Wemyss Bight Library

**Goal:** To begin to re-establish the relationship with the library attendant so that this catalog can be edited and corrected. Once this is completed, it is our intention to provide spine labels for this collection in the coming year.

Freedom to Read Inc. made significant upgrades to this collection in 2017, including some specifically requested leveled-readers. We also partnered with ComputerReach to donate and set up seven refurbished laptop computers at this site. In 2019 Freedom to Read Inc. worked with the library attendant to enter the collection onto the Follett Destiny Online catalog. The library attendant received training in database entry, however many obstacles prevented us from providing as much assistance as we would have liked. We look forward to our continued collaboration in this settlement

**Long term:** Continued enhancements to the collection and electronic catalog completion. Further training with Google Tools and the Follett Destiny Online Collection Management System.

## School Libraries and Computer Labs

### Exceptional Educational Outreach

**Goal:** To strengthen ties with this organization by supporting its mission as it pertains to literacy.



Freedom to Read Inc. and Exceptional Educational Outreach (EEO) have successfully collaborated since 2005. Freedom to Read Inc. sent an initial collection of books to EEO's Resource Library at Harbour Island All-Age School in 2016, which is in active use by the students. In 2017 volunteers completely reshelfed all the materials at this site and installed the Destiny Online Collection management software. We began the process of data entry and training the EEO staff in its use. During 2018 we also partnered with ComputerReach to donate and set up 12 refurbished laptop computers at this site.

2019 gave us time to review the EEO Resource Library Destiny catalog records, editing and making corrections. In 2020 we will provide the EEO library with spine labels, continued staff development to encourage scanning books in and out and with handpicked enhancements to support their literacy programs.

**Long term:** Continued strong relationship to encourage EEO's literacy efforts. Further training with Google Tools via Teacher Professional Inservice Training Workshops and Destiny Online Collection Management System.

### Harbour Island All-Age School

**Goal:** To assist this school in establishing and maintaining a library collection and computer lab.

Expats from Harbour Island reached out to Freedom to Read Inc. in late 2018 to establish a library and computer lab at Harbour Island All-Age School (HIAAS). They do not have an existing library at the school. In 2019 Freedom to Read Inc.

contacted the Ministry of Education staff at HIAAS in an effort to establish a collection. There were many obstacles and challenges which pushed this particular project back to 2020.

**Long term:** Establish an ongoing library for both students and patrons in the community. Further training with Google Tools via Teacher Professional Inservice Training Workshops.

### **Harbour Island Green School**

**Goal:** *To assist this school in establishing and maintaining a library collection with online circulation. We will enter the complete collection of books onto the Follett Destiny Online Collection Management System and provide training to the HIGS staff.*

Freedom to Read Inc. was contacted in 2019 to assist this brand new charter school in establishing their school library. We met with the Principal and set up a schedule. We received a new Destiny site license along with a laptop, scanner and barcodes from Follett School Solutions. We have also secured a 3-pallet book donation for this school library which will be delivered in early 2020.

**Long term:** Continued support and enhancements to the collection. Further training with Google Tools and with Destiny Online Collection Management System.

### **North Eleuthera High School**

**Goal:** *To assist the high school in replacing the library collection and assisting with set up and circulation processes.*

The library and its entire collection were destroyed by fire. Freedom to Read Inc. has worked closely with the school administration to replace the lost collection. Our initial collection replacement arrived at the school in June 2013. In 2014 and 2017, we added to the collection in an effort to keep the materials updated. During 2018 we also partnered with ComputerReach to donate and set up 10 refurbished laptop computers at this site.

**Long term:** It is our hope to provide continued support and enhancements to the collection. Further training with Google Tools via Teacher Professional Inservice Training Workshops.

### **Samuel Guy Pinder All-Age School**

**Goal:** *To assist this school in establishing and maintaining a library collection and computer lab.*

The Staff at Samuel Guy Pinder All-Age School (SGPAAS) reached out to Freedom to Read Inc. in late 2018. They have an existing library that is intermittently open to the public. They are dependent on winter residents to operate the library. When these residents are not on Spanish Wells, the library is only accessible to school patrons. Freedom to Read Inc. will partner with the Ministry of Education staff at SGPAAS to establish a more up to date collection.

**Long term:** Establish an ongoing library for both students and patrons in the community. Further training with Google Tools via Teacher Professional Inservice Training Workshops and Follett Destiny Online Collection System.



## **Structures and Projects to Advance the Goals and Programs of Freedom to Read Inc.**

### **Public Awareness/Presence/Communication Vehicle**

**Goal:** *To enhance awareness of our mission with the general public and targeted contributors.*

A website ([freedomtoreadinc.org](http://freedomtoreadinc.org)) and Facebook ([facebook.com/FreedomToReadInc](https://facebook.com/FreedomToReadInc)) presence has been established. A great deal of energy was spent on refreshing the website during 2018 and 2019. This work will continue in 2020. Ongoing efforts will be made to keep our Facebook and Twitter presence fresh. As needed, collateral material will also be developed. Options for stakeholders to learn more about our mission and requests will be explored. We will continue to deliver our electronic newsletter to maintain a presence before our supporters and targeted audience.

### **Fundraising**

**Goal:** *To raise \$50,000 in 2020 as a stretch goal or \$30,000 as an immediate need goal.*

A fundraising function is critical to the success of Freedom to Read Inc.'s programs. The fundraising director position is currently filled by our Executive Director. Eventually, we need to fill this position with a dedicated individual, who will be responsible for designing a strategy, including defining audiences, for these efforts.

During 2017, we added Amazon Associates program as a new fundraising vehicle. This program through Amazon offers us even greater contributions based on any purchases made through Amazon using our link, [Amazon Associates](#). We are finding that the tandem shopping options of AmazonSmile and Amazon Associates provides us with fundraising choices for our supporters. As we develop new, or refresh existing collateral material, we will use it to ask our supporters to shop with Amazon using whichever program best suits their purchase patterns.

As we become aware of fundraising opportunities for small organizations, we are doing our best to implement them. In 2018 we applied to be a part of the Benevity family of nonprofits. We are only beginning to tap the potential of this program. We look forward to leveraging this opportunity in the future. We have had some success through Facebook fundraisers sponsored by FtR Inc. supporters. We hope to continue to encourage these efforts going forward.

The addition of a contracted Executive Director has exponentially increased our ability to discover and respond to opportunities. So far, we have only been able to contract for the portion of work done on-site, but by offering remuneration for that area of responsibility, it has created more incentive for the remainder of the administrative work that is done on a volunteer basis.

A steady, reliable stream of donations is critical for FtR Inc. to maintain our current, and projected support of the literacy centers in the Bahamas. It will be a top priority in 2020 to identify and solidify an arrangement with supporters willing to establish ongoing endowment donations. We will pursue appropriate grant opportunities as well as direct donations.

### **Personnel**

**Goal:** *To identify and recruit individuals who will be dedicated members of the FtR Inc. personnel structure.*

Currently, all tasks are being completed by a handful of individuals. Continuing to identify, task and retain volunteers are high priorities. With the exception of the Executive Director position, the existing structure does not accommodate remuneration for any additional members of the team, so identifying individuals willing to donate their time and expertise is critical for 2020.

### **Long-Term Goals**

Looking beyond 2020, FtR Inc. has several goals in mind. Since financial health is critical to any organization, FtR Inc. looks forward to adding to our reserve account. This financial cushion will help the association fund unexpected, but needed projects. Increasing the number of settlements served will be achievable with more fundraising efforts.

Freedom To Read Inc.		
2020 Budget		
Income		
Donations		\$20,500.00
Cash	\$20,000.00	
In-Kind	\$500.00	
Grants		\$10,000.00
Indirect Support		\$305.00
Amazon Smile/Associates	\$250.00	
PayPal Giving Fund	\$25.00	
Interest Income	\$30.00	
<b>Total Income</b>		<b>\$30,805.00</b>
Expenses		
Supplies (libraries)		\$4,000.00
Shipping (libraries)		\$1,000.00
Travel (libraries)		\$22,300.00
Airfare	\$800.00	
Lodging	\$4,500.00	
Car Rental/Gas	\$10,000.00	
Communication	\$1,000.00	
Meals	\$2,000.00	
Stipend	\$4,000.00	
Web Hosting/Domain Name		\$75.00
Postage		\$25.00
Printing		\$100.00
Promotional Materials		\$900.00
Legal/accounting		\$250.00
Business License/Fees		\$75.00
Bank Fees		\$30.00
Online Fees--Paypal		\$200.00
Office Supplies		\$100.00
Development		\$750.00
Fundraising	\$500.00	
Outreach	\$200.00	
Grants	\$50.00	
Miscellaneous		\$100.00
<b>Total Expenses</b>		<b>\$29,905.00</b>
<b>Net Income</b>		<b>\$900.00</b>

