
FREEDOM TO READ INC

2020 REPORT AND 2021 BUSINESS PLAN



The mission of Freedom to Read Inc is to change the lives of the people of The Bahamas: to help them 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.

2020 ACCOMPLISHMENTS

Despite the challenges from COVID-19, we provided supplies and support in our established libraries and expanded our services by two new libraries.

- Shipped with Seacor Island Lines, LLC ~ 30 desktop computers from our partners at ComputerReach, 2 pallets of books from our partners at Follett School Solutions, Green Castle Library furniture
- Completely set up and installed the library, as well as provided training for the staff at Harbour Island Green School on our Follett Destiny Online Catalog
- Completely set up and installed the library, as well as provided training for the new Library Supervisor on our Follett Destiny Online Catalog at Green Castle Public Library
- Applied spine labels provided by Follett School Solutions to the entire collections in James Cistern, Bluff and Lower Bogue Public Libraries
- Secured \$3000 grant from One Eleuthera Foundation for Green Castle construction
- Planned and coordinated the completion of construction needs at Green Castle by Freedom Blocks and Construction
- Planning Grand Opening for Green Castle Public Library (delayed due to COVID protocols)
- Met our budget projections for 2020
- Received a PXE server from our partners at ComputerReach to reimage laptops
- Reimaged 25 laptops collected from our libraries to provide devices for at risk families. Coordinated with local stakeholders to identify families in need of devices whose children would otherwise be unable to participate in online schooling models
- Re-imagined/updated all laptops in our libraries
- Worked in conjunction with our partner Exceptional Education Outreach to establish a location for their possible expansion of services in South Eleuthera
- Created a partnership with the National Neighborhood Watch Council in Deep Creek to determine the efficacy of establishing a new library in that settlement
- Assisted in cleaning out a former library site in Gregory Town
- Made significant connections with OEF, ORG Bahamas Foundation, The Kannico Agency, The Lyford Cay Foundation and Global Giving in an effort to elevate awareness and encourage grant possibilities

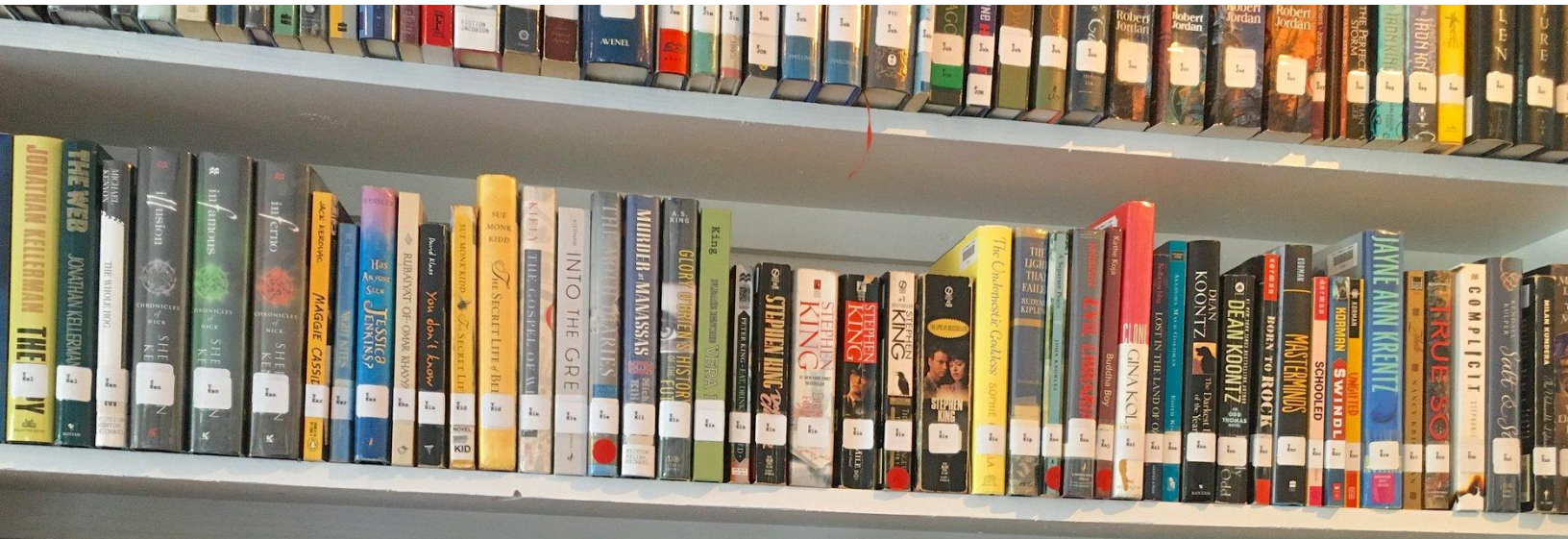
2021 OVERVIEW



The Freedom to Read Inc. team has worked over the past several months to create processes to support a strong organization. This has positioned Freedom to Read Inc. to move in significant ways in 2021:

- Increase capacity for progress by adding volunteers to the Board of Directors and committees
- Expand fundraising efforts
- Solidify and expand literacy centers on the islands: focus on Deep Creek, Current and Gregory Town Public Libraries
- 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 disperse to various sites. As our existing laptops fail, new machines will need to be provided. We will need to establish a laptop computer lab at Deep Creek Public Library as it comes together over the course of the year. This technology donation will be 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 in September 2019. This item was delayed in 2020. 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.

MARSH HARBOUR PUBLIC LIBRARY ON ABACO



2021 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 and into 2020 Freedom to Read Inc. invested time and energy to establish relationships on Abaco so that in 2021 we can begin the task of collaborating with local stakeholders to rebuild their library. In 2020 we sent 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 GOAL: Establish and reopen the Marsh Harbour Public Library.

BLACK WOOD LIBRARY ON ELEUTHERA



2021 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 GOAL: Continued support and training.

BLUFF LIBRARY ON ELEUTHERA



2021 GOAL: To continue to support the library in this settlement with materials and training.

Between 2016 and 2020, Freedom to Read Inc., in collaboration with supportive patrons, finished renovations on the library and community center. In 2017, 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, 2018 and 2019. The entire catalog is now circulating in the Follett catalog. In 2020, we applied spine labels to every book and we were also able to repair their long ailing air conditioning unit.

LONG TERM GOAL: 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 ON ELEUTHERA



2021 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 to view online. More recently, the library building has fallen into disrepair with termites, 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 GOAL: 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 ON ELEUTHERA



2021 GOAL: To continue Destiny Online Catalog and Google training for the yet to be hired Library Supervisor. Host a Grand Opening Event.

The local Government Chairperson reached out to Freedom to Read Inc. in late 2018 to ask to partner with us to re-establish their library. This is a library that had been functional for several years, but had gone into decline. There are 7 desktop computers at this site. In 2019 and 2020 Freedom to Read Inc. secured grant funding 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, we contracted Dove Construction and Freedom Blocks and Construction to install a bathroom, new flooring, replace windows, all new shelving and a computer table area. We have shipped four pallets of books, library furniture and laptop computers. We have entered the entire collection onto the Follett Destiny Online Collection Management System and provided training for their new library supervisor.

LONG TERM GOAL: Establish library services in Green Castle. Continue training and support to the new Library Supervisor in Google Tools, Follett Destiny Online Collection Management System as well as library programming.

GREGORY TOWN PUBLIC LIBRARY ON ELEUTHERA



2021 GOAL: To assist the Gregory Town settlement in reestablishing a library. We will need to provide a new collection and train a new Library Supervisor.

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. From 2017 to 2020 we established relationships with new government leadership. The local government team has decided that the library in Gregory Town will need to be moved to a new location. We assisted with boxing up and clearing out materials so that this move can be accomplished in 2021. We are excited to continue working together in Gregory Town. It is our goal that this new library site will be ready to open in 2022 after being closed for nearly a decade.

LONG TERM GOAL: Establish a new Public Library and dedication of the new site and continued support to the library attendant.

HATCHET BAY PUBLIC LIBRARY ON ELEUTHERA



2021 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 GOAL: Continued enhancements to the collection.

JAMES CISTERN LIBRARY ON ELEUTHERA



2021 GOAL: To continue to support the library in this settlement with materials and training. To continue training with 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. In 2020 despite the COVID-19 challenges we were able to apply spine labels to this entire collection. We are grateful that so many volunteers assisted in this process.

LONG TERM GOAL: Continued support to the library attendant. Further training on Google Tools and the Follett Destiny Online Collection Management System.

LOWER BOGUE LIBRARY ON ELEUTHERA



2021 GOAL: To continue training with the library attendant in circulation procedures utilizing the Follett Destiny Online catalog so that accurate circulation records are collected.

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. The Lower Bogue Public Library celebrated its Grand Opening Event on June 15th, 2018. In 2019 and 2020 we provided multiple training sessions with brand new Library Supervisor Katie Kelly. We also had volunteers assist applying spine labels to every book in the collection.

LONG TERM GOAL: Continued support to the library supervisor. Further training with Google Tools and the Follett Destiny Online Collection Management System.

PALMETTO POINT LIBRARY ON ELEUTHERA



2021 GOAL: To continue to support the library in this settlement with book collection and encourage integration of Primary School activities.

Between 2016 and 2020, we have worked with the Library Supervisor in Palmetto Point to manage the collection, apply all spine labels and provide support in library programming. We look forward to our continued collaboration in this settlement focusing on accurate circulation procedures and engaging library programming.

LONG TERM GOAL: Continued support and enhancements to the collection. Further training with Google Tools and the Follett Destiny Online Collection Management System.

SAVANNAH SOUND LIBRARY ON ELEUTHERA

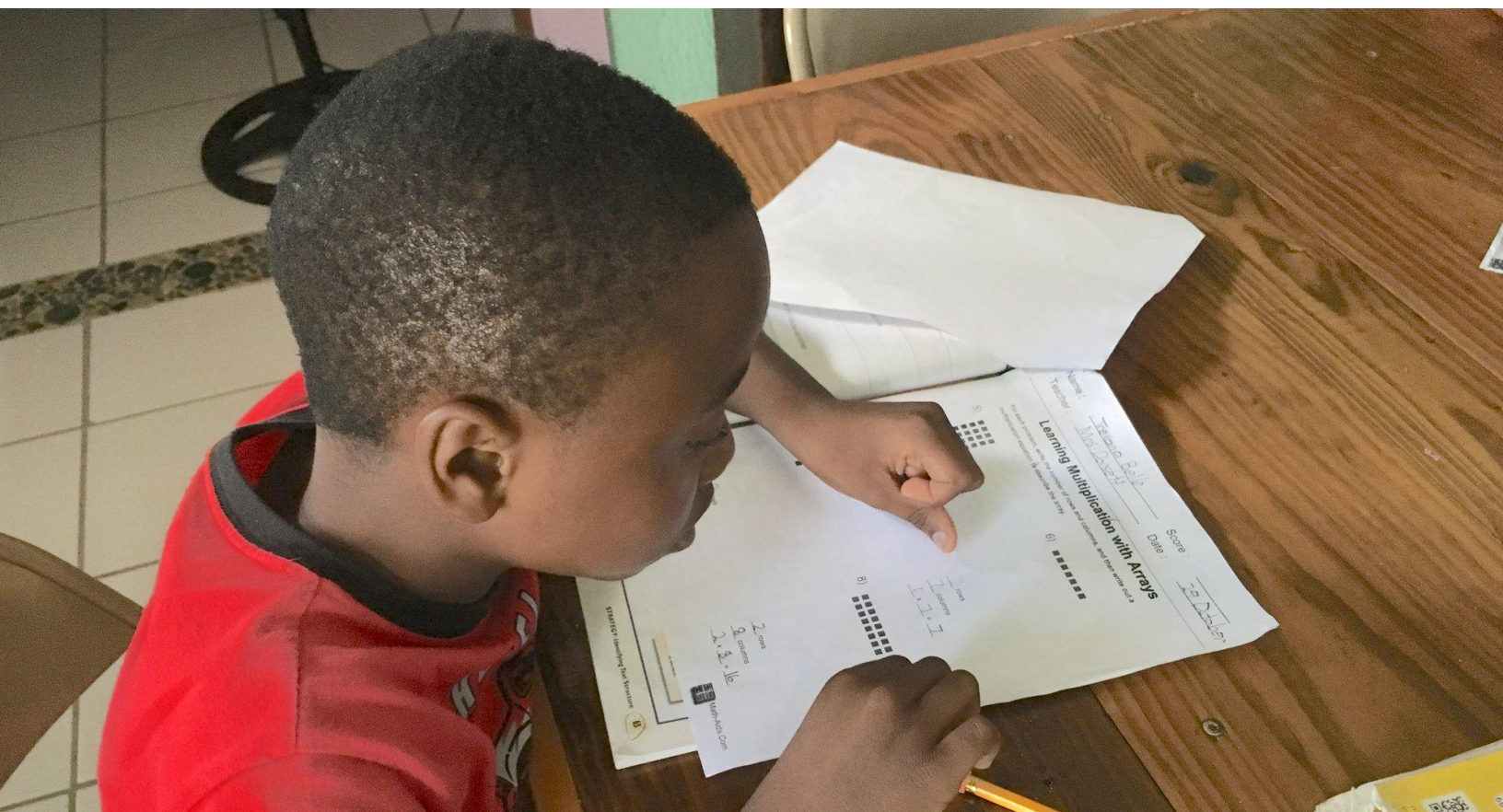


2021 GOAL: To collaborate with local leadership to establish a library in this settlement.

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 in 2018. Unfortunately, local leaders met with some obstacles which pushed their library project back. We will help design the newly designated space and will eventually supply the initial library collection.

LONG TERM GOAL: Provide and install an initial collection and train the library attendant.

TARPUM BAY LIBRARY ON ELEUTHERA



2021 GOAL: To continue to support the library in this settlement with materials and training.

We completed the spine labeling work in Tarpum Bay in 2020. We look forward to our continued collaboration in this settlement focusing on accurate circulation procedures and engaging library programming.

LONG TERM GOAL: Continued support and further training with Google Tools and the Follett Destiny Online Collection Management System for the library attendant and supervisor.

WEMYSS BIGHT LIBRARY ON ELEUTHERA



2021 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.

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

EXCEPTIONAL EDUCATIONAL OUTREACH SCHOOL LIBRARY ON HARBOUR ISLAND



2021 GOAL: To strengthen ties with this organization by supporting its mission as it pertains to literacy. We will complete spine labeling at this site.

Freedom to Read Inc. and (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 installed Destiny Online Collection software. In 2018, we partnered with ComputerReach to donate and set up 12 refurbished laptop computers. In 2020, we provided the library with spine labels and continued staff development.

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 GREEN SCHOOL LIBRARY ON HARBOUR ISLAND



2021 GOAL: To continue to support the library with materials and training.

Freedom to Read Inc. was contacted in 2019 to assist this brand new charter school in establishing their school library. In 2020 we received a new Destiny site license along with a laptop, scanner and barcodes from Follett School Solutions. We also delivered 3 pallets of books for this school library. Building shelving and cataloging the collection were our focus this year. We will provide spine labels and volunteers in 2021 to complete the management set up at this site.

LONG TERM GOAL: Continued support and enhancements to the collection. Further training with Google Tools and with Destiny Online Collection System.

PUBLIC AWARENESS AND COMMUNICATION



2021 GOAL: To enhance awareness of our mission with the general public and targeted contributors.

A website (freedomtoreadinc.org) and Facebook page (facebook.com/FreedomToReadInc) have been established. A great deal of energy was spent on refreshing the website during 2018 -2020. This work will continue in 2021. 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 GOALS FOR 2021

2021 GOAL: To raise \$50,000 in 2021 as a stretch goal or \$25,000 as an immediate need goal.

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

AmazonSmile provides us with a fundraising choice for our supporters. As we develop new, or refresh existing collateral material, we will use it to ask our supporters to shop with AmazonSmile.

The Executive Director has applied for Grants from The Lyford Cay Foundation and Global Giving. Both of these possible funding sources will be reviewed by the end of April 2021.

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 look forward to leveraging this opportunity in the future. We have had some success through Facebook fundraisers sponsored by FtR Inc. supporters and will 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 literacy in The Bahamas. It will be a top priority in 2021 to identify supporters willing to establish endowment donations.

FREEDOM TO READ INC PERSONNEL



2021 GOAL: To identify and recruit individuals who will be dedicated members of the FtR Inc. personnel.

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 2021.

LONG TERM GOALS OF FREEDOM TO READ INC



Looking beyond 2021, Freedom to Read Inc. has several goals in mind. Since financial health is critical to any organization, we look 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.

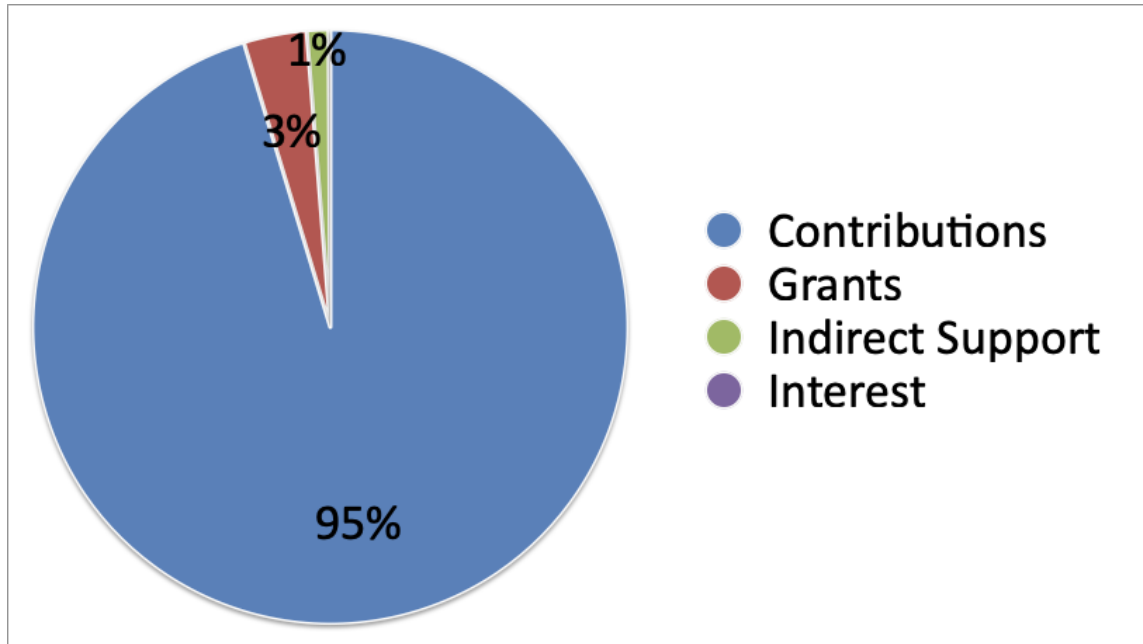
WE'RE GRATEFUL TO OUR 2020 DONORS

<p> Ardent Mills Todd Armstrong Rebecca Arnold Linda Baker Dona Banks Elizabeth Bast Brandon Bauer Anne Bentley Katie Butler Robin Carson Patrick Cassidy Deanna Cassiere Brian Chapmon Anne Whitman Chiulli Arlene Clarke Marsha Clarke Joe and Stacey Cofiori Kathy and Bob Colman Krista Cooper Tammy DeVilbis Marc Dufour Kristina Ellis Bernard Fensterwald Allan and Barbara Fischl Shanna Floyd June Frye Denise Gifford Jessica Gigante David Girtz Joanna Glucksmann Kim Olson Graba Jodi Hardy Steve & Debbie Hartfield Mark & Cindy Hertzberg Leonard Iaquina David Ireland Lisa Ireland Donna Harris John & Jennifer Hogan Jackie Jones </p>	<p> Jim King Kelly Kingsley-Adams Denise Kromer Kristie Kruse Gail Kucharski Mike and Bridget Larsen Lynn Larson Tuulikki Loring John Lough Cori Lynn Heather Mackenzie Jean Mackenzie Kristine Mccarty Marcy McDevitt Kate Meeker Emily Messina Aisha Miller Mark Modory Charles Moore Kimberly Morgan Jodie Muerhoff Larry Nelson Madeline Noel Betty O'Connell Joan O'Neill One Eleuthera Foundation Bo Palmer David Palmer Lindsay Palmer William Pennington Tori Perez Sharon Pomaville Joe and Rachel Potente Bob Powers Christina Parris Kevin Poirier Joe and Rachel Potente Sue Rolle Patsy Russell Caro Lee Saffioti-Hughes </p>	<p> Rebecca Sage Carol Salo Renee Sawdey Jeffrey Scheulen Doreen Schneider Victoria Semos Dave Sevick, ComputerReach Susy Siel Bret Sigillo Vesna Stefanoska Sijan Wallace Sineus Karen Sorenson George Spencer Randy Spencer Mike & Miki Spink Amanda Street-Bishop Tracy Stone Kristin Palmer Stuart Dick and Barb Swank Alexander Symonette Clara-lin Tappa Charles Taylor Tegna Foundation Carl and Karen Thompson Joy Thompson Jennie Tunkieicz Valentines Resort & Marina Paula Webb Bayard and Kris Walker Richard & Rhonda Waserman Susan G. Watson Roger Wildey Mark & Anne Williams Sue Wilson Jeffrey Yancho Neil Zeltinger Tara & Randy Zerzanek </p>
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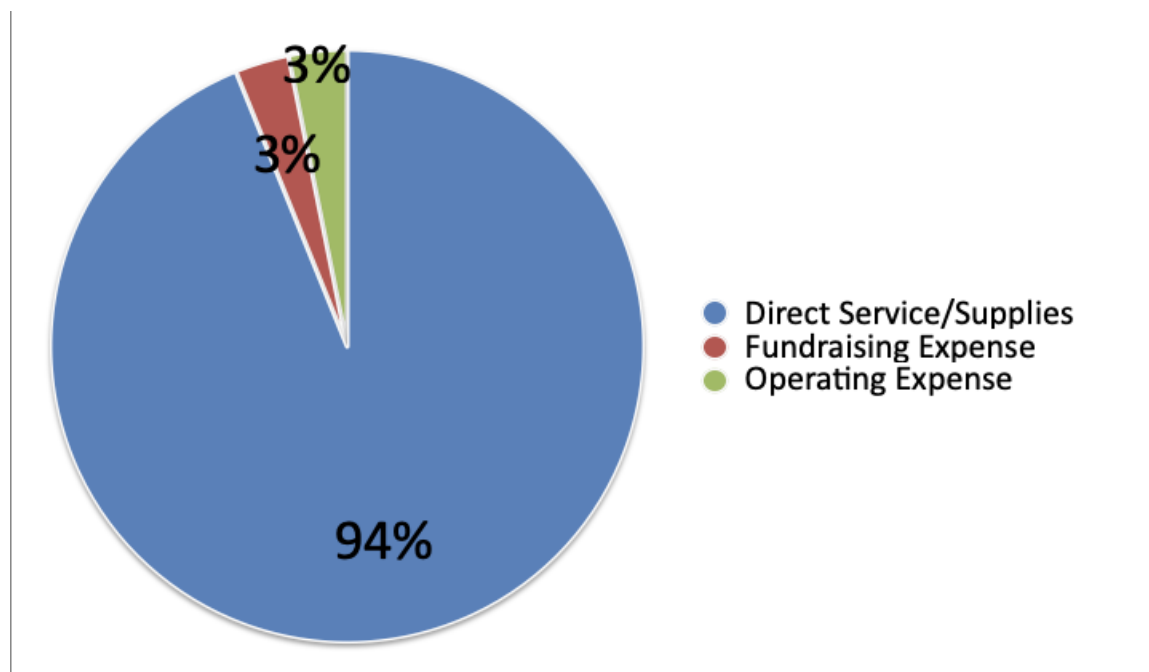
THANKS TO OUR 2020 VOLUNTEERS

Kristel Kingston Anderson Mekell Anderson Bahamas Methodist Habitat Janis and Tom Barnhill Omar Barr Andrea Bethel Anne Bethel Suzanne Bethel Roscow de Boissiere Katherine Bullard-Nelly Nicole Butcher DaVaughn Cartwright Antonio Clarke Marjorie Clarke Rosemary Clark Ryan Cooper Christine Crawford Daddy Joe's Restaurant Michael Dillon June Frye Marvin Gibson Great Lakes Warehousing Phoebe Hannah Susie and Jim Hitchcock Gabriela & Tino Hudson Leveda Ingraham Shaun Ingraham David Ireland Katie Kelly Whitney Kenny, Minister of Finance Kenosha Unified School District Denise Kromer Crystal Lawson Kayla Lightbourn Shawnice Lightbourne	Araminta Mackenzie-Collins Rickey Mackey Susan Martin Monica's Dis n Dat James Munroe Dina Munroe-Whitaker Arthur Nixon Joanie Plourde Lyanna Roberts Don Rokusek Terri Schmidt Seacor Island Lines, LLC Dave Sevick, ComputerReach Susy Siel Debbie Siegel Will Simmons Chad Sinden Britney Sineus Jay Sineus Lamar Sineus Omar Sineus Wallace Sineus Claudette Smith Nora Smith Kevin and Jenn Sweeney Cornica Sweeting Melinda Tichelaar Joy Thompson Unca Gene's Restaurant Valentine's Resort & Marina Lucy Vecino Claire Verden Anne & Mark Williams Kell & Clara Williams RoxAnn Williams
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FREEDOM TO READ INC 2020 INCOME



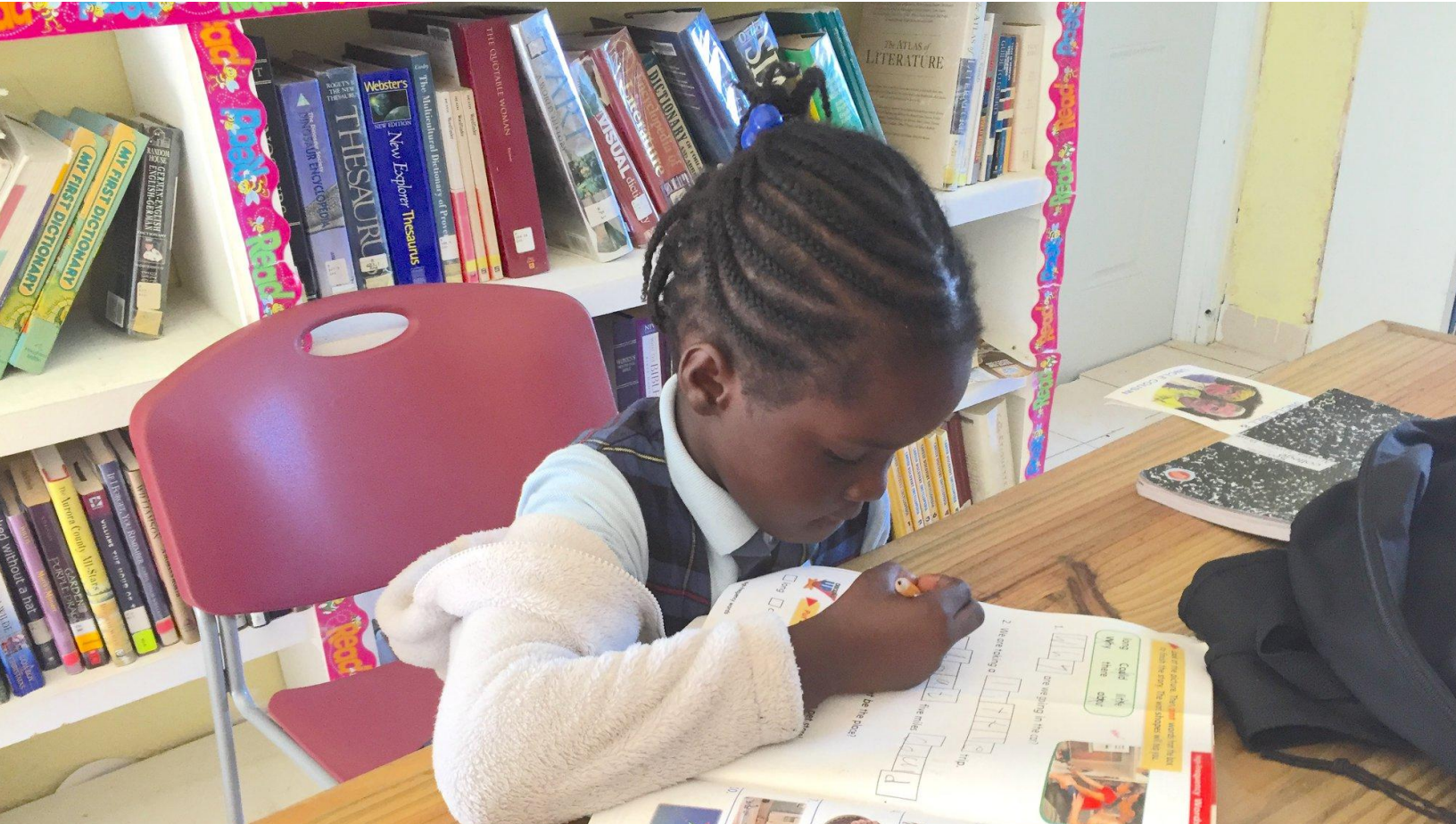
FREEDOM TO READ INC 2020 EXPENDITURES



FREEDOM TO READ INC 2021 BUDGET

2021 Budget		
Income		
Donations		\$ 22,250.00
Cash	\$ 22,000.00	
In-Kind	\$ 250.00	
Grants		\$ 1,000.00
Indirect Support		\$ 285.00
Amazon Smile/Associates	\$ 250.00	
PayPal Giving Fund	\$ 5.00	
Interest Income	\$ 30.00	
Total Income		\$ 23,535.00
Expenses		
Supplies (libraries)		\$ 2,500.00
Shipping (libraries)		\$ 1,000.00
Travel (libraries)		\$ 18,370.00
Per diem \$110/day for 167 days	\$ 18,370.00	
Stipend	\$ -	
Web Hosting/Domain Name		\$ 75.00
Postage		\$ 25.00
Printing		\$ 100.00
Promotional Materials		\$ 100.00
Legal/accounting		\$ 50.00
Business License/Fees		\$ 150.00
Bank Fees		\$ 30.00
Online Fees--Paypal		\$ 250.00
Office Supplies		\$ 100.00
Development		\$ 400.00
Fundraising	\$ 250.00	
Outreach	\$ 100.00	
Grants	\$ 50.00	
Miscellaneous		\$ 100.00
Total Expenses		\$ 23,250.00
Net Income		\$ 285.00

THANK YOU FOR YOUR SUPPORT



The Freedom to Read Inc. Board

Susan Siel | Paula Webb | Bo Palmer | Emily Goldberg | Melinda Tichelaar

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