



**LLOYD A. FRY
FOUNDATION**

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LLOYD A. FRY FOUNDATION



Annual Report 2012

The Lloyd A. Fry Foundation looks for grantees with a commitment to continuous improvement and the resolve to test new ideas. Their ideas result in smarter approaches to getting the work done and have potential to advance practice in their fields. This annual report showcases the impact of such organizations and ideas. We share these stories with the hope that others can build on their good work.

About the Foundation

In 1933, Lloyd A. Fry founded the Lloyd A. Fry Roofing Company on the Southwest Side of Chicago. During the next five decades, the company grew to become the world's largest manufacturer of asphalt roofing and allied products, with nearly 5,000 dedicated employees in manufacturing facilities nationwide. The company was sold to Owens-Corning Fiberglass Corporation in 1977. In large part, the proceeds from the sale of the company now serve as the endowment of the Lloyd A. Fry Foundation. The Foundation has been addressing the needs of the Chicago community since 1983.

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Message from the Chairman

We have always seen ourselves as empathetic donors. We try to be intelligent and opportunistic about what we do. We care about outcomes and good metrics.

In 2011, to celebrate our 30th anniversary as an independent foundation, we did a facilitated year-long strategic review of all that we do. We did not change our statement of mission or our commitment to a disadvantaged population of need in Chicago, but we did conclude that we should look for opportunities to support advancement and innovation in each of our program areas, and to foster collaborations among our grantees. In 2012, we tried to take these principles, and our new strategic focus, and put them into practice. The results are highlighted in the pages that follow.

Sydney Sidwell, our Director of Administration and Senior Program Officer, Education, calls our attention to OneGoal, an academic enrichment program that is embedded in a CPS school. The model for this program is quite different from most after-school or weekend enrichment programs. We think it may offer good new possibilities for students and schools. Sydney also has our Education program focusing on principal training programs, by which we hope to leverage our modest resources to increase the quality and quantity of good CPS principals, who will be critical to the effort to improve CPS schools.

Sharon Bush, Senior Program Officer, Employment, recognizes an adult education program at Erie Neighborhood House that is notable for its combination of adult education and job training. The focus on student employment goals in an adult education program drives advancement in that field

Message from the Executive Director

In this year's annual report, you will read the stories of four individuals whose lives have been transformed by Fry Foundation grantees. These individuals have benefitted from the work of organizations that took a chance. These organizations moved out of their comfort zones to test new strategies and ideas. As a result: a low-income high school student can attend college with a full scholarship; a young singer has a chance to travel the world; an immigrant can support his family with a middle-class job; and a chronically ill heart patient can stay out of the emergency room.

Testing a new idea is simple in theory, but can be difficult to achieve. It takes creativity and discipline to be successful. It also requires deep knowledge and experience, a willingness to examine and question standard practice, and an openness to risk and experimentation. When organizations invest time and resources into this process, the benefits can be far reaching. Not only is there an opportunity to change the lives of individuals, but there is also the chance for new ideas and practices to be shared across the field, transforming lives beyond a single organization or community. The four organizations profiled in this report seized opportunities to reach higher levels of excellence. And in so doing, they developed approaches which other groups can learn from and adapt and which help to advance practice throughout their fields.

and produces real credentials and good jobs for individuals like Rodrigo Cirangua. Sharon is playing a major role in helping our grantees improve metrics that will lead to better outcomes.

Soo Na, our Health Program Officer, encourages us to support medical-home programs like Sinai's Patient-Centered Disease Management Program because the data on such programs tell us that they can dramatically improve patient outcomes, reduce readmission rates and save us all money. Soo notes that we modified our Health program guidelines in 2012 to reflect our commitment to, and focus on, medical home models.

We are committed to supporting arts education programs that enhance learning and provide important experiences for all children. The program of the Chicago Children's Choir certainly meets this standard. The Neighborhood Choirs help youth participate in first-rate arts education no matter who they are or where they live.

Each of our program professionals has worked hard in the last year to foster collaboration among grantees in the respective areas of their considerable expertise. Unmi Song, our fine Executive Director has set the tone. The response of those grantees who have participated in those collaborations has been enthusiastic and encouraging. The effort to incorporate the conclusions of our strategic review process in our grantmaking has energized us all.


Howard M. McCue III

Erie Neighborhood House and Chicago Children's Choir applied lessons learned from existing programs to create new pathways and connect participants to greater opportunities. Sinai Health System borrowed ideas from elsewhere and adapted a Chicago model. And OneGoal built a program from scratch, using a completely different approach to solving the things that did not work in previous programs.

The Fry Foundation seeks to encourage and support organizations to step out and test new ideas. We know this is not easy. But we have seen that the most effective organizations put the people they serve first and their own comfort second. They embrace the growing pains and learning curves that come with untried strategies and pilot programs. They reframe their vision and even change their own name (as one of the grantees profiled in this report did). It takes that kind of courage to change practice, advance the field, and change lives. We invite you to read the stories of Loreal, Sharae, Rodrigo, and Valerie. These individuals have had a profound effect on the work of our grantees. And, they inspire us to work together to fulfill our mission of education, prosperity, and hope for all.


Unmi Song



Education | OneGoal

The Fry Foundation knows that it takes innovative approaches to help Chicago's low-income high school students get to college. OneGoal's ability to work with high schools has proven so successful, other cities hope to replicate it.

Like many of Chicago's public school students, **Loreal Latimer** had a lot of responsibilities. Her parents battled drug addictions and struggled to hold jobs, so she got her own. And, as one of ten children, she had to take care of the little ones. No one could help her think much beyond high school.

"I knew I wanted to go to college, but I didn't know how to get there," said Latimer, a 2009 graduate of George Henry Corliss High School in the far South Side Pullman neighborhood.

Things changed her junior year, when she joined the OneGoal program at her school. With help from the Fry Foundation, OneGoal stands apart from other college preparedness programs by rooting itself inside a school. It selects a teacher to lead a daily class, within regular school hours, to help students focus on getting into the right colleges and staying there.

That includes helping them raise their GPAs and ACT scores, fill out applications, and choose the best school. The program lasts for three years, through their freshman year of college.

OneGoal deliberately recruits mid- and under-performing students in low-income schools. Latimer and students like her have assets that their higher-income peers may not, said Executive Director Jeff Nelson, and OneGoal teaches them how to leverage those assets to their own benefit.

Forty percent of Chicago's public school students never graduate from high school, much less make it to college. A host of programs have aimed to turn the tide, but very few are able to help schools create a college-going culture.

By becoming part of a school, OneGoal leverages the whole school's assets toward college preparedness. This offers a new and effective solution in achieving the Fry Foundation's goal of increasing the achievement of the city's low-income students through rigorous, academic enrichment programs. Our education grantmaking prioritizes working at the high school level.

Originally known as Urban Students Empowered (or US Empowered, for short), OneGoal evaluated its initial after-school program and realized it was not only expensive, but difficult for students and teachers alike to participate. So in 2009, it began an innovative approach: an in-school class piloted at a South Side charter high school.

The model was promising. Twenty-two of the initial 24 participants got accepted to college. Now the organization works with nearly 1,300 students in 23 schools, with plans to expand to Houston and a few other cities. So far, 94 percent of OneGoal students have graduated from high school, and 85 percent are enrolled in college and on track to graduate.

OneGoal reflects our ongoing commitment to education, a cornerstone of our grantmaking since the Foundation's inception.



Latimer, for instance, learned how to prioritize her own goals. Though she had to keep her job at a local charity, she spent a little less time volunteering at church. Latimer, now 21, became a Gates Millennium Scholar and earned a full tuition scholarship for the University of Illinois, where she is a senior.

She says she couldn't have done it without the nine other students in her school's OneGoal program.

"It was a little bit easier, just knowing there were other people going through the same kinds of things," she said. "I got tunnel vision. I just wanted to go to college."

Soon after arriving at U of I, she found a couple of mentors in high-ranking positions at the university. She credits the confidence she built during OneGoal, and still leads groups for OneGoal graduates at her school.

"When I got to college, I was like, 'I can do this.'"

Education Grants

Principal Leadership & Development

Business and Professional People for the Public Interest

Chicago, IL
First payment of a two-year \$150,000 grant to help Chicago public school principals build instructional leadership teams \$75,000

New Leaders

Chicago, IL
First payment of a two-year \$200,000 grant for the Aspiring Principals Program, the Emerging Leaders Program, and the Aspiring Turnaround Track for the development and training of new Chicago public school principals \$100,000

Noble Network of Charter Schools

Chicago, IL
First payment of a two-year \$200,000 grant for the Principal Internship Program \$100,000

University of Chicago-School of Social Service Administration

Chicago, IL
First payment of a two-year \$200,000 grant for the Network for College Success principal coaching program \$100,000

University of Illinois-Chicago Center for School Leadership-College of Education

Chicago, IL
Second payment of a two-year \$160,000 grant for the High School Principals' Network, a training program for Chicago public school principals \$80,000

Chicago Foundation for Education

Chicago, IL
Second payment of a two-year \$80,000 grant for the Grants for Teacher Study Group Program and the Teacher Network Leadership Institute \$40,000

Chicago Metro History Education Center

Chicago, IL
Second payment of a two-year \$60,000 grant to help teachers develop History Fair programs for middle school students \$30,000

Chicago Zoological Society

Brookfield, IL
Second payment of a two-year \$50,000 grant to establish school-based science training centers in Chicago public schools \$25,000

Epic Academy

Chicago, IL
First payment of a two-year \$80,000 grant to build teacher leadership teams \$40,000

Facing History and Ourselves

Chicago, IL
Second payment of a two-year \$60,000 grant for professional development for Chicago public school teachers \$30,000

Golden Apple Foundation

Chicago, IL
First payment of a two-year \$80,000 grant for the Inquiry Science Institute \$40,000



Teacher Professional Development

Academy for Urban School Leadership

Chicago, IL
Second payment of a two-year \$150,000 grant for the Urban Teaching Residency Program, an alternative teacher preparation program \$75,000

The Alain Locke Initiative

Chicago, IL
First payment of a two-year \$100,000 grant for the Career Changers Program, an alternative teacher preparation program \$50,000

Association of Illinois Middle-Grade Schools

Normal, IL
Second payment of a two-year \$95,000 grant for the Chicago School Transformation Network to build the capacity of middle school math and literacy instructors \$47,500

Chicago Academy of Sciences

Chicago, IL
First payment of a two-year \$60,000 grant for the Science on the Go education program \$30,000

Mikva Challenge

Chicago, IL
To provide professional development for social science teachers \$30,000

Namaste Charter School

Chicago, IL
Second payment of a two-year \$50,000 grant for the Goal-Driven Coaching and Support Model, a mentoring program for new teachers \$25,000

Reading In Motion

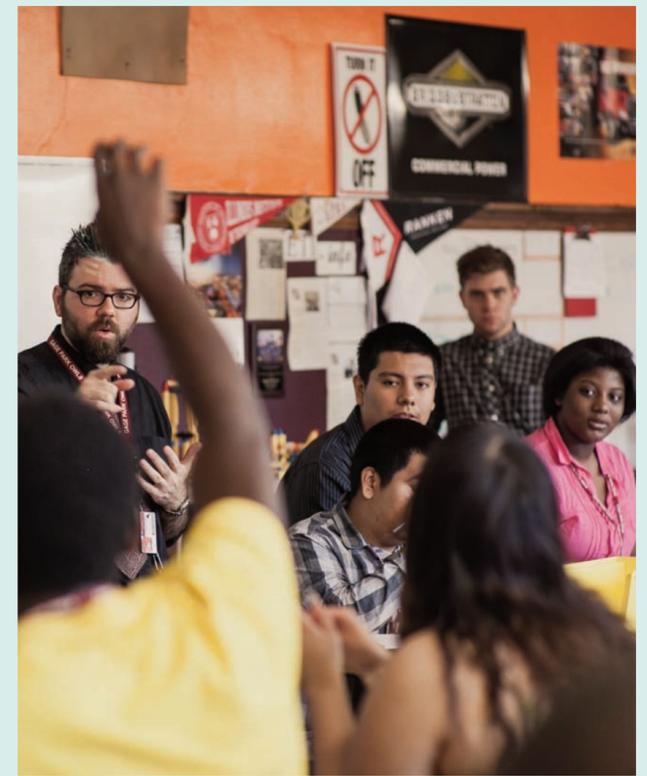
Chicago, IL
For the Benchmarks Initiative to provide professional development in literacy for early elementary grade teachers \$45,000

John G. Shedd Aquarium

Chicago, IL
Second payment of a two-year \$50,000 grant for the Shedd Navigators program to provide professional development in science to elementary grade teachers \$25,000

University of Chicago-Urban Education Institute

Chicago, IL
Second payment of a two-year \$250,000 grant for the Urban Teacher Education Program math and science teacher training and five essentials support survey \$125,000



Academic Enrichment

Ada S. McKinley Community Services, Inc.

Chicago, IL
For Talent Search, an academic support, college preparation and placement program for Chicago public school students \$18,000

Big Shoulders Fund

Chicago, IL
First payment of a two-year \$250,000 grant for the Extended Day program \$125,000

Centro Romero

Chicago, IL
For the Youth Program, a homework assistance and literacy tutoring program for low-income students \$17,000

Chicago Horticultural Society

Glencoe, IL
For the Science First and College First programs for Chicago public school students \$25,000

Chicago Youth Programs

Chicago, IL
For the Teen Career and Teen Tutoring Programs for Chicago public school students \$40,000

Family Matters

Chicago, IL
For the Community Tutoring program for Chicago public school students \$25,000

Link Unlimited

Chicago, IL
For the Academic Enrichment, College Readiness, Tutoring and Study sessions and Leadership Development programs \$20,000

Logan Square Neighborhood Association

Chicago, IL
For the Parent Tutor Program \$25,000

Midtown Educational Foundation

Chicago, IL
First payment of a two-year \$50,000 grant for the Midtown and Metro Achievement Programs, academic enrichment programs for Chicago public school students \$25,000

OneGoal (Formerly US Empowered)

Chicago, IL
First payment of a two-year \$80,000 grant for the College Persistence Program for Chicago public high school students \$40,000

The Posse Foundation, Inc.

Chicago, IL
First payment of a two-year \$70,000 grant for the Pre-Collegiate Training Program for Chicago public high school students \$35,000

St. Ignatius College Prep

Chicago, IL
For the Higher Achievement Program for Chicago public middle school students \$20,000

Target Hope, Inc.

Matteson, IL
For the Academic Achievement and College Readiness Program for high school students \$25,000

Special Opportunities

Chapin Hall Center for Children

Chicago, IL
Second payment of a two-year \$50,500 grant for a study of career and technical education reform in Chicago public schools \$25,250

Chicago Public Media, Inc.

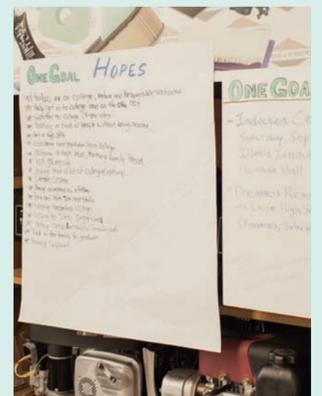
Chicago, IL
First payment of a two-year \$80,000 grant for the Education Desk to cover education news in Chicago \$40,000

Community Renewal Society

Chicago, IL
First payment of a two-year \$160,000 grant for *Catalyst Chicago* and the *Chicago Reporter* \$80,000

Illinois Network of Charter Schools

Chicago, IL
For the 2012 Illinois Charter School Conference \$15,000





Arts Education | Chicago Children's Choir

When it comes to arts education, not all Chicago schools—or neighborhoods—are created equal. Widely considered one of the city's premier arts organizations, the Chicago Children's Choir continues to expand opportunities for a range of children to participate in high-quality arts education.

When someone from the Chicago Children's Choir told **Sharae Corbin** about the group they were starting in her neighborhood, she listened.

Corbin, 13, hadn't found anything like it in Humboldt Park, a historically Puerto Rican enclave that has since attracted a wide mix of families. She admits that she has struggled sometimes to feel like she fits in; though she is African American, other kids would tease her for "sounding white" because of the way she spoke.

But at the neighborhood choir, she felt like she belonged. "You don't know anybody at the beginning," she remembered. "You're nervous. But when you walk in, it's like you've known them a really long time."

Leaders of the Chicago Children's Choir saw that their school-based choirs alone wouldn't reflect Chicago's rich diversity. The organization strives to expose children to other cultures while validating their own, according to Judy Hanson, director of choral programs.

The organization decided to try creating Neighborhood Choirs across the city, which pooled students from several schools. Now serving roughly 500 students, the eight choirs have proven so successful that a new choir will be added this year. They provide an ever-expanding pipeline of diverse

Founded in 1956, the Chicago Children's Choir aims to end hatred and misunderstanding by bringing groups of children together through music. It embodies the Fry Foundation's arts education grantmaking strategies by providing both learning and life-enriching experiences for low-income youth, while being artistically rigorous.

These children experience a significant "equity gap" compared to their higher-income peers, according to an April 2012 U.S. Department of Education study. Most higher-income schools offer a range of music classes while lower-income schools lack arts education options.

Fry Foundation support of the expansion of the Neighborhood Choirs helps Chicago Children's Choir ensure that larger numbers of talented students can experience more than the 40 minutes a day of arts education they can receive through an in-school choir, said Judy Hanson, director of choral programs.

The Foundation supports organizations that take innovative approaches to engaging underserved communities. The Neighborhood Choirs also create an entry point for parents and children who may not have the means or the time to travel downtown or across the city to participate in arts education programs.

"When you're centrally located in a community, you're making a bigger impact in a community," Hanson said.



singers to audition for the Concert Choir, the organization's highest level. Support from the Fry Foundation helped create a route for children like Corbin to realize that goal.

This year, as a member of the Concert Choir, she will have opportunities to travel internationally and perform before large audiences at Millennium Park and other venues. She said it is the "excellence" that attracted her.

"They're just really into the music. They look so professional," she said. "It makes you think, I wanna be just like them."

But she was reluctant to audition for the Concert Choir, and thanked her mentor, Humboldt Park Neighborhood Choir Director Danny Wallenberg, for encouraging her to push herself. The choirs, he said, can build confidence.

"They feel like a group, an ensemble," he said. "They feel like, 'I'm good, because I'm part of this.'" Corbin said the Neighborhood Choir also taught her the benefits of hard work. "Some of the songs, they're hard to learn," she said. "But it makes me think, if I can learn Spanish for a song, I can do my Spanish homework."

Arts Education Grants

Instruction

American Theater Company
Chicago, IL
For the American Mosaic theater education program
\$25,000

Black Ensemble Theater
Chicago, IL
For the Strengthening the School Through Theater Arts program
\$30,000

Chicago Chamber Musicians
Chicago, IL
For the School Residency music program
\$20,000

Chicago Children's Choir
Chicago, IL
Second payment of a two-year \$100,000 grant for the Neighborhood Choir Program and for the creation of a professional development program for Chicago public school music teachers
\$65,000

Chicago Dramatists
Chicago, IL
Second payment of a two-year \$60,000 grant for playwriting residencies in Chicago public schools
\$30,000

Jeffrey Ballet
Chicago, IL
First payment of a two-year \$60,000 grant for the Middle School Dance Clubs
\$30,000

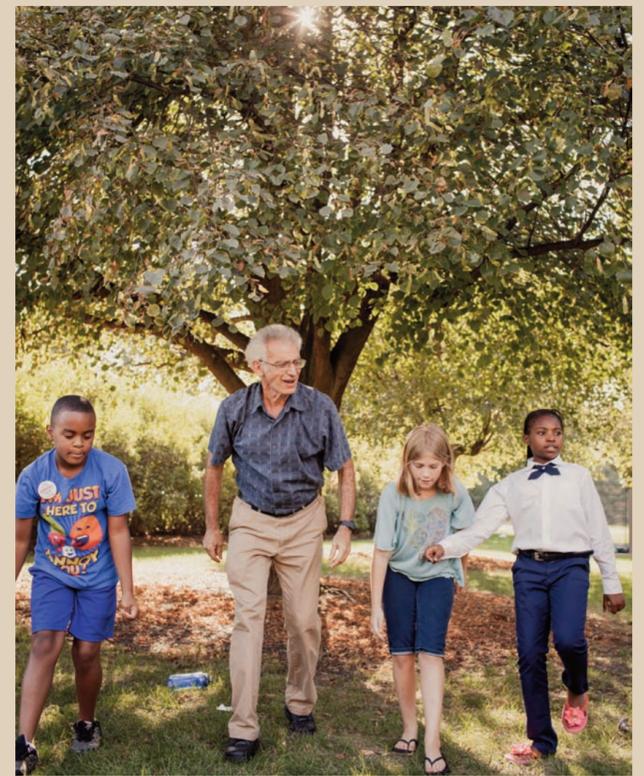
Lifeline Theatre
Chicago, IL
Second payment of a two-year \$40,000 grant for theater education residencies in Chicago public elementary schools
\$20,000

Lyric Opera of Chicago
Chicago, IL
First payment of a two-year \$50,000 grant for the OperaKids program
\$25,000

Marwen Foundation
Chicago, IL
For Studio Programs that provide students with visual arts training
\$40,000

Music of the Baroque
Chicago, IL
For the Strong Voices arts education program
\$20,000

Street-Level Youth Media
Chicago, IL
For the Summer Arts Apprenticeship program
\$18,000



Chicago Shakespeare Theater
Chicago, IL
First payment of a two-year \$70,000 grant for the Team Shakespeare Bard Core Curriculum program
\$35,000

Chicago Youth Symphony Orchestras
Chicago, IL
For the Music Pathways program
\$20,000

Hubbard Street Dance Chicago
Chicago, IL
For a series of convenings to address Common Core Standards in Chicago public schools
\$75,000

Intuit: Center for Intuitive and Outsider Art
Chicago, IL
For the Teacher Fellowship program
\$20,000

Museum of Contemporary Art
Chicago, IL
For the Teacher Institute professional development program for art teachers
\$35,000

Northeastern Illinois University
Chicago, IL
For the Studio Thinking and American Art project
\$40,000

Ravinia Festival Association
Highland Park, IL
First payment of a two-year \$90,000 grant for the Music Discovery program and the RISE Orchestra project
\$45,000

Special Opportunities

Arts Alliance Illinois
Chicago, IL
For the Arts & Education Exchange, an online database to help connect Chicago public schools with arts education partners
\$50,000

Arts Work Fund for Organizational Development
Chicago, IL
First payment of a two-year \$75,000 grant to help build the capacity of small arts organizations
\$50,000

Ingenuity Incorporated
Chicago, IL
First payment of a two-year \$250,000 grant for the development and implementation of strategies to expand arts learning in Chicago
\$150,000

Chicago Jazz Philharmonic
Chicago, IL
First payment of a two-year \$60,000 grant for the Jazz Alive music education program in Chicago public schools
\$30,000

Chicago Sinfonietta
Chicago, IL
First payment of a two-year \$60,000 grant for the Audience Matters and SEED orchestra training programs
\$30,000

Hyde Park Art Center
Chicago, IL
First payment of a two-year \$60,000 grant for visual arts programs in South Side Chicago public schools
\$30,000

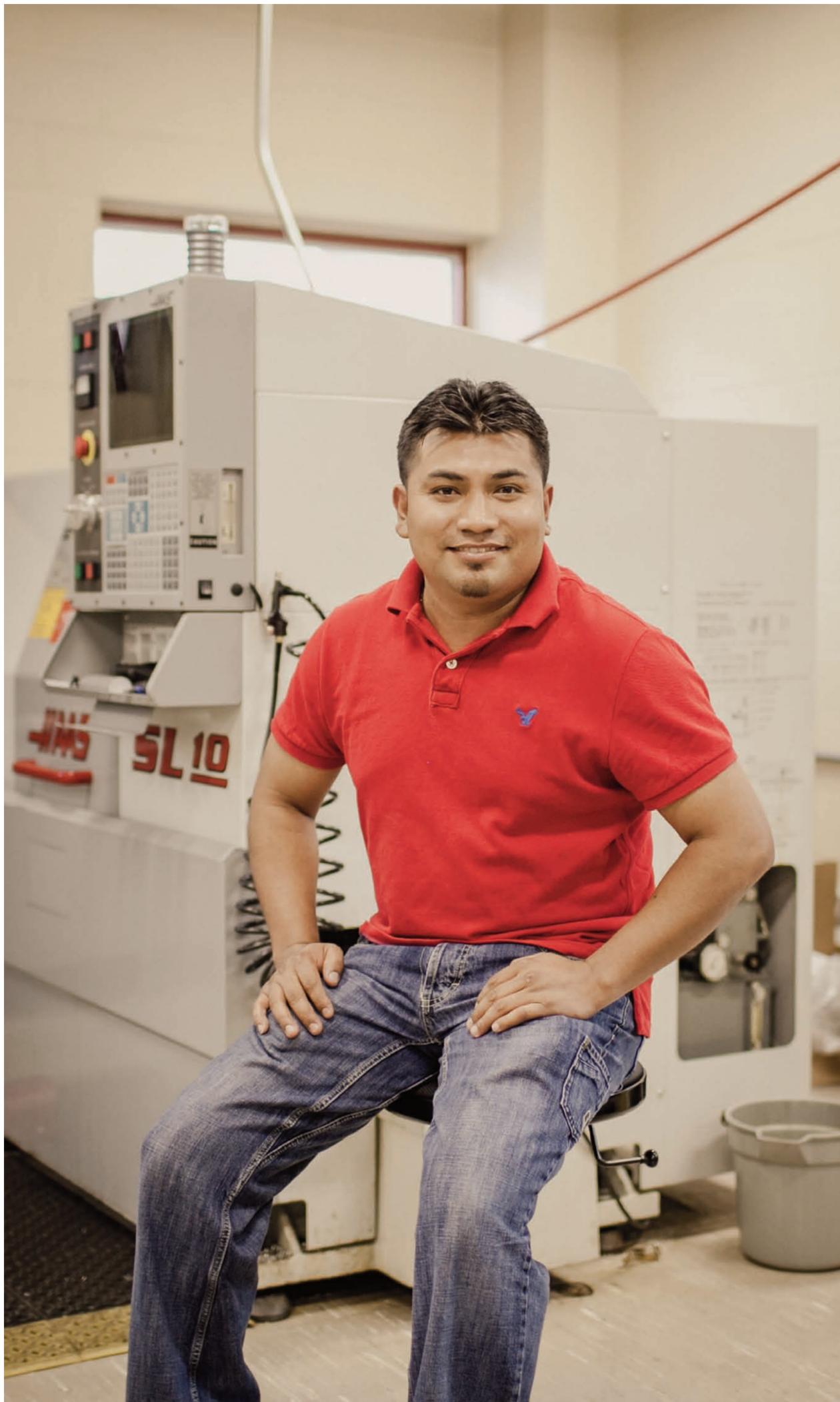
The Suzuki-Orff School for Young Musicians
Chicago, IL
For the Clap, Sing, and Read program
\$25,000

Teacher Training

The Art Institute of Chicago
Chicago, IL
Second payment of a two-year \$60,000 grant for the Thinking Experiences in the Art Museum School Partnership program
\$30,000

Auditorium Theatre of Roosevelt University
Chicago, IL
For the ArtsXChange teacher training program
\$35,000





Employment | Erie Neighborhood House

While agencies have long worked to connect adults to jobs, Erie Neighborhood House has created a pathway to advanced training and education for low-income Latino immigrants.

When **Rodrigo Cirangua** came to Chicago from Mexico in 2002, his age worked against him.

His father had been working here for 15 years and finally got his 19-year-old son's visa approved. But Cirangua was too old for high school. And without a diploma, he could only look for low-paying service jobs.

Cirangua studied English at a local community college and took computer classes at Erie Neighborhood House. He got a job as a restaurant cook and eventually became sous chef at a hotel.

But Cirangua wanted more, so Erie's staff invited him to join the Pathways to Success program, where students continue to improve English and prepare for careers in manufacturing and health care. It gave him a route to both a college degree and a career.

"I didn't know what to do," remembered Cirangua, now 30. "I wanted to study something, and when I got that opportunity from them, I took it."

The Pathways program partners with the Humboldt Park Vocational Education Center of Wilbur Wright College, where students learn on state-of-the-art equipment. Cirangua made machine parts that got reviewed by actual companies, who gave him feedback on what to improve.

He gained the skills employers were looking for.

That's exactly the workforce development gap that the Fry Foundation supports Erie to fill, said Maureen Hellwig, senior director of programs. Erie's GED programs had become "a complete revolving door" of students who couldn't get jobs.

Erie Neighborhood House's Pathways to Success program reflects emerging national trends to better integrate adult learning with job training as providers struggle to help underserved populations find work. The Fry Foundation supports job training programs that position low-income workers for living-wage jobs and careers, particularly adult education programs that integrate vocational training in critical industries. This combined approach, we believe, is the most effective in helping low-income families move out of poverty.

Erie's own review of its programs, and discussions with employers, led to the same conclusion. Staff decided to test this theory by creating the Pathways program. Staff learned that employers want workers who value continuous learning.

"It's our mission not only to serve people but to empower them," said Maureen Hellwig, senior director of programs.

All 130 students expected to participate in Pathway's next cycle will learn how to take the City Colleges of Chicago exam, where many of them will enroll and pursue associate's degrees. When they finish Pathways, they will also have learned English and math skills relevant to the health care and manufacturing industries. That will include training in electronic medical records and a National Institute for Metal Working Skills (NIMS) credential.



The agency decided it had to seize the challenge of making their adult education courses relevant to actual professions, providing students with education, training, and credentials.

More programs serving immigrants should do the same, says Oswaldo Alvarez, Erie's former director of workforce development. "We tend to forget the main reason they migrated is because they are looking for a job," he said.

Cirangua agrees. Soon after he earned his associate's degree from Wright College, he started working in shipping and receiving at Wheeling-based Waltz Brothers Inc., which provides grinding and machining services.

He used his college transcripts—filled with As and a few Bs—to convince his boss he deserved a promotion. Without the Pathways program, he said, he wouldn't have landed the \$54,000-a-year job he holds today. Last year, he married his longtime girlfriend and paid cash for their house, where they live with their 11-year-old son and 4-year-old daughter. He likes to return to Erie's classes to tell other immigrants they can do the same.

"The companies are looking for people," he said.

Employment Grants

Adult Education

Association House of Chicago
Chicago, IL
Second payment of a two-year \$70,000 grant for the Vocational English as a Second Language programs
\$35,000

Chicago City-Wide Literacy Coalition
Chicago, IL
First payment of a two-year \$100,000 grant for the Adult Literacy Capacity Building Initiative
\$50,000

Chicago Commons
Chicago, IL
First payment of a two-year \$60,000 grant for the Vocational Bridge Training program
\$30,000

Erie Neighborhood House
Chicago, IL
Second payment of a two-year \$60,000 grant for the Pathways to Success bridge program
\$30,000

Indo-American Center
Chicago, IL
For the Career Track English as a Second Language Program
\$35,000

Instituto del Progreso Latino
Chicago, IL
First payment of a two-year \$120,000 grant for Carreras en Salud: bilingual healthcare bridge program
\$60,000

Jewish Vocational Service and Employment Center
Chicago, IL
For the Vocational English as a Second Language Healthcare Bridge Program
\$25,000

Literacy Works
Chicago, IL
For the Employ Lit professional development program for job training providers
\$30,000

National Able Network
Chicago, IL
For the Online Skills Learning Program, a distance learning program for low-income job seekers
\$35,000

Women Employed
Chicago, IL
First payment of a two-year \$120,000 grant for the Career Pathways and Student Support initiatives to help low-income adults enroll in community college programs
\$60,000

Vocational Training

Casa Central
Chicago, IL
Second payment of a two-year \$60,000 grant for the Early Intervention Certified Nursing Assistant Training program
\$30,000

Chicago Urban League
Chicago, IL
For job training programs at the Center for Employment and Human Capital Development
\$35,000

Delta Institute
Chicago, IL
For the ReBuilding Exchange Deconstruction Job Training Program
\$35,000

Ethiopian Community Association of Chicago, Inc.
Chicago, IL
Second payment of a two-year \$50,000 grant for the Community Employment Program
\$25,000

Jane Addams Resource Corporation
Chicago, IL
Second payment of a two-year \$70,000 grant for the Welding Fast Track program
\$35,000

Latino Union of Chicago
Chicago, IL
First payment of a two-year \$60,000 grant for the Day Laborer Program at the Albany Park Workers' Center
\$30,000

Local Economic and Employment Development Council
Chicago, IL
Second payment of a two-year \$60,000 grant for workforce development programs
\$30,000

National Latino Education Institute
Chicago, IL
First payment of a two-year \$100,000 grant for Vocational Training and Adult Education programs
\$50,000

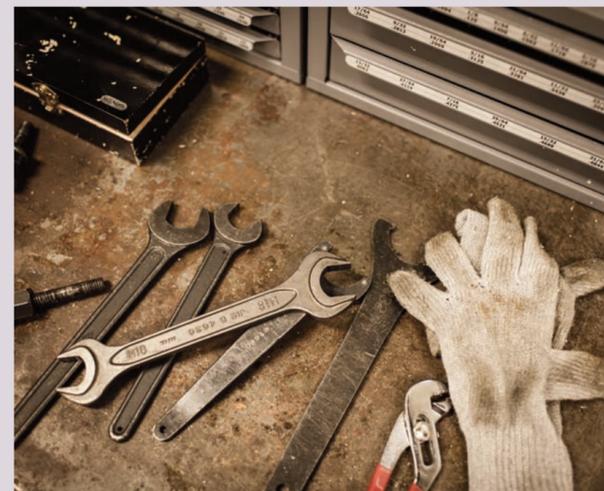
OAI, Inc.
Chicago, IL
Second payment of a two-year \$70,000 grant for the Pre-Employment Education and Training (PEET) programs
\$35,000

Poder Learning Center
Chicago, IL
First payment of a two-year \$80,000 grant for the English as a Second Language and Oprimi-1 workforce training programs
\$40,000

Safer Foundation
Chicago, IL
Second payment of a two-year \$80,000 grant for the Vocational Training Bridge Model
\$40,000

Pre-Employment Training

Chicago House and Social Service Agency
Chicago, IL
Second payment of a two-year \$70,000 grant for the Increase Income and Independence Initiative, a job training and placement program
\$35,000



Heartland Human Care Services, Inc.
Chicago, IL
First payment of a two-year \$110,000 grant for the Vocational English Programs
\$55,500

Inspiration Corporation
Chicago, IL
First payment of a two-year \$96,000 grant for the Training and Employment Services programs
\$48,000

New Moms, Inc.
Chicago, IL
For the Academy of Professional Development career readiness program
\$30,000

North Lawndale Employment Network
Chicago, IL
First payment of a two-year \$60,000 grant for the U-Turn Permitted and Sweet Beginnings job training programs
\$30,000

St. Leonard's Ministries
Chicago, IL
First payment of a two-year \$60,000 grant for job training and adult education programs at the Michael Barlow Center
\$30,000

Upwardly Global
Chicago, IL
Second payment of a two-year \$70,000 grant for the Job Seeker Services program
\$35,000

Year Up-Chicago
Chicago, IL
Second payment of a two-year \$80,000 grant for the young adults job training program
\$40,000

Special Opportunities

Cara Program
Chicago, IL
Second payment of a two-year \$150,000 grant for the transitional jobs program of Cleanslate Property Services
\$75,000

Center for Labor and Community Research
Chicago, IL
For the Careers Program at Austin Polytechnical Academy to prepare Chicago public high school students for advanced training and employment in manufacturing
\$35,000

Erie Neighborhood House
Chicago, IL
First payment of a two-year \$180,000 grant for the Allied Health Care Career Network, a collaboration of five job training and education programs for jobs in health care
\$90,000

Metropolitan Family Services
Chicago, IL
For transition costs related to accepting employment programs from Jane Addams Hull House Association
\$50,000



Most low-income patients go to the emergency room—over and over—to manage chronic illnesses. Sinai Health System has partnered with the Fry Foundation to create a comprehensive, medical home model of care for people with diabetes and heart disease.

It took a car accident for **Valerie Shavers** to realize she had heart disease.

Thankfully, she and her family emerged uninjured after Shavers blacked out and drove into four oncoming cars in the summer of 2011. But Shavers had just survived one of the toughest challenges of her life.

Shavers, 50, was diagnosed with breast cancer in 2009, had a tumor removed in 2010, and had just spent months doing chemotherapy at Mount Sinai Hospital in the city's West Side Lawndale neighborhood before her heart failed. A few months after the car accident, she had a full-blown heart attack. Somewhere along the way, she considered suicide.

"I had nowhere to turn," she said. "I have a good family, but you just can't tell your family everything, because you're supposed to be strong. You're supposed to be able to handle it."

Then two women asked her how they could help. Shavers finally realized she didn't have to manage her health on her own.

"It was them reaching to me instead of me reaching for them," she said. "I'm thinking there's nothing left for me, and they gave me that hope."

The women, Patient Navigator Allison Oliver and Disease Management Nurse Roelean Duncan, help Shavers and other patients coordinate their medical care for a full year after they return home.

Sinai Health System's Patient-Centered Disease Management program began with the hospital's analysis of its readmission rates: 17 percent for patients with heart failure, between 40 and 50 percent of whom also had diabetes.

The hospital decided it could do better and, in 2011, began testing a Boston University Medical Center program aimed at keeping patients out of the hospital. Heart failure admission rates fell nearly half. The Fry Foundation supported Sinai's effort because of our commitment to reducing health care disparities for Chicago's low-income residents and our interest in comprehensive integrated care, particularly for patients with chronic diseases that disproportionately affect people of color.

Sinai expects to serve more than 4,500 patients through the program. Most of the 180,000 people it serves each year live in the city's lowest-income communities, are overwhelmingly African American and Latino, and visit a range of system clinics and hospitals for their care.

The Fry Foundation supports a move toward medical home models, which involve a range of professionals working together. Under Sinai's new program, for instance, pharmacists compile medication histories, collaborate with physicians, and counsel patients on their medicines, said Justin Schneider, doctor of pharmacy. The approach creates a recipe for patient empowerment, said Tina Spector, the system's vice president for clinical integration.

"If we can get patients to take care of themselves, give them the resources they wouldn't have access to, and keep them out of the hospital, that's a good thing," she said.



Through Sinai Health System's Patient-Centered Disease Management program, staff assists patients with chronic heart disease or diabetes, involving a team of medical providers, pharmacists, counselors, and others involved in the patient's total care as needed. The Fry Foundation supports Sinai because data show such efforts can dramatically improve patient health outcomes and reduce patient readmission rates, a key cause of rising health care costs.

Shavers, for instance, knew that she would get weekly phone calls from her team to report in on everything from whether she had followed her diet to how far she could walk that day. And when she had minor problems, like retaining too much water, she talked with Duncan rather than running to the emergency room like she used to. When she needed equipment to take her asthma medication properly, Oliver made sure the right doctor got the request.

"Our goal is to keep her in optimum health," Duncan said.

Shavers knows her challenges haven't ended; having lost her job as a cook at a suburban hospital, she can no longer do work that requires her to stay on her feet. But she makes sure to exercise three times a week and take her medication as prescribed. She enjoyed her experience at the hospital so much that she regularly volunteers for patient tests and trials.

Health Grants

Primary Health Care

Beloved Community Family Wellness Center

Chicago, IL
To develop a medical-home model of care with chronic disease patients
\$40,000

Centro de Salud Esperanza

Chicago, IL
Second payment of a two-year \$80,000 grant for the Pediatric Medical Home Care Coordination program
\$40,000

Chicago Children's Advocacy Center

Chicago, IL
For the Mental Health Program
\$25,000
For the Providing Access Toward Hope and Healing Collaboration: a collaborative of 13 nonprofits to reduce wait times and prioritize services for children who have been sexually abused
\$75,000

Chicago Family Health Center

Chicago, IL
For the Primary Care Oral Health Integration Project
\$30,000

Illinois College of Optometry

Chicago, IL
Second payment of a two-year \$200,000 grant for the Vision of Hope Health Alliance Community-Based Eye Care Coalition
\$100,000

Juvenile Protective Association

Chicago, IL
For the Treatment and Counseling Program for children and families
\$40,000

Lawndale Christian Health Center

Chicago, IL
First payment of a two-year \$80,000 grant for the Medical Home Advancement Project
\$40,000

Lutheran Social Services of Illinois

Des Plaines, IL
Second payment of a two-year \$80,000 grant for children and adolescent counseling services
\$40,000

Mobile C.A.R.E. Foundation

Chicago, IL
Second payment of a two-year \$90,000 grant for the Comprehensive Asthma Management Program
\$45,000

PCC Community Wellness Center

Oak Park, IL
For the Maternal and Child Health Services Program
\$40,000



Children's Home & Aid

Chicago, IL
Second payment of a two-year \$140,000 grant for the School-Based Mental Health Program
\$70,000

Community Counseling Centers of Chicago

Chicago, IL
For counseling services at the Quetzal Center for victims of sexual assault
\$30,000

Erie Family Health Center

Chicago, IL
Second payment of a two-year \$100,000 grant for oral health programs at Erie Dental Health Centers in Albany Park and Humboldt Park
\$50,000

Heartland International Health Center

Chicago, IL
Second payment of a two-year \$200,000 grant for Dental Care Services at Senn and Roosevelt High Schools, Hibbard Elementary, and at two community clinics
\$100,000

Saint Anthony Hospital Foundation

Chicago, IL
To implement systematic protocols to improve referrals and follow-up care for patients with diabetes
\$50,000

Sinai Health System

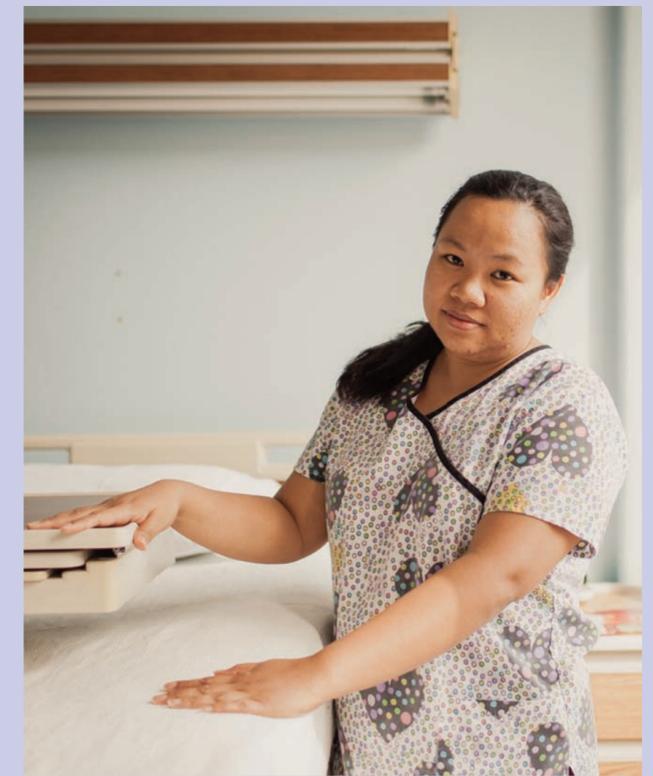
Chicago, IL
First payment of a two-year \$200,000 grant to implement a Patient-Centered Disease Management program
\$100,000

St. Bernard Hospital and Health Care Center

Chicago, IL
First payment of a two-year \$90,000 grant for the Dental Center and oral health care program
\$45,000

The Women's Treatment Center

Chicago, IL
Second payment of a two-year \$70,000 grant for the Pediatric Nurse program to provide medical care for children of mothers receiving substance abuse treatment
\$40,000



YWCA of Metropolitan Chicago

Chicago, IL
For the RISE Children's Counseling Center for family-based counseling services for children who have been sexually abused
\$35,000

Community Outreach/Prevention

AIDS Foundation of Chicago

Chicago, IL
For the Connect2Care program, a pilot project to coordinate care between medical and social service providers for HIV/AIDS patients
\$25,000

Respiratory Health Association of Metropolitan Chicago

Chicago, IL
Second payment of a two-year \$60,000 grant for the Addressing Asthma in Englewood project
\$30,000

Test Positive Aware Network

Chicago, IL
Second payment of a two-year \$50,000 grant for the Total Care Portal: an integration model for HIV/AIDS prevention and management
\$25,000

Policy Advocacy

Sargent Shriver National Center on Poverty Law

Chicago, IL
First payment of a two-year \$180,000 grant for a coalition of Illinois policy groups to help the state implement provisions of the Affordable Care Act
\$90,000

Special Opportunities

Children's Home & Aid

Chicago, IL
Second payment of a two-year \$13,026 grant for the Tri-Agency Collaborative Evaluation Project to develop evaluation guidelines and new evaluation tools for assessing improvements in family functioning
\$56,513

Healthy Schools Campaign

Chicago, IL
First payment of a two-year \$36,000 grant for the Chicago Partnership for Healthy Schools: Go for the Gold program which helps Chicago Public Schools implement wellness policies
\$18,000

Sinai Urban Health Institute

Chicago, IL
Second payment of a two-year \$200,000 grant for research and evaluation of community health worker programs in Chicago health care institutions
\$100,000



Special Purposes Grants

Center for Neighborhood Technology

Chicago, IL
For the Equity Express Green Financial Education program
\$40,000

Dominican University

River Forest, IL
Third payment of a three-year \$150,000 grant for the Mary Jane and M. James Termond Scholarship Fund, in honor of M. James Termond, a distinguished member of the Lloyd A. Fry Foundation's Board of Directors for more than 20 years
\$50,000

Taproot Foundation

San Francisco, CA
First payment of a two-year \$90,000 grant for the Service Grants Program which provides nonprofit organizations with pro bono resources in the areas of marketing, communications, strategic planning, and human resources
\$45,000

Other Grants

Grants made to 112 organizations upon the recommendation of the Board of Directors, the Fry Family, and the employee matching gifts program
\$633,553

Family Focus

Chicago, IL
To convene community partners on coordinating services between community-based organizations and health service providers
\$5,000

Food Desert Action

Chicago, IL
For the Fresh Moves mobile produce market
\$10,000

Grantmakers Concerned with Immigrants and Refugees

Sebastopol, CA
For general support
\$7,500
Membership grant
\$3,000

Grantmakers for Education

Portland, OR
Membership grant
\$1,750

Grantmakers for Effective Organizations

Washington, DC
Membership grant
\$2,575

Grantmakers in the Arts

Seattle, WA
Membership grant
\$650

Grants Managers Network

Washington, DC
Membership grant
\$1,834



Robert F. Kennedy Center for Justice and Human Rights

Washington, DC
For the Chicago Public Schools Speak Truth to Power Project
\$10,000

Rockefeller Philanthropy Advisors

Chicago, IL
For general operating support of the D5 Coalition which works to grow diversity, equity, and inclusion in philanthropy
\$5,000

The Women's Treatment Center

Chicago, IL
For a planning process that addresses the structural, financial, and programmatic challenges facing the Center
\$10,000

World Relief Grants

CARE, Inc.

Chicago, IL
First payment of a two-year \$100,000 grant for the Emergency Response Fund
\$50,000

Doctors Without Borders/ Medecins Sans Frontieres

New York, NY
First payment of a two-year \$100,000 grant for the Emergency Relief Fund
\$50,000

Oxfam America

Boston, MA
First payment of a two-year \$100,000 grant for the Humanitarian Response Program
\$50,000



Membership and Program Discretionary Grants

Asian Health Coalition of Illinois

Chicago, IL
For Stay Informed!: Education on Health Care Reform
\$10,000

Chicago Community Foundation

Chicago, IL
For the Chicagoland Workforce Funders Alliance
\$10,000

Chicago Council on Global Affairs

Chicago, IL
For the President's Circle membership
\$250

Council on Foundations, Inc.

Arlington, VA
Membership grant
\$17,060

Development Leadership Consortium

Chicago, IL
For the 2011 Philanthropy Forecast, in honor of Clyde Watkins
\$500

Donors Forum

Chicago, IL
For the Diversity Taskforce and general operations
\$4,000
Membership grant
\$15,953

Health & Disability Advocates

Chicago, IL
To produce Illinois-specific data on the impact of the health insurance expansions in the Affordable Care Act
\$8,000

Illinois Maternal & Child Health Coalition

Chicago, IL
To develop the Strong Start for Mothers and Newborns proposal to be submitted to the Federal Center for Medicare and Medicaid Innovation
\$5,790

Independent Sector

Washington, DC
Membership grant
\$8,000

Instituto del Progreso Latino

Chicago, IL
To support the 2011 Breakin' It Down Conference, a series of professional development workshops for fundraising staff
\$1,000

Korean American Community Services

Chicago, IL
To develop a plan for improving and expanding its workforce development program
\$10,000

Marwen Foundation

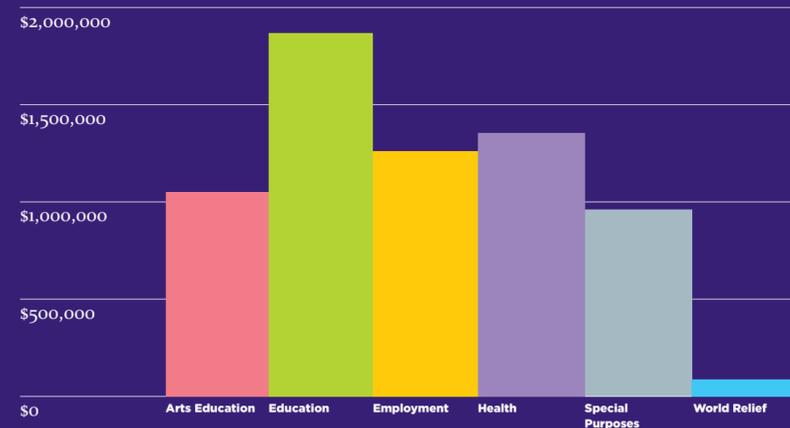
Chicago, IL
To support a professional development program for Chicago public school arts and humanities teachers
\$3,210



Education, prosperity, and hope for all. That is the vision behind the Fry Foundation's grantmaking. We provide support to nonprofit organizations that have the strength and commitment to improve conditions for low-income, underserved Chicago residents. Grants are awarded in four major areas: **Education, Arts Education, Employment, and Health.** Across all of our funding areas, our focus is on helping organizations:

Build capacity to enhance the quality of services and better assess the impact of programs; **Develop** successful program innovations that other organizations in the field can learn from or adopt; and **Share** knowledge so that information which can help low-income communities and individuals is widely and readily available.

2012 Grants and Awards Totals



Arts Education	\$1,023,000
Education	\$1,712,750
Employment	\$1,328,500
Health	\$1,379,513
Special Purposes	\$919,625
World Relief	\$150,000
Total	\$6,513,388

For FY2012, \$321,513 of the grant award total was granted for convenings and collaborations in the Arts Education, Employment, and Health Programs.

Please visit our website at www.fryfoundation.org to see our 2012 audited financials.

Grantmaking Programs

The **Lloyd A. Fry Foundation** supports organizations with the strength and commitment to address persistent problems of urban Chicago resulting from poverty, violence, ignorance, and despair. We seek to build the capacity of individuals and the systems that serve them. Our vision is a Chicago that offers education, prosperity, and hope for all.

The Foundation focuses on programs that improve conditions for low-income, underserved communities in Chicago, and we are especially interested in efforts that will foster learning and innovation.

We award grants in four major fields: Education, Arts Education, Employment, and Health. Within these funding areas, we give priority to:

- Programs with a demonstrated record of high-quality, effective services
- Efforts to improve the quality and effectiveness of programs and services (these might include program design, evaluation or staff development efforts, among others)
- The development of innovative approaches that will contribute valuable examples, information, and knowledge to others working in the field

The Foundation also considers policy advocacy efforts that help ensure low-income communities and individuals in Chicago are treated fairly and have access to the services they need and deserve.

The Foundation is interested in investing in organizations and ideas that demonstrate exceptional potential for making a difference in one or more of the Foundation's four grantmaking areas. These projects show promise of developing new information or program innovations useful to other organizations, institutions, and policymakers. In these cases, the Foundation will consider grants which represent larger or longer-term commitments than is otherwise typical.

In all reviews of proposals, we look for strong program designs with clear expected outcomes and specific procedures for assessing and evaluating progress.

Our funding guidelines are described below. For instructions on how to apply for a grant, please see our Grant Application Procedures section.

Education

The Education program has been a cornerstone of our grantmaking since the Fry Foundation's inception. Our interests in education focus on increasing the

content knowledge of teachers, improving the quality and effectiveness of teaching in classrooms, and developing highly trained principals for service in public education. We are committed to increasing the academic achievement of low-income students in Chicago public schools. Teacher professional development, principal preparation programs, and rigorous academic enrichment programs are among the activities we fund to support this goal. The Foundation also considers grant requests for policy advocacy when the connection to academic achievement is clear.

We give priority to programs that measure improvements to academic achievement and instructional quality. The Foundation encourages proposals that include efforts to enhance the quality of programs. These efforts might include professional development for program staff, incorporating new program elements, or the development of evaluation tools, among others. While the Foundation supports programs directed at students and teachers from kindergarten through 12th grade, we give priority to programs working at the high school level.

We generally do not fund unsolicited proposals from individual schools. On occasion, the Foundation will solicit proposals from individual schools for programs that demonstrate exemplary success or a promising innovation in one of the Foundation's priority areas. In soliciting proposals from individual schools, we look for: a record of strong academic performance among students; a focus on improving academic achievement; and indicators that the work funded by the grant will contribute valuable lessons and strategies that can be adopted by other schools. After an initial year of funding, schools may be required to develop plans for making the lessons learned under the grant available to other schools.

Arts Education

Our Arts Education funding focuses on programs for low-income Chicago children and youth that use the arts as a means to improve learning and provide life-enriching experiences. We are interested in efforts to improve the quality and expand the availability of arts education programs, especially in Chicago public schools. The Foundation supports arts education for students and professional development for arts educators, including classroom teachers. In arts education for students, we give priority to programs that provide a combination of arts

instruction, performance or exhibition experience, and exposure to the high-quality artistic products offered by Chicago's rich and diverse arts and cultural organizations. We look for programs that are artistically rigorous, engage students in the creative process, and assess student learning in the arts. In professional development for arts educators, we look for programs that immerse educators in the practice and study of the arts and present teachers with innovative strategies for teaching the arts, engaging students in the creative process, and assessing student progress.

We give priority to programs that provide ongoing support and expertise to teachers as well as provide access to arts and cultural resources for both teachers and students. The Foundation is also interested in proposals to convene experts to share information, facilitate discussion with arts educators, and help shape and strengthen arts education in Chicago public schools.

Employment

Our Employment program addresses our commitment to helping families and individuals move out of poverty. We support comprehensive job training programs that help low-income individuals improve their ability to compete for living-wage jobs and careers. We are particularly interested in supporting: vocational training programs which are aligned with employment opportunities in critical industry sectors such as health care, manufacturing, and transportation; and adult education programs which integrate vocational training in order to advance low-skilled job seekers along educational and career pathways. Comprehensive job training programs which track graduates for at least six months up to a year after job placement will receive the highest priority.

We also recognize the need to improve the overall effectiveness of the workforce development system. We welcome proposals for policy advocacy efforts to improve the quality of job training programs and to increase access to education and training for low-income adults.

Health

The Lloyd A. Fry Foundation understands that effective primary care is essential to improving patient outcomes. The Foundation's Health program is committed to increasing access to high-quality primary care and reducing health care disparities for Chicago's low-income residents.

To accomplish these goals, we are interested in supporting:

Efforts to implement medical-home models of care which provide comprehensive integrated primary care services across multi-disciplinary team members in single or multiple settings. And we are especially interested in coordination efforts that focus on patients with chronic diseases that disproportionately affect communities of color (asthma, diabetes, heart disease, HIV/AIDS).

High-quality primary care services that are not widely available to low-income populations (especially dental, vision, and mental health).

Community outreach to connect hard-to-reach individuals with high-quality primary care. We give priority to programs that partner with clinics and hospitals for referrals and follow up to ensure that patients show up at appointments and follow treatment recommendations. We are also interested in innovative partnerships with clinics and hospitals that demonstrate improved health outcomes.

Policy advocacy focused on improving the quality of health care and increasing access to health care for low-income populations in Chicago.

Programs must demonstrate linguistic and cultural competence and the ability to measure improvements in access to care and health status.

What the Foundation Does Not Fund

In general, the Foundation does not make grants to individuals, governmental entities, or 509(a)(3) supporting organizations, although exceptions sometimes are made for publicly supported charities. We also do not provide funding for: general operating expenses for new grantees, capital projects, endowments, fundraising events, political activities, medical research, or religious purposes.

We rarely fund unsolicited proposals from organizations based outside Chicago. When exceptions are made, we look for organizations with strong local board leaders who are responsible for establishing program priorities and policies in Chicago. In addition, organizations must agree that funds awarded for Chicago-based programs remain in Chicago and are not included in calculations of funds exchanged between local and national offices.

Grant Application Procedures

How to Apply

The Lloyd A. Fry Foundation makes grants in the following program areas: Education, Arts Education, Employment, and Health. We make grants only to tax-exempt organizations and rarely fund organizations outside Chicago. We give priority to proposals for specific projects rather than for general operating support. In our review of proposals, we look for strong program design, clear expected outcomes, and procedures for assessing and evaluating programs.

Letters of Inquiry

If you are seeking support for the first time or if you are a returning grantee seeking support for a new project, we highly recommend that you send us a letter of inquiry before you submit a full proposal. This would allow us to give you preliminary feedback concerning your request and its potential fit within our funding priorities. Letters of inquiry should include a brief description of the proposed project, a project budget, and other projected sources of support.

Proposal Application Procedures

We do not use a grant application form; we accept proposals of varying length that adhere to the procedures described below. Although we accept the Chicago Area Common Grant Application form distributed by the Donors Forum of Chicago, we consider this application a supplement to, rather than a replacement for, a full proposal.

For new and renewal requests, full proposals should contain the following elements:

- 1. Brief history of the organization**
Narrative should include a general statement of the organization's primary functions and goals.
- 2. Description of the project to be funded**
Please include the following:
 - A statement of the need to be addressed and the population to be served
 - A description of how the planned project will address the identified need
 - Clearly stated goals and objectives
 - Plans for assessing performance and monitoring progress toward program goals. Please identify at least three indicators or measures that you will track and analyze in order to: understand the effectiveness of services provided; identify program strengths or

challenges; or document potential long-term impact. A discussion of progress on these indicators during the grant period (and over time, if receiving more than one grant from the Foundation) should be included in grant reports. (For further information, see the Outcomes and Assessments section of our website)

- A timeline for project activities

3. Income and expense budget
Include budget for the project during the duration of the grant period. The Foundation covers reasonable and appropriate administrative expenses. These should be explained in an accompanying budget narrative.

4. Operating budget for the organization
Include income and expense projections that pertain to the fiscal year in which the project will take place. Include the percentage of organization income received through earned income, government sources, individual gifts, corporate and foundation grants, and other sources.

5. List of current and projected funders
Include a list of funders and amounts for both the organization and the project for the fiscal year in which the project will take place.

6. Organization's most recent audited financial report

7. List of board members and their affiliations

8. List of organization's professional staff and résumés of key project personnel
Proposals for organizational capacity-building activities that involve outside consultants should include a copy of the consultant's resume and a list of clients.

9. Racial and gender demographics of board and senior staff
Additional demographics, such as sexual orientation or disabilities, also are welcome.

10. Organization's Federal Employer Identification Number (EIN)
Please note that the Foundation makes grants only to tax-exempt 501(c)(3) organizations. The Foundation rarely funds 509(a)(3) supporting organizations; exceptions sometimes are made for publicly supported charities.

11. Organization's employment hiring policy

12. Full narrative and financial report on the previous grant (For returning grantees only)
Final reports must be approved by the Foundation before a new request is considered. For agencies submitting a proposal to be reviewed one year from their last grant, the final reports will cover a ten-month period rather than a full twelve months in order to meet the materials deadline. We ask that final reports and proposals be submitted under separate cover. For more information on this subject, see our Grant Reporting Requirements on our website.

Renewal Policy
An organization which has received five consecutive years of Fry Foundation funding will be asked to take a year off in seeking support for the following twelve-month period. The Foundation recognizes that there may be unusual circumstances in which support for one additional year may be appropriate. While we wish to be flexible in recognizing the needs of our grantees, there will be few exceptions to this policy.

Following a year off, grantee organizations are welcome to apply for renewed support. These proposals will be evaluated under the Foundation's grantmaking guidelines. As with all proposals, these should target Chicago residents in financial need.

For further clarification of the Foundation's grantmaking priorities, please refer to the Grantmaking Programs section on the preceding page.

Submission Dates and Board Meetings

The Board of Directors meets quarterly to consider requests for grants. These meetings are held in February, May, August, and November.

In each of those meetings, the Foundation will review proposals in three of the four program areas on a rotating basis; one program each cycle will not review proposals. Please see the chart below for proposal deadline dates and a schedule of proposal review cycles by program.

We must receive your proposal by 5 p.m. on the deadline date in order to review it at the corresponding board meeting. In the event that a deadline falls on a weekend or holiday, requests may be submitted by 5 p.m. on the following business day.

Proposals and letters of inquiry should be sent to:

Ms. Unmi Song
Executive Director
Lloyd A. Fry Foundation
120 South LaSalle Street
Suite 1950
Chicago, IL 60603-3419

Proposal deadline	Board meeting	Arts Education	Education	Employment	Health
June 1	August	Proposals reviewed	Proposals reviewed	Proposals reviewed	Proposals not accepted
September 1	November	Proposals reviewed	Proposals not accepted	Proposals reviewed	Proposals reviewed
December 1	February	Proposals not accepted	Proposals reviewed	Proposals reviewed	Proposals reviewed
March 1	May	Proposals reviewed	Proposals reviewed	Proposals not accepted	Proposals reviewed