

A. Organization & Contact Information

Case Id: 11098
Name: The Freedom Tree at IDR - 2021/22
Address: *No Address Assigned

Completed by wb@share-ws.coop on 11/17/2020 9:32 AM

A. Organization & Contact Information

The Request for Proposals and additional materials to assist with completing the application can be found on the City's webpage for [Community Agencies](#)

A.1. Organization Name

Institute for Dismantling Racism, Inc.

A.2. Project/Program

Freedom Tree at IDR

A.3. FY 2021-22 Funding Request Amount

\$45,000.00

A.4. Agency's Total Operating Budget

\$128,343.00

A.5. Mailing Address

603 Peters Creek Parkway Winston-Salem, NC 27103

A.6. Project/Program Location Address

603 Peters Creek Parkway Winston-Salem, NC 27103

A.7. Organization Website

www.idrusnow.org

A.8. Year 501(c)(3) status obtained

Dec. 3, 2008

A.9. Organization Fiscal Year

Jan - Dec

A.10. Federal Tax ID Number

A.11. Federal DUNS Number

EXECUTIVE DIRECTOR/MANAGER

A.12. Name, Title

Willard W Bass, Director

A.13. Email

wbshare@outlook.com

A.14. Phone

(336) 283-3299

CONTACT

A.15. Name, Title

Willard W Bass, Director

A.16. Email

wbshare@outlook.com

A.17. Phone

(336) 575-2487

BOARD CHAIR

A.18. Name

Tim Browder

A.19. Term Expiration

12/31/2021

A.20. Email

timb@ywcaws.org

A.21. Phone

(336) 816-5636

B. Project Overview

Completed by wb@share-ws.coop on 11/17/2020 9:37 AM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

B. Project Overview

Please provide the following information

APPROACH (7 POINTS)

B.1. Provide a concise description of the proposed project/program, indicating specifically how City funds will be used. Briefly, what are the goals/objectives of the project/program?

The Freedom Tree at IDR was formed to educate, organize and support communities and organizations in developing policies and procedures to create diverse and inclusive environments. Now more than ever, this attentiveness to inclusivity is crucial. Currently, The Freedom Tree at IDR is committed to its ongoing project of Building a City in Which All Communities Flourish, which is a process of community transformation, both individually and institutionally. This proposed project includes five activities with corresponding goals:

Activity 1: 1-day workshop on diversity and inclusion for faith communities, government entities, and nonprofit organizations.

Objective: Offer a 1-day workshop on diversity and inclusion to 25 participants with evaluations of the training at a 3.5 or higher rating on a 5-point rubric.

Goal 1: To increase participants' understanding of how history and culture shape their individual and organizational perceptions of others.

Goal 2: To increase participants' understanding of their perceptions of others.

Activity 2: 2-day workshop to help participants develop concepts and strategies to improve the effectiveness of their organizations.

Objective: Assist 25 participants, in a 2-day workshop, in the development of action plans to address the challenges of diversity and inclusion in their organizations with evaluations of the training at a 3.5 or higher rating on a 5-point rubric.

Goal 1: To increase participants' understanding of the factors that maintain the status quo in their organization.

Goal 2: To increase participants' understanding of organizational change strategies.

Activity 3: People of Color Cultural Dialogue Dinners – multiple gatherings between members of organizations servicing Latin-X, Indigenous, African American, and other P.O.C. groups. These meetings are held over dinner with fresh food provided by SHARE's Harvest Market.

Objective: Assist 25 participants in identifying strategies that will improve their organizations' ability to serve People of Color clients effectively with evaluations of the training at a 3.5 or higher rating on a 5-point rubric.

Goal 1: To increase participants' understanding of the demographic changes in our society and the implications for their organizations.

Activity 4: White Privilege Spiritual Intervention – develop and facilitate a model for the benefit of white transformation to anti-racism work.

Objective: Assist 10-15 white participants in anti-racism work through education, a discussion format, and meditation as a practice for transformation with evaluation of the training at a 3.5 or higher rating on a 5-point rubric.

Goal 1: Provide white people with the tools to change themselves in order to be able to dismantle systems that continue

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to disrespect and harm African Americans and other people of color.

Activity 5: Cross-cultural Youth Engagement Nights – multiple gatherings between a diverse coalition of high school students from throughout Winston-Salem. These meetings are held over dinner with fresh food provided by SHARE’s Harvest Market.

Objective: Model and foster cross-cultural and cross-racial relationships for teenage students in Winston-Salem with evaluations of the meetings at a 3.5 or high rating on a 5-point rubric.

Goal 1: Assist 15-20 teenagers in forming a multicultural, anti-racism mindset that they can carry into their schools and other facets of life.

B.2. How will a participant access the proposed project/program, use the services, and derive a beneficial outcome from participation?

The Freedom Tree at IDR has established collaborative relationships with community organizations and government representatives that continue to assist in the recruitment of participants, and the planning and execution of the sessions.

The organization has a program evaluator in the form of “Results Craft, Inc.” Current analysis shows that participants have marked improving on developing strategies or action steps for discussing and handling racism as a result of the workshop. It should be noted that each year, the interventions improved based on participant feedback, and each year—on a scale of 1-5 with 5 being the highest rating—the trainings rate at a 3.5 or higher.

This is a consistent theme across all of the Freedom Tree sessions—participants are impacted most in that they learn how to strategize and act in ways that prioritize an anti-racist approach.

Because of COVID-19, the Freedom Tree at IDR now has plans in place to conduct workshops and community meetings virtually until it is safe to meet again in person. Thus far, the Freedom Tree has proven successful at this model, having conducted workshops through Zoom since the pandemic began in March. While

While the People of Color Cultural Dialogue Dinners and the Cross-cultural Youth Engagement Nights cannot be conducted virtually, we intend to hold those events in outdoor, socially-distanced settings that follow COVID safety protocols in order to ensure the continued health of all participants.

B.3. Below, please provide anticipated service metrics into the appropriate fields.

Where applicable, applicants will be reimbursed funds based upon timely submissions of eligible invoices. These invoices should describe services rendered and should align with the goals and objectives cited here. Where outcomes do not align with goals, please be prepared to provide a written summary of shortcomings. If applicable and serving individual clients over a period of time.

Average Number of Participants Served at a Single Time

10

Maximum Number of Participants to Be Served at a Single Time

35

Unduplicated Total Number of Participants to Be Served During the Program Year

300

NEED (7 POINTS)

B.4. Describe the population(s) to be served. Describe the key demographic and economic characteristics of the clients to be served.

Through its programs, the Freedom Tree at IDR will serve both communities of color and predominately white communities where there is desire to build authentic relationships for the good of the city as a whole. The deaths of George Floyd, Breonna Taylor, and Ahmad Arbery, and the mass protests that have followed, have only served to further emphasize that Americans are living in segregated environments, and that racism continues to persist as a malevolent force in our communities. Now more than ever, we need models of authentic diversity in action.

By working with community organizations such as Neighbors for Better Neighborhoods and SHARE Cooperative of Winston-Salem, the Freedom Tree at IDR also hopes to serve low-income communities who often do not get a voice in expressing how their lives are impacted by race and racism.

B.5. Describe the unmet need that the proposed project/program seeks to address. Why does the population described above need the proposed assistance? Include data supporting the need.

The proposed project meets two unmet needs: food access for needy populations, and cross-cultural community revitalization.

Through the youth engagement and cultural dialogue dinners, the Freedom Tree at IDR will work in partnership with SHARE Cooperative of Winston-Salem to provide meals for a variety of individuals in need. Food insecurity is a dire issue in Winston-Salem: our city has 21 food deserts, and nearly 61,000 people in Forsyth County lack access to healthy, affordable food. Additionally, nearly 25% of children in Forsyth County are food insecure. The partnership between the Freedom Tree and SHARE will help mitigate this need, prioritizing services to people of color while also fostering a healthy, positive learning environment.

The Freedom Tree at IDR is also heavily engaged in cross-cultural community revitalization. Both the Peters Creek Parkway revitalization plan and the Waughtown/MLK initiative include the Freedom Tree as a resource for their success. These plans identify a need for more business development and community-business interaction, as well as spaces for people to provide dialogue—these are all traits that the Freedom Tree supports. Similarly, in the wake of this summer's social upheaval due to the deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, there have been greater calls regarding education for white people on issues of race and racism. Organizations such as 18 Springs Yoga and Justice Center have solicited the services of the Freedom Tree to provide consultations and training interventions for moving predominately white non-violent social justice initiatives toward authentic relationships that build community wellness.

COLLABORATION (6 POINTS)

B.6. Describe any specific collaborative relationships with other organizations (public or private) and how they will impact the project/program. How will collaboration contribute to the planning, implementation, operation, oversight, and performance measurement of the proposed project/program?

The Freedom Tree at IDR continues to build partnerships with other organizations that share the goal of "building flourishing community." The Freedom Tree is partnered most closely with SHARE Cooperative of Winston-Salem, a faith-based food and program supplier that is opening a cooperative grocery store in a food desert in Winston-Salem. SHARE is a sister organization to the Freedom Tree, and the boards, staff, volunteers and stakeholders of each organization collaborate through frequent discussion to support each other's initiatives.

The Freedom Tree also partners with organizations such as Parkway UCC, 18 Springs Yoga Studio, and the Justice Collective. These organizations support participants in community conversations, and work to improve relationships

between white people and people of color through Winston-Salem. Administrators of these programs such the Freedom Tree in implementing workshops through activities such as teaching meditation, educating individuals about privilege, and discussions about how to live an anti-racist ethic.

With the help of these partner organizations, the Freedom Tree at IDR hopes to develop models for workshops and weekly programs that use historical and sociological data, media (articles, books, videos, and statistics), mindfulness meditation practices, discussion, and role playing activities that encourage white people to move from ignorance and privilege to activism.

Depending on the status of COVID-19, these models will be conducted in shared community spaces, such as 18 Springs Yoga Studio, in the Freedom Tree community office, and in SHARE Cooperative's Harvest Market.

IDIS Setup

No data saved

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IDIS Setup

Please provide the following information

Project Name

National Objective

Activity Number ID

HUD Activity Code

Project Description

Accomplishment Type

Initial Application Date

Service Area

Ward

Census Tract(s)

Block/Group

MWBE

C. Strategy and Performance

Completed by wb@share-ws.coop on 11/17/2020 10:33 AM

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C. Strategy and Performance

Please provide the following information

STRATEGY (5 POINTS)

C.1. The City of Winston-Salem adopted the [2017-2021 Strategic Plan \(2019 Update\)](#) as a guiding document to establish community priorities based on the vision, mission, and values set forward by the Mayor and City Council. Indicate which of the City's strategic focus areas your program aligns with best (select one):

Economic Vitality and Diversity

C.2. Select the service area(s) that your project/program relates to:

- Housing/Homelessness
- Economic Development
- Construction Rehabilitation
- Poverty Reduction
- Arts and Culture
- Youth
- Public Safety
- Transportation
- Other

PERFORMANCE (15 POINTS)

C.3. Explain the plan for monitoring and evaluating the project/program. Also include the steps that will be taken if the stated program goals provided in C.5. are not achieved.

The Freedom Tree at IDR has designed and effectively implemented a variety of workshops/interventions on diversity for various stakeholders such as faith communities, nonprofits, and the government. The organization is currently implementing four training activities from a 2020-2021 grant with the City, and we have submitted quarterly reports to the City.

The scheduling of our workshops was disrupted by COVID-19, but all curricula is scheduled for completion by the end of the year. With new systems for virtual workshops in place, the Freedom Tree and all co-facilitators have tentatively agreed to conduct training sessions and workshops throughout 2021. The relationships that the Freedom Tree has established, especially with organizations such as SHARE Cooperative who has close connections with a variety of grassroots, local organizations, will assist in recruiting program participants throughout the coming year.

C.4. Describe the system to be used to track participant and program data. List any key reports and their frequency that will be used to capture project/program performance.

The Freedom Tree at IDR utilizes the expertise of Results Craft, a business development group. Additionally, the Freedom Tree evaluation form is crafted to provide immediate feedback while also assessing the ability of participants to experience individual or institutional transformation as it relates to the perpetuation of race and racism.

C.5. Use the chart below to show how your agency measures program effectiveness. List goals, activities, and performance measures you will use to evaluate services, facilities, and programs that will be funded by the City. Performance measures can be quantitative and/or narrative.

Applicants will be reimbursed funds based upon timely submissions of eligible invoices. These invoices should describe services rendered and should align with the goals and objectives cited here. Where outcomes do not align with goals, please be prepared to provide a written summary of shortcomings.

Stated Program Goals	Program Activities in Support of Goals	FY 19-20 Previous Year Results	FY 20-21 Current Year Projected Results	FY 21-22 Next Year Anticipated Results
1-Monthly workshop on diversity and inclusion	1. To increase participants' understanding of how history and culture shape their individual and organizational perceptions of others. 2. To increase participants understanding of the perception of others. 3. To offer participants actionable next step	Projected - 15 participants	Projected results - 28	Projected - 15 participants
2- 1-Day workshop to help participants develop concepts and strategies to improve the effectiveness of their organizations.	1. To increase participants' understanding of the factors that maintain the status quo in their organization. 2. To increase participants' understanding of organizational change strategies.	Projected - 30 participants	Projected results - 28	Projected - 25 participants

3- Multi-Dialogue Model for Communities of Color	<ol style="list-style-type: none"> 1. To provide a community engagement that represents our community's welcoming posture for people of color 2. To increase participants understanding of the perception of others. 3. To offer participants actionable next steps 	Projected - 1 (organizations)	Projected results - 2 organizations	Projected results - 3 organizations
4- Racism Recovery for White People	<ol style="list-style-type: none"> 1. To improve the relationships between white people and People of Color in our community 2. To increase participants understanding of the perception of others. 	Projected - 10-17 participants	Projected result - 18 participants	Projected - 17-24 participants
Activity 5: Cross-cultural Youth Engagement Nights – multiple gatherings between a diverse coalition of high school students from throughout Winston-Salem. These meetings are held over dinner with fresh food provided by SHARE's Harvest Market.	1: Assist 15-20 teenagers in forming a multicultural, anti-racism mindset that they can carry into their schools and other facets of life.	Projected results - NA	Projected results - 15	Projected results - 25

	Total Unduplicated Number Served	Total Number Served
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FY 19-20 Previous Year Results	56	75
FY 20-21 Current Year Projected Results	75	76
FY 21-22 Next Year Anticipated Results	76	100

C.6. FY 19-20 Program Accomplishments

1-Monthly workshop on diversity and inclusion - It is even more important for individuals struggling with day to day events of discrimination and intolerance to have safe spaces to engage in authentic conversations about race and racism. COID 19 has shifted presentation the format due our inability to seat together. We will experiment with the best means to provide such spaces that are affective in engagement and outcomes. We continue to be committed to monthly gatherings.

2- 1-Day workshop to help participants develop concepts and strategies to improve the effectiveness of their organizations - COVID 19 offered the opportunity to think outside the box as it related to training and intervention engagement. We will move slow as we build a resource of offerings with varying amounts of contact time. We understand intentionality and truth are key to internal transformation. Therefore, our process will build with more intention to the amount of time it will take to change behavior.

3- Multi-Dialogue Model for Communities of Color - The Freedom Tree and IDR and Siembra received City Relief funding during the March-April period. Funds were distributed to Latinx residents for rental and other housing expenses. Plans are for FC Community Defense Team to organize additional gatherings to continue building inclusive community in the West Salm district.

4- Racism Recovery for White People - This model is a monthly gathering of white folks committed to changing their understanding of what it means to be “white.” Plans are to offer a year long process for white folk to provide ongoing engagement toward a change in white culture in Winston Salem. More planned collaboration between the Freedom Tree at IDR and 18 Springs Healing Center in 2020 will enable the vision for a “flourishing city for all residents” to come to fruition.

Activity 5: Cross-cultural Youth Engagement Nights – Model and foster cross-cultural and cross-racial relationships for teenage students in Winston-Salem with evaluations of the meetings at a 3.5 or high rating on a 5-point rubric.

5- Youth Engagement Dinners - TBD in 2021 as this new initiative take hold with young grassroots community leaders.

C.7. FY 21-22 Key Objectives

1-day workshop

1. To foster among participants an intentional and meaningful understanding of the ways in which racism continues to effect and infect the community life of the participating organization.
2. To help participants learn how to solve problems of racism within their organization, rather than placing blame or inciting problems.

2-day workshop

1. To identify the driving and restraining forces that maintain the status quo in the participants’ organization.
2. To develop an operational plan to unfreeze the status quo in the participants’ organization.

Cultural Dialogue Dinners

1. To provide a safe space for people of color to break bread with each other while also building trust.
2. To enable participants to engage the broader community in a way that allows the issue of systemic racism to be addressed.

White Privilege Spiritual Intervention

1. To develop and practice models for white-centered racism workshops
2. To facilitate ongoing programs that use historical and sociological data, media, mindful meditation practices, and role playing activities that encourage white people to move from ignorance and privilege to activism.

Youth Engagement Dinners

1. To provide a community space for teenagers of all races to build friendships while eating a healthy, free meal.
2. To model positive leadership and mentorship roles in order to encourage teenagers.

D. Organizational Capacity

Completed by wb@share-ws.coop on 11/19/2020 10:05 AM

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D. Organizational Capacity

Please provide the following information

MISSION (5 POINTS)

D.1. Provide an overview of the organization. Include the organization's mission statement and the major services, programs, and activities provided. How does the proposed project/program help advance the mission of your organization?

The Institute for Dismantling Racism (IDR) was established in 2004 by Rev. Willard Bass. The organization was conceptually based on the Crossroads Anti-Racism power analysis. In 2014, the Winston-Salem Foundation supported a study conducted by Outfitters4 to determine the feasibility of the organization and the anti-racism conceptual framework in Forsyth County, North Carolina.

The feasibility study recommended that the Institute for Dismantling Racism become “the region’s primary advocate and training provider for more inclusive and productive communities.” IDR accepted the recommendation and decided to do business as the Freedom Tree at IDR. In 2017, The Freedom Tree completed its rebranding effort, including publishing a new homepage, www.idrusnow.org, in collaboration with faculty members and students from Winston-Salem State University. There are several program initiatives that grew out of this rebranding effort.

In 2017, IDR also completed a redesign of all training curricula based on Malcolm Knowles’ four principles of Andragogy, i.e., adult learning theory:

1. Adults need to be involved in the planning and evaluation of their instruction.
2. Experience (including mistakes) provides the basis for learning activities.
3. Adults are more interested in learning subjects that have relevance and immediate impact on their personal life or work.
4. Adult learning is problem-centered, rather than content-oriented.

The Freedom Tree at IDR has redesigned all six of its training modules to conform to these principles. Following this redesign, in 2017, The Freedom Tree provided consultant and training services to two faith communities: North Carolina conference of the United Methodist Church (NCCUMC) and the Presbyterian Interracial Dialogue (PIRD). Between 2017 and 2020, The Freedom Tree has also hosted a variety of public events in support of Latin-x, Hispanic, and Black residents throughout Winston-Salem, such as dialogues about public health, economic equality, and voting rights.

The Freedom Tree has also developed two new 1-day diversity workshops for the North American Islamic Center and the SHARE Cooperative. The Freedom Tree at IDR negotiated a training program with 18 Springs Hope Tank Initiative in Winston-Salem and Crossnore Children's Homes.

Following the pandemic and the deaths George Floyd, Breonna Taylor and Ahmaud Arbery, The Freedom Tree at IDR has led a variety of workshops and dialogues both locally and regionally with corporate business, faith communities, and community members who have expressed interest in participating. Additionally, The Freedom Tree has assisted in efforts to lead peaceful protests throughout Winston-Salem as a response to the racism that Black residents

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experience locally.

Our proposed projects are a continuation of our mission to serve all residents of Winston-Salem in living as an anti-racist and ethnic. As our nation continues to experience increasing levels of division and racial strife, the work that The Freedom Tree at IDR completes is now more important than ever.

FUNCTION (5 POINTS)

D.2. How long has your organization been in operation?

IDR dba The Freedom Tree has been in operation for sixteen years.

D.3. How does your organization benefit and serve the City of Winston-Salem and its citizens?

The Freedom Tree at IDR benefits and serves the City by focusing on best practices and research to help residents, the government, and local organizations to solve problems relating to racism, rather than placing blame on each other. Through this harmonious and cooperative approach, The Freedom Tree is helping Winston-Salem to become a city where every community can flourish.

We are continuing to build partnerships with other organizations that share our goals and values; this will help each of our organizations to become more efficient and effective. For example, the Freedom Tree is in partnership with 18 Spring Healing Center for the purpose of "Embodying Antiracism identity" through intentional and ongoing engagements of training, organizing and equity building. FT at IDR has partnerships with the Winston-Salem Urban League, the Ministers Conference of WS, the the Presbyterian Interracial Dialogue, Cooperative Baptist Fellowship, the SHARE Cooperative/Harvest Market of WS and other NGO's.

In addition, The Freedom Tree at IDR is facilitating the development of the SHARE Cooperative of Winston-Salem, a faith-based food and program supplier that is opening a cooperative grocery store in a food desert in Winston. Through supporting SHARE, the Freedom Tree at IDR is assisting Winston-Salem have access to healthy, affordable food. This is especially crucial for Black residents in Winston-Salem, who are twice as likely as white residents to suffer from food insecurity. The Freedom Tree is also assisting SHARE in opening its Food Pharmacy, which will—in just its pilot program—subsidize \$30,000 worth of healthy grocery boxes for residents suffering from chronic illnesses such as obesity, hypertension and diabetes, which all disproportionately affect Black residents in Winston-Salem.

Lastly, as a continued effort to advocate for citizens of Winston-Salem, The Freedom Tree also co-founded the Justice Collective, which is a cross-movement coalition working together on justice for all people in our community. Our hope with the Justice Collective is that we will build trust and unity with each other and, in turn, maximize our impact by mobilizing to take action together.

STRUCTURE (5 POINTS)

D.4. In the chart below, list key personnel involved in the proposed project/program.

Position Title	Activities/Inputs	Total Work Hours Per Week	% of hours proposed to be funded
Program Developer/Facilitator	Prepare and co-facilitate training programs	12	30.00 %

D.5. List all executive staff and their compensation (other than per diem).

Executive Staff Name	Title/Role	Compensation	% of Hours Proposed to be
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			Funded
Willard W Bass	Director	\$45,000.00	15.00 %

D.6. Attach an organizational chart

Organizational Chart *Required

2020 IDR BOD List_ 072120.pdf

D.7. Please complete the Diversity of Employment and the Employment Profile below. See the [Request for Proposals \(RFP\)](#) for definitions of position types used in the Employment Profile.

Describe the hiring process and how it is structured to provide the most diverse candidate pool.

The management structure for the Freedom Tree at IDR is simple—an Executive Director reports to a volunteer board. All programming is developed and facilitated by the Director and a team of volunteer facilitators. There are no additional hiring needs at this time.

However, it is important to note that diversity is an assumption for employment within an organization such as ours, whose mission and goals emphasize building authentic and inclusive organizations. Additionally, when hiring interns, the Freedom Tree at IDR partners with Winston-Salem State in order to ensure that our interns come from a diverse population.

Please enter the total number of Full-Time Positions and Employees you have in the table below

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers		1				
Professionals						
Technicians						
Office/Clerical						
Laborers/Service Workers						
Total Full-Time						

Please enter the total number of Temporary/Part-Time Positions (FTE) and Employees you have in the table below

	Male - White	Male - Black	Male - Other	Female - White	Female - Black	Female - Other
Executives/Managers						
Professionals						
Technicians						
Office/Clerical						
Laborers/Service Workers						
Total Part-Time/Temp						

D.8.

Attach a list of all Board Members AND compensation (other than per diem) *Required

2020 IDR BOD List_ Compensation Note 072120.pdf

D.9. Number of full Board meetings held during the last twelve months

4

D.10. Number of Board's Executive Committee meetings held during the last twelve months

12

ABILITY (5 POINTS)

D.11. Describe the implementation or operational plan to get the proposed project/program up and running in a timely manner. Describe any key contingencies on which the startup depends. Please upload any maps, milestones, etc. to "F. Required Documents."

The curricula for the five (5) trainings and interventions that the Freedom Tree executes are ongoing process throughout the 2021-2022 business year. We intend that our two-day and one-day workshops will be completed—either virtually or physically—by June of 2021. Our youth engagement dinners and cultural dialogue dinners will be ongoing, approximately one per month, over the course of the year.

Facilitators and cofacilitators for the four trainings/interventions have agreed to conduct our sessions, and the Freedom Tree has established collaborative relationships with the community organizations and government representatives that will help recruitment participants for the trainings. In all of these ways, we are prepared to begin implementing these training activities, even in advance of receiving our funding.

D.12. How do your policies and procedures (including marketing, outreach, eligibility determination and appeals) ensure fair and equal access to the benefits of the program to all persons who seek to participate?

The Freedom Tree at IDR prioritizes providing fair and equal access to all individuals who desire to be a part of our organization, whether as volunteers or as participants. All individuals are eligible to be involved in at least two of our workshop/dialogue offerings, and we offer a wide variety of programs in order to ensure that we are inclusive to as many individuals and organizations as possible.

The Freedom Tree also maintains close connections with a variety of partner organizations in order to ensure that our offered programs are marketed to and inclusive of all individuals. For example, through partnerships such as those with Siembra NC, The Freedom Tree connects itself to Latin-x individuals; through outreach to various faith communities, The Freedom Tree is connected with Islamic and Christian individuals; and through the close relationship with SHARE, the Freedom Tree is able to provide opportunities for the low income and Black communities that live close to the office location. Ultimately, the Freedom Tree at IDR is an organization built upon ideals of acceptance and diversity, and thus, it is crucial to reflect these ideals in the ways that we ensure fair and equal access to the benefits of our programs.

E. Cost Effectiveness

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Completed by wb@share-ws.coop on 11/19/2020 11:33 AM

Address: *No Address Assigned

E. Cost Effectiveness

Please provide the following information

BUDGET AND FUNDING (10 POINTS)

E.1. Please complete the table to show the organization's operating budget.

Expenditures by Program	Budgeted FY 20-21	Projected Actuals FY 20-21	Proposed Budget FY 21-22
Program Services	\$3,674.23	\$0.00	\$67,275.09
Fundraising	\$445.73	\$0.00	\$1,200.00
Management and General	\$38,033.90	\$0.00	\$61,067.76
Total Expenditures by Program	\$42,153.86	\$0.00	\$129,542.85

Expenditures by Category	Budgeted FY 20-21	Projected Actuals FY 20-21	Proposed Budget FY 21-22
Employee Salaries and Wages	\$40,993.09	\$0.00	\$35,350.00
Employee Benefits	\$0.00	\$0.00	\$15,480.22
Facility Rent and Utilities	\$0.00	\$0.00	\$3,000.00
Training and Conference Registration	\$1,352.13	\$0.00	\$7,750.00
Membership and Dues	\$0.00	\$0.00	\$200.00
Travel and Transportation	\$0.00	\$0.00	\$6,250.00
Grants to Individuals and Organizations	\$0.00	\$0.00	\$0.00
Contracted Fundraising Services	\$0.00	\$0.00	\$1,200.00
Goods Purchased for Resale	\$0.00	\$0.00	\$0.00
Other Contracted Services	\$1,285.01	\$0.00	\$51,315.63
Other Operating Expenditures	\$1,751.98	\$0.00	\$9,000.00
Capital Outlay	\$0.00	\$0.00	\$0.00
Total Expenditures by Category	\$45,382.21	\$0.00	\$129,545.85

Revenues by Category	Budgeted FY 20-21	Projected Actuals FY 20-21	Proposed Budget FY 21-22
City of Winston-Salem	\$33,500.00	\$0.00	\$45,000.00
Forsyth County	\$0.00	\$0.00	\$0.00
State of North Carolina	\$0.00	\$0.00	\$0.00
Federal Government	\$0.00	\$0.00	\$0.00
Admissions/Program Revenues/Sales	\$2,589.57	\$0.00	\$21,037.50

Memberships	\$0.00	\$0.00	\$250.00
Donations	\$5,530.00	\$0.00	\$12,950.00
Foundation Grants	\$0.00	\$0.00	\$5,200.00
Interest and Investment Income	\$157.62	\$0.00	\$0.00
Parent Organization	\$0.00	\$0.00	\$0.00
Other	\$4,150.00	\$0.00	\$45,105.35
Total Revenues by Category	\$45,927.19	\$0.00	\$129,542.85

Describe any amounts listed under "Other Operating Expenditures" or "Other Revenues." Provide details on any specific federal government revenue sources.

It anticipated that Institute for Dismantling Racism will continue as a source of fiduciary services for programs and initiatives that meet the mission of the organization.

E.2. Has the City of Winston-Salem provided funding in the past? If so, provide a funding history of the most recent five years of City contributions in the table below.

Year	Funding Source	Funding Amount
2019	General Fund	\$33,350.00
2018	General Fund	\$33,350.00
2017	General Fund	\$33,350.00
2016	General Fund	\$33,350.00
2015	General Fund	\$22,000.00

E.3. Please complete the table below to show specific details of proposed City funding and other leveraged funding for the proposed project/program.

Activity	Funding Requested from City	Funds from Other Sources	Other Funds Source
Exec. Dir. (.25 FTE)	\$10,000.00	\$0.00	
Fringe Benefits	\$3,840.09	\$0.00	
Auditor	\$7,500.00	\$0.00	
Consultants/Trainers (co-trainers 750 @	\$10,248.00	\$0.00	
Evaluator (8 days 500 @)	\$4,000.00	\$0.00	
Travel (State-wide to W-S, NC	\$760.00	\$0.00	
Per Diem (3 days)	\$400.00	\$0.00	
Travel (Out of State to W-S, NC trip = 316 miles	\$3,000.00	\$0.00	
Per Diem (1 day)	\$2,000.00	\$0.00	
Lunch for 25 (10.00 @	\$1,250.00	\$0.00	
Rent for location	\$800.00	\$0.00	
Twin Pocket Portfolios	\$101.91	\$0.00	
GoToMeeting	\$350.00	\$0.00	

Software (29 @ month)			
	\$150.00	\$0.00	
	\$600.00	\$0.00	
	\$45,000.00	\$0.00	

E.4. For each activity and line item above, please provide a short but detailed description of how City resources will be used to carry out proposed programming.

The 2021-2022 request projects increases in working as well as expenses as a result of the changing climate for the services offered by the Freedom Tree at IDR. We anticipate a successful year based on the increasing interest in organizations desiring the improve organizational climate culture such as our Latino/a , Islamic and the Youth Outreach communities. We don't anticipate any funding short-fall and are confident this work is crucial to the success of our city's business and community environment. We continue to be committed to "building a flourishing city for all residents!"

E.5. Where another stakeholder or agency is providing non-monetary assistance with a particular aspect of your programming, please provide a short description of those activities and how they will supplement the use of City funds.

E.6. If this year's request is different in any way (amount, activities, etc.) from a prior year's request, explain how and why. If you are a new applicant, please describe how you would adjust your project/program if your funding request is not funded at the full amount.

The Freedom Tree at IDR has a regular program to solicit donations and regular fund raising events. This revenue is small but stable. In addition, the organization is generating a steady revenue stream from the training that the Freedom Tree is offering to faith-based organizations, government, nonprofit organizations and most recently businesses.

The FY21 request contains a new activity with newly developed community Outreach , i.e. Youth Mentorship Dinners. There introductory discussions with youth this year is additional to the previous year’s funding request.

SUSTAINABILITY (7 POINTS)

E.7. Describe the plan to sustain the project/program funding in future years. Include information about other funding sources to leverage City funds requested.

The Freedom Tree at IDR has a regular program to solicit donations and regular fundraising events. This revenue is small but stable. In addition, the organization is generating a steady revenue stream from the trainings that the Freedom Tree offers to faith-based organizations, governmental organizations, nonprofit agencies, and—most recently—businesses.

BARRIERS (3 POINTS)

E.8. Describe any potential programmatic barriers to project implementation (e.g. recruitment or outreach challenges, etc.) and your plans for overcoming them.

There are barriers to cultural change that are embedded in our communities—this has only become more apparent in the last year. However, the Freedom Tree at IDR continues to improve its projects through each community interaction that it hosts. As we teach more citizens to unite with each other across differences of race and ethnicity, it will be possible to draw an end to the Freedom Tree as a training institute.

However, as our current political climate and the recent protests against racism and police brutality show, there is an urgency to create more opportunities to train, intervene and organize all parts of our communities in order to ensure that they can become flourishing spaces and create a democracy that works for everyone.

E.9. Describe any institutional barriers to project implementation (e.g. staff vacancies, pending departures, etc.) and your plans for overcoming them.

There are no staff vacancies, pending departures or other institutional barriers to project implementation.

AVERAGE COST (5 POINTS)

E.10. Use the table below to show the average amount of City funds requested per beneficiary to be served during the year and the average total cost of the service per beneficiary to be served during the year (including all funding sources)

Proposed funds from the City for this project:	45,000.
Number proposed to be served for the year:	100
Average City funds per beneficiary:	450
Proposed funds from all sources:	128,000.
Number proposed to be served for the year:	300
Average total funds per beneficiary:	426.7

F. Required Documents

Completed by wb@share-ws.coop on 11/19/2020 12:27 PM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

F. Required Documents

Please provide the following information

Documentation

Code of Conduct/Conflict of Interest Policy *Required

IDR Conflict of Interest Policy blank form.pdf

Submit a copy of the agency's latest 990 Form as submitted to the Internal Revenue Service. *Required

IDR_2019 990EZ Tax Return_Signed and Dated.pdf

Organization By-Laws *Required

By-Laws Amemdment_Board Member Term Limits.pdf

Articles of Incorporation *Required

IDR Articles of Incorporation 122702.pdf

Organization Policies (including personnel, formal non-discrimination, procurement, accounting, etc) *Required

Board Values -October09_Updated 121814.pdf

IRS 501(c)3 Designation Letter *Required

IDR 501c3 Ruling 122702.pdf

Audited financial statements or a third-party review *Required

CPA_IDR Financial Statements 2018_Review Final Nov 13 2019.pdf

North Carolina Secretary of State - Current and Active Status (<https://www.sosnc.gov/search/index/corp>)

***Required**

IDR_Charitable Solicitation License Sept 2020.pdf

Other

***No files uploaded*

G. Income Based Projects/Services Only

Case Id: 11098
Name: The Freedom Tree at IDR - 2021/22
Address: *No Address Assigned

Completed by wb@share-ws.coop on 11/19/2020 2:04 PM

G. Income Based Projects/Services Only

** Complete this section only if you are requesting funds for a Community Development project (for CDBG, HOME and/or ESG funding).**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

G.1. In the right-hand column below, indicate the number of participants to be served by the proposed project/program within each income category during the year. Click [here](#) to see Winston-Salem income limits by household size.

Income Range	# to be served
0 to 30% of median	250
31% to 50% of median	100
51% to 80% of median	30
Greater than 80% of median	20

G.2. Describe policies, procedures, and criteria for determining who is eligible. Describe the procedures for screening, eligibility determination, intake, assessment and orientation of participants

The Freedom Tree at IDR prioritizes providing fair and equal access to all individuals who desire to be a part of our organization, whether as volunteers or as participants. All individuals are eligible to be involved in at least two of our workshop/dialogue offerings, and we offer a wide variety of programs in order to ensure that we are inclusive to as many individuals and organizations as possible. The Freedom Tree also maintains close connections with a variety of partner organizations in order to ensure that our offered programs are marketed to and inclusive of all individuals. For example, through partnerships such as those with Siembra of the Triad NC. The Freedom Tree has partnered with the Latin-x community; through outreach to various faith communities, The Freedom Tree is connected with Islamic and Christian individuals; and through the close relationship with SHARE, the Freedom Tree is able to provide opportunities for the low income and Black communities that live close to the office location. Ultimately, the Freedom Tree at IDR is an organization built upon ideals of acceptance and diversity, and thus, it is crucial to reflect these ideals in the ways that we ensure fair and equal access to the benefits of our programs.

H. Construction/Rehab Only

Completed by wb@share-ws.coop on 11/19/2020 2:05 PM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

H. Construction/Rehab Only

** Complete this section only if you are requesting funds for a Housing Construction or Rehabilitation project.**
If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

H.1. Describe the proposed project, including any plans. If the project is approved, we will need a detailed work write-up.

H.2. Provide a projected timeline for the proposed work.

H.3. Describe how the project will be managed, including the contractor procurement process.

H.4. Describe the target market, including any special populations to be served.

H.5. Describe the services or program you plan to provide.

H.6. Describe the property management plan.

H.7. List the development team members.

H.8. Describe the financial capability of the sponsor/owner organization, including submission of the organization's operating budgets, agency audits, and Form 990s for the prior three years, unless already submitted to the City.

H.9. Listing of projects undertaken by principals over the past ten years, identifying project name and address, type of project, and number of units; please note any projects for which local government funding was received.

Project Name	Address	Type of Project	No. Units	Govmt Funding
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Documentation

Market study or other analysis to verify the need for the project.

***No files uploaded*

Development costs that include a detailed sources and uses statement of all funds, including the requested loan from the City, in electronic format, preferably a spreadsheet.

***No files uploaded*

Operating pro forma that includes rent and operating cost assumptions and all estimated loan payments, in electronic format.

***No files uploaded*

Operating Budget

***No files uploaded*

Form 990

***No files uploaded*

I. Emergency Shelter Only

Completed by wb@share-ws.coop on 11/19/2020 2:05 PM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

I. Emergency Shelter Only

** Complete this section only if you are requesting funds for an Emergency Shelter project.**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

Emergency Shelter: Essential Services

Activity	Total Budget (\$)
Case Management	\$0.00
Child Care	\$0.00
Education Services	\$0.00
Employment Assistance	\$0.00
Job Training	\$0.00
Outpatient Health Services	\$0.00
Transportation	\$0.00
Legal Services	\$0.00
Services to Special Population	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	\$0.00

Emergency Shelter: Operating Costs

Activity	Total Budget (\$)
Rent	\$0.00
Shelter Security	\$0.00
Fuel	\$0.00
Equipment	\$0.00
Insurance	\$0.00
Utilities	\$0.00
Food	\$0.00
Furnishings (limited to less than \$500 per item)	\$0.00
Supplies	\$0.00
Maintenance or Minor Repairs	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00
	\$0.00

J. Rapid Rehousing and HMIS Only

Completed by wb@share-ws.coop on 11/19/2020 2:05 PM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

J. Rapid Rehousing and HMIS Only

** Complete this section only if you are requesting funds for a Rapid Rehousing project.**

If the section is not applicable to your project, please leave the questions blank and mark the step "Complete."

Prior to the beginning of any funding year, any ESG-funded program must participate in the local Homeless Management Information System (HMIS) designated by the Winston-Salem/Forsyth County Continuum of Care, or for domestic violence programs, a comparable database in accordance with HUD's standards.

Rapid Rehousing Financial Assistance

Activity	Total Budget (\$)
Rent Assistance	\$0.00
Rental Application Fees	\$0.00
Security Deposits	\$0.00
Last Month's Rent	\$0.00
Utility Deposits	\$0.00
Utility Payments	\$0.00
Moving Cost Assistance	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

Rapid Rehousing Services

Activity	Total Budget (\$)
Case Management	\$0.00
Housing Search and Placement	\$0.00
Mediation	\$0.00
Legal Services	\$0.00
Credit Repair	\$0.00
Counseling	\$0.00
Information and Referral	\$0.00
Monitoring/Evaluation of Progress	\$0.00
Overhead Costs (limited to 15% of total activity request)	\$0.00

HMIS/Data Collection Budget

HMIS Activity	City ESG Request	State ESG Request
Staff Costs	\$0.00	\$0.00
Equipment	\$0.00	\$0.00
User Fees	\$0.00	\$0.00
	\$0.00	\$0.00

Submit

Completed by wb@share-ws.coop on 11/19/2020 2:06 PM

Case Id: 11098

Name: The Freedom Tree at IDR - 2021/22

Address: *No Address Assigned

Submit

I certify that the applicant meets the conditions specified in the application instructions and will be able to carry out the proposed services in concert with these conditions. I also certify that the organization is a certified IRS 501(c)(3) non-profit organization.

Willard W. Bass, Jr

Electronically signed by wb@share-ws.coop on 11/19/2020 2:06 PM