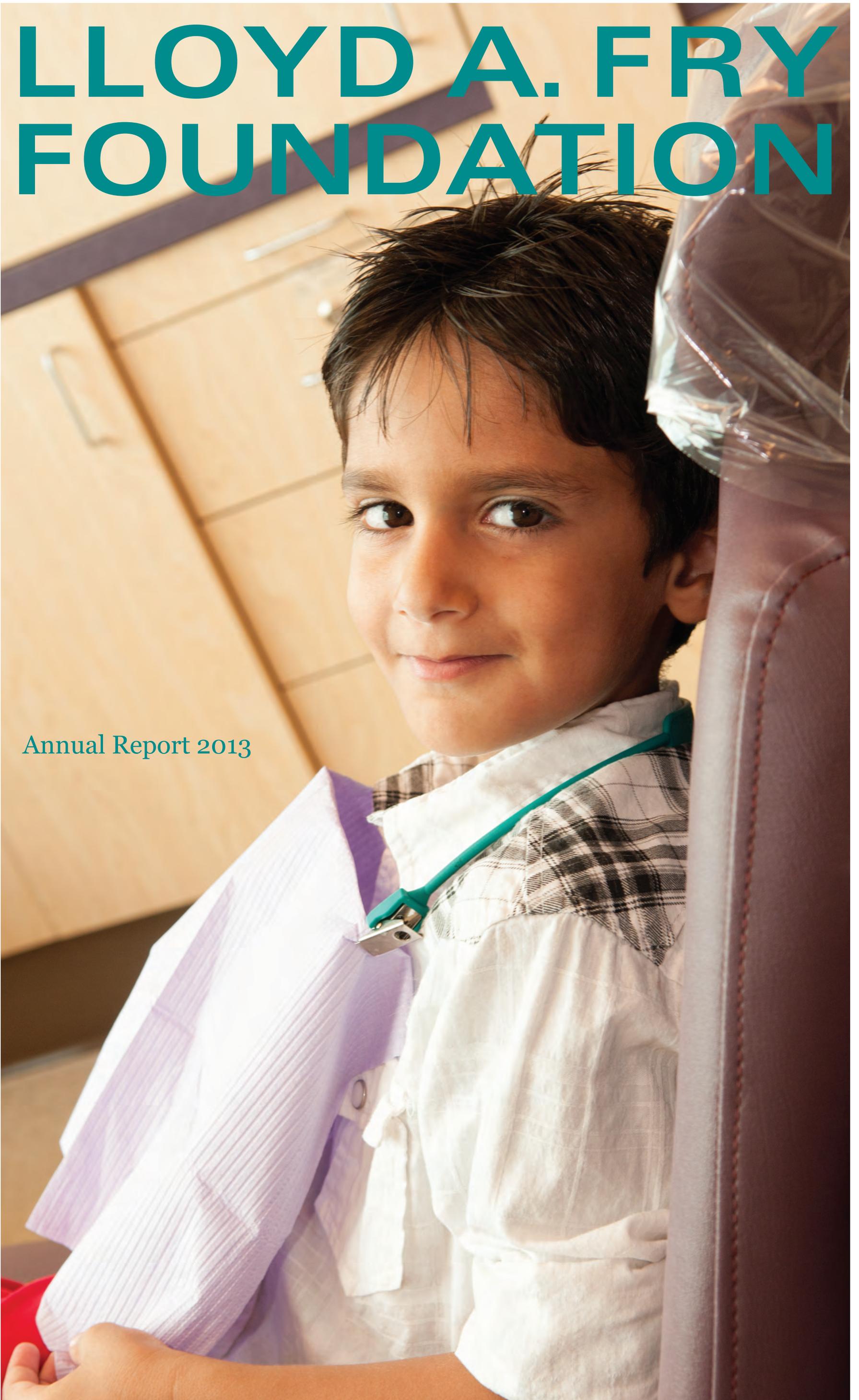


LLOYD A. FRY FOUNDATION

Annual Report 2013



Learning from best practices is one of the core values of the Lloyd A. Fry Foundation. We support organizations that embrace this learning, take innovative approaches to their work, and understand the importance of sharing what they know. This report highlights grantees that demonstrate these core values, which shape our grantmaking strategies. By telling their stories, we aim to encourage and support others who join us in tackling the persistent problems of urban Chicago.

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.

Lloyd A. Fry Foundation
120 S. LaSalle Street | Suite 1950
Chicago, Illinois 60603-3419
Telephone | 312.580.0310
Fax | 312.580.0980
www.fryfoundation.org

Photography: Tone Stockenstrom
Writing: Alysia Tate
Design: Sam Silvio

Officers and Directors

David A. Donovan
Director

Lloyd A. Fry III
Vice Chair

Graham C. Grady
Treasurer

Stephanie Pace Marshall
Vice President

Howard M. McCue III
Chair

Unmi Song
President and Secretary

Staff

Unmi Song
President

Oswaldo Alvarez
Program Officer Employment

Sharon Bush
Senior Program Officer Employment (through March 2013)

Ray Chenez
Program Assistant

Soo Na
Senior Program Officer Health

Jeanna Rathell
Program Assistant

Sydney R. Sidwell
Director of Administration Senior Program Officer Education (through February 2013)

Sarah Slavin
Program Officer Education

Diane Sotiros, CPA
Controller

Lisa Torres
Program Assistant (through July 2013)

Message from the Chairman

It is easy to get disheartened these days. All our governments seem dysfunctional. Those who believe as I do, that a fundamental obligation of government should be to assure some measure of decent public education and healthcare to all children, have come to recognize that in Chicago at least government just cannot meet this obligation today. The costs are too great, the resources are not available. And too often the will seems lacking.

So what is our foundation to do? We do not have sufficient resources to feed, educate and care for all the diverse population of the city we love. We try to stay focused and strategic. We support direct service, but we also look for opportunities to encourage innovative thinking and best practices. We fund exemplars, like the four organizations featured in this report. And we focus on areas where we think we can make some difference. Our grant guidelines are more narrowly drawn than they were a decade ago, because we cannot be as effective if we scatter our seed more broadly.

We also try to maintain our optimism as to the fundamental qualities of human aspiration and perseverance. We believe that if our grantees can provide opportunities,

lives will change for the better. So we try to use funding to help create opportunities for better lives in four specific areas: arts learning, education, employment and health. We also try hard to encourage collaborations so that grantees can work together to accomplish more with less.

We can make some difference, and we do. We are committed to our mission.

Board and staff, we are grateful for Lloyd Fry's philanthropy, and we are pleased to be his agents in the distribution of his generous gift to our community. In the last year, we have welcomed two talented new program officers who share our aspirations, Sarah Slavin and Oswaldo Alvarez. We salute Sharon Bush and Sydney Sidwell, the two senior program officers who have left the comfort and security of our office to pursue principled ambitions. They will take our optimism and commitment to new venues, and they will make some difference, as well.



Howard M. McCue III

Message from the President

Innovative ideas should not be kept secret.

That is why we have selected four exemplars to highlight in this year's annual report which are setting new standards for best practices in their fields.

Each of them embodies the necessary elements for continuous improvement: that combination of ongoing internal assessments, data collection and benchmarking to peers. This requires commitment and discipline from leadership, along with a supportive organizational culture.

But it also requires ambition and vision.

Each of the grantees profiled in this report represent leaders in their fields, but they are all experimenting with new models.

The Chicago Leadership Collaborative brings together local and national principal training programs committed to building a robust pipeline of effective school leaders truly prepared to meet the demands of working in Chicago Public Schools.

Year Up Chicago is one of many organizations helping to prepare low-income young adults for careers, but it also ensures they receive college credits as part of that preparation.

Erie Family Health Center not only opened dental clinics that prioritize children's oral health, it coordinated dental services with medical services, everything from appointment scheduling to medical records, in order to improve overall patient health.

And Changing Worlds expanded its program in order to strengthen the integration of artistic and academic skills leading to improved outcomes for students.

Each of these grantees asked themselves a series of key questions, including, what do we need to know to understand if our program works? And are we achieving our goals?

At the Foundation, we spend time each year asking ourselves similar questions about our grantmaking areas. After some consideration and discussion this year, we decided to change the name of our Arts Education program to Arts Learning.

To us, Arts Learning reflects our belief that education in the arts is as important as other academic subjects; at the same time, learning in the arts is different than in other academic subjects. What has not changed is our commitment to supporting artistic experiences that enrich children's lives, learning and growth.

This year, we welcomed two new program officers to our team. Oswaldo Alvarez, our Employment program officer, has experience in workforce development at both Erie Neighborhood House and Chicago Cook Workforce Partnership. Sarah Slavin, who led the nonprofit organization Teach Plus and worked in Chicago Public Schools, now serves as our Education program officer.

We also give our thanks and best wishes to Sharon Bush and Sydney Sidwell, longtime senior program officers, and to Lisa Torres, who helped all of us at the Foundation for 13 years. While they are no longer at the Foundation, their impact in our work remains, including in this annual report to which they each contributed. Each of them played a critical role in ensuring the Foundation did its best to support organizations which are working to advance their fields and serve those most in need. We invite you to be inspired by the stories and photographs in the pages which follow.



Unmi Song

Historically, principals primarily served as building managers, but today’s schools require strong instructional leaders.

Highly effective principals filling that role create better outcomes for students, and Chicago Public Schools officials anticipate a growing need for these leaders in the coming years. The district enlisted several Fry Foundation grantees to join forces through a new collaborative to increase the number of principals they train.

New Leaders Chicago, the Center for Urban Education Leadership at the University of Illinois Chicago’s College of Education, Loyola University Chicago and Teach for America Chicago make up the Chicago Leadership Collaborative. While each has its own strong programs, the organizations typically produced about 40 principal candidates a year—combined. The district wants that number doubled so that it can fill an anticipated minimum of 100 principal slots a year for three years.

The district chose these four organizations because of their strong track records in both recruiting new principal candidates and training current assistant principals for the role.

“We’re building the capacity of teacher leaders on the front end to help build that [principal] pipeline.”

Maggie Blinn DiNovi, executive director, New Leaders Chicago, a member of the Chicago Leadership Collaborative



The organizations provide internships, instruction and other professional development activities that align with new state leadership standards—and national best practices—for principals-in-training. Each partner brings strengths that benefit the other three, enabling them to learn from each other and model best practices in principal preparation.

New Leaders, for instance, historically found that only a fraction of those who applied to its two-year Aspiring Principals program met entry requirements. So it launched an Emerging Leaders program that provides applicants with several months of assignments and feedback on key skills, such as change management and data-driven instructional practices, so they are much better prepared to enter the Aspiring Principals program, according to Executive Director Maggie Blinn DiNovi.

“We’re building the capacity of teacher leaders on the front end to help build that pipeline,” she said.

Nationally, the Chicago Leadership Collaborative is unique because participants work alongside principals in schools, said Peter Martinez, director of coaching for the Urban Education Leadership Program at the University of Illinois Chicago. This allows them to learn hands-on how to develop positive relationships with teachers, parents and Local School Council members, among others, and to engage them and bring them together to meet a school’s strategic goals.

“It’s one thing to know what you ought to be doing,” Martinez said. “It’s another thing to develop the habits to do it as a matter of course.”

Lisette Rua, a resident principal at James Shields Middle School in the South Side Brighton Park neighborhood, agreed. Watching her friends complete traditional principal preparation programs by attending night classes didn’t seem as interesting as working and learning in a school setting, as the New Leaders program has allowed her to do.

“It’s a constant application of what we are learning,” Rua said.

Developing highly trained principals for public schools remains a core part of the Fry Foundation’s Education Program, which is committed to increasing the academic achievement of low-income students in Chicago.

The Chicago Leadership Collaborative demonstrates our interest in enhancing the quality of such programs; each of the four Collaborative members had histories in

providing principal preparation but agree that the Collaborative enhances their work.

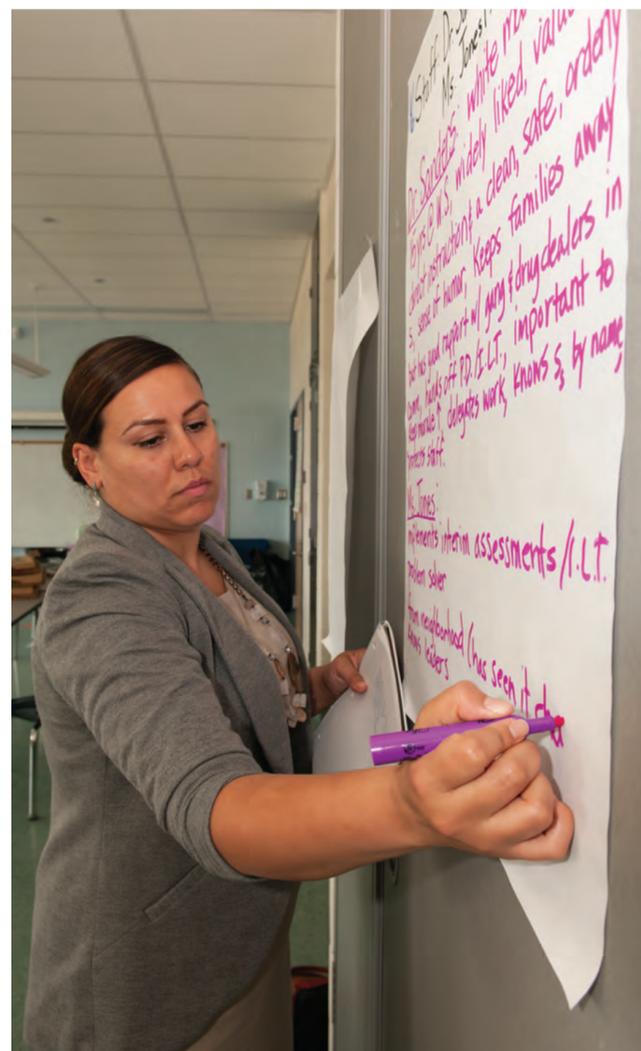
At the Center for Urban Education Leadership at the University of Illinois Chicago, for instance, our support helps ensure the collection of data that informs the effectiveness of its program. Director of Coaching Peter Martinez said it has drawn interest from districts across

the country looking to replicate elements of the collaborative model in their communities, making the research on program outcomes essential.

Through monthly meetings, collaborative partners learn from their own best practices, while sharing them with key leaders in the Chicago Public Schools system. Sharing innovative approaches that improve

outcomes for children remains a foundational aspect of our Education Program. The Chicago Leadership Collaborative provides a platform for ensuring school principals can lead that effort.

“You’re not going to see any closing of the achievement gap without very highly trained leaders,” Martinez said. “It’s just not going to happen.”



Photos

Aspiring principals gather at Shields Middle School for a two day workshop that prepares them for their residencies in the Chicago Public Schools.

The parents of eighth graders at John H. Pershing West Middle School couldn't believe their eyes when they viewed the photos their children produced through a project with Changing Worlds.

The students had spent a year learning advanced photo composition skills, in addition to telling their stories through essays and other projects, all aimed at documenting their surroundings and their South Side community. Changing Worlds teaching artists worked with the classroom teacher to ensure the project was relevant to students' lives and that it aligned with the classroom learning goals.

Through the project, teachers noticed students embraced what they were learning in new ways, said Principal Cheryl Watkins. And parents agreed. "They couldn't stop talking," Watkins said. "They were asking, 'My daughter did this? Are you sure she did this?' They were really impressed." Arts organizations can play significant roles in schools, often working directly with teachers and students to enhance and deepen learning.

"They couldn't stop talking. They were asking, 'My daughter did this? Are you sure she did this?' They were really impressed."

John H. Pershing West Middle School Principal Cheryl Watkins, on parents' reaction to Changing Worlds' eighth-grade photography project at her school



Changing Worlds believes that learning through art making, oral history and writing strengthens students' academic and arts learning skills while also deepening their understanding and appreciation of cultural and family differences. Through its yearlong Arts, Cultural and Literacy Connections residency, the organization brings teams of teaching artists, literacy instructors and classroom teachers together to create and implement curriculum that integrates arts and literacy by having students explore their family history and cultural heritage.

It's an approach grounded in research supported by the Fry Foundation. A study released last year followed students who participated in the Changing Worlds program for three years, starting in fourth grade. The results: by sixth grade, participating students scored, on average, 11 percentage points higher on standardized tests than other students in those schools who did not participate in the program. Researchers also found that Changing Worlds students demonstrated deeper cross-cultural understanding.

None of that is by accident, said Changing Worlds Executive Director Mark Rodriguez. The program equips students to express themselves in multiple ways, ensuring they learn valuable skills in critical thinking, group processes, innovation, risk taking and evaluating issues from many perspectives, among others.

"These are skills that get transferred from the arts to other academic or social contexts," he said.

Using the research findings as a basis for growth, support from the Fry Foundation has helped Changing Worlds expand this program from four to 14 schools.



Changing Worlds embodies the Fry Foundation's interest in arts learning programs that engage students in the creative process and deepen student learning in the arts.

The organization has shared results widely from its three-year longitudinal study of the achievement of students in its program, and plans to use it to help demonstrate the importance of students' long-term

exposure to arts education.

The Foundation supports arts learning programs that create opportunities for Chicago's low-income children and youth to participate in a combination of hands-on arts learning, performance experiences, and interactions with professional artists and arts educators.

Since its study was released, Changing Worlds

has begun helping other small- to mid-sized arts programs learn the value of incorporating arts learning into literacy education and to help them incorporate pieces of the Changing Worlds model into their own.

Changing Worlds Manager of In-School Programs Deborah Minor Harvey said the program adds value to schools in neighborhoods with high concentrations

of poverty and diverse populations that may have faced school closings or other traumatic events in recent years.

Changing Worlds brings a sensitivity and openness to forming partnerships with teachers and administrators so that unique activities can be shaped, she said. "There is constant dialogue about what's working," she said. "Every school is different."

Photos

Third graders at Clara Barton Elementary School proudly show off their handmade books, crafted with guidance from a Changing Worlds teaching artist. The books document the students' family ancestry, their communities and themselves.

Anastasia Young wanted to go to college and put herself on a solid career track, but had no idea how to achieve her goals.

That changed when she found Year Up, a national organization that provides education and job training to low-income young adults between ages 18 and 24 with high school diplomas or GEDs. Founded in 2000 in Boston, Year Up relied on Fry Foundation support to start its Chicago program in 2010. Since opening its local site, it has served nearly 300 students and plans to serve about 1,000 by 2016.

Unlike other job training initiatives, Year Up's 12-month program provides students with a paid six-month internship in top corporations, and it enables them to earn credits at Harold Washington College—part of the City Colleges of Chicago—and to obtain key certifications required for information technology jobs.

And, compared to Year Up sites in other cities, more Year Up Chicago program graduates remain enrolled in college after they finish the program. Graduates often attend school while continuing to work for many of the employers who hired them as interns, according to Executive Director Alan Anderson.

*“They don't really hand it to you.
They allow you to prove yourself to them.”*

Anastasia Young, Year Up Chicago graduate



Young, 19, who finished the program in January 2013, works part-time for UBS Financial Services Inc., where she interned during Year Up. She attends school full-time and plans to apply for a UBS-sponsored program that will put her on track for a master's degree.

As a high school dropout who earned her GED, Young is one of the “opportunity youth” specifically targeted by the program, Anderson said.

Some participants have been homeless, experienced violence or have had children at a young age, among other challenges. The program maintains a “laser focus” on serving all of a student's needs, so they can succeed, he said.

Before they attend daily classes at Year Up's office, for instance, students can enter the “Magnificent Mile” room if they forgot a tie or other business-appropriate wear. Strategically placed mirrors near their lockers help remind students that appearance matters.

Such supports make a big difference for participants Benjamin Howard Jr., 24, and Ronald Williams, 25. “If we have any type of problem, they can help us,” Howard said.

For Williams, Year Up staff members serve as role models who have helped him face big challenges, like learning how to identify, break down and reassemble computer hardware—one of his toughest classes. “They make us want to strive harder and be like them one day,” Williams said.

Year Up staff and mentors taught Young to stop procrastinating and to keep supervisors informed of her progress on projects; the program has also taught her to use proper grammar and to use software like Microsoft Outlook to track tasks and meet deadlines.

The program sets high expectations. “They don't really hand it to you,” she said. “They allow you to prove yourself to them.”

The Fry Foundation's Employment Program believes that job training and educational supports make a powerful combination in helping move individuals out of poverty.

Year Up Chicago is committed to helping young adults acquire both the professional skills and post-secondary education necessary to get and keep

career-path jobs, particularly in the information technology sector. And, nationally, Year Up's own internal evaluation shows it has become a model of success: its student graduates earned 30 percent more than students from similar backgrounds who qualified for the program but were placed on a waiting list.

It's an example of a comprehensive job training

program that tracks graduates after they have completed the program, a cornerstone of our Employment Program grant-making. Such data represents a best practice that helps grantees understand the strengths and weaknesses of their own programs.

Year Up Executive Director Alan Anderson said this intensive evaluation in

tracking graduates is critical in expanding effective job training efforts in a time when corporations seek skilled workers, but unemployment rates remain high.

“Traditional education hasn't always been intentional about preparing for an actual job,” Anderson said. “Now people are saying, ‘we have a shortage of talent, and we need to get this solved.’”



Photos

Students at Year Up spend the day working on their resumes, honing computer skills, and preparing themselves for internships at major corporations in Chicago.

When Lupe Rodriguez was pregnant with her second child, her dentist at Erie Family Health Center recommended something she hadn't thought of before: making sure her toddler got regular dental check-ups.

Rodriguez's daughter, like most children, cried on that first visit. At three years old, she had already developed cavities. But, Erie's dental staff helped the girl learn that taking care of her teeth could be fun. A bulletin board in the dental office waiting room prominently displays the names of children in its No Cavity Club, all of whom get certificates and timers to make sure they brush for two minutes, twice a day.

"She now wants to be a dentist when she grows up," Rodriguez said.

"It's an amazing clinic."

Rodriguez credits Erie's Clinical Director of Oral Health Dr. Lisa Kearney with teaching her family that overall wellness goes hand-in-hand with good dental health.

"If you keep up with your health, you keep up with everything."

Lupe Rodriguez, patient, Erie Family Health Center



Erie's approach of integrating medical and dental care reflects the Fry Foundation Health Program's commitment to supporting coordinated care efforts that improve overall patient health and well-being.

Founded in 1957, Erie operates 12 sites, including three with integrated dental care, equipped with state-of-the-art technology. Staff at all clinics can assist parents in scheduling both medical and dental appointments for the same day, making it easier and more efficient for families to make and keep their appointments; most of Erie's dental clinic patients are referred by primary care doctors within the Erie network.

Nearly one-third of the patients are uninsured. The clinics focus particularly on pregnant women, children and adults with diabetes and their families.

Rodriguez, like many other parents who visit the clinic, did not grow up with routine dental exams. Parents must learn that seemingly innocent activities—like giving a child a bottle of milk or juice to take to bed—end up doing more harm than good. The American Dental Association now recommends dental checkups at age one, Kearney said.

Staff use routine check-ups as opportunities to talk with parents about the importance of oral health. Most staff members are bilingual, allowing them to provide appropriate health literacy to the clinics' primarily Spanish-speaking population, according to Kearney.

Preventive visits in dental clinics cost much less than fixing problems that have already occurred, allowing Erie to serve more patients, according to Vicki Whidlin, director of dental operations.

For Kearney, that means she doesn't have to spend all her time "drilling and filling." Instead, she can work with patients to take charge of their own well-being. Rodriguez agreed. "If you keep up with your health, you keep up with everything," she said.

The Fry Foundation's Health Program supports innovative medical home models of care that integrate services, particularly high-quality primary care services not widely available to low-income populations, such as dental care.

Erie Family Health Center achieves these goals not only in its health services to patients, but has utilized Fry Foundation support

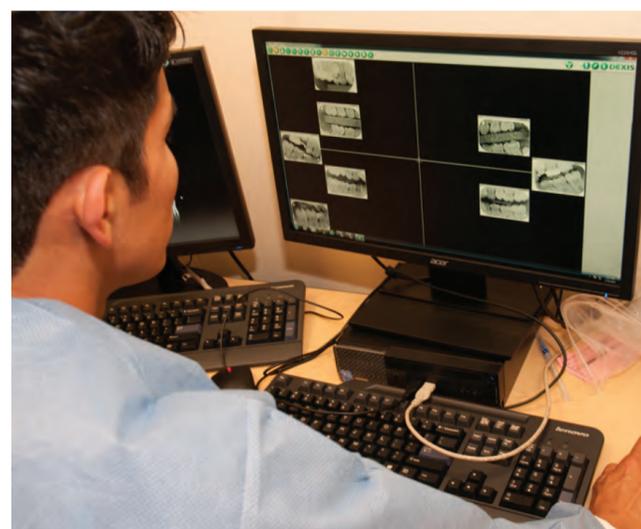
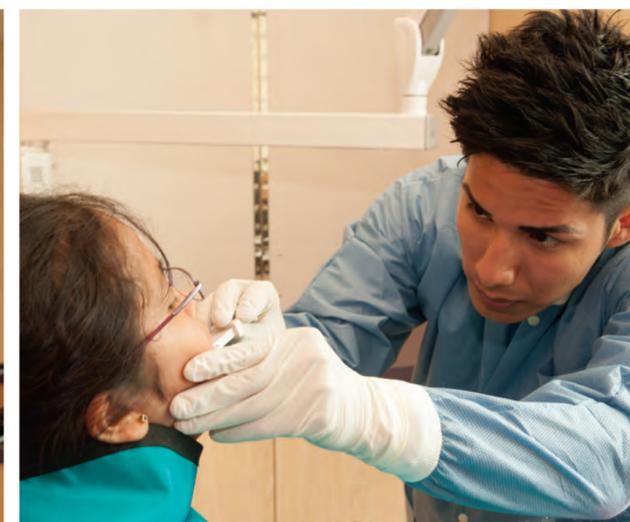
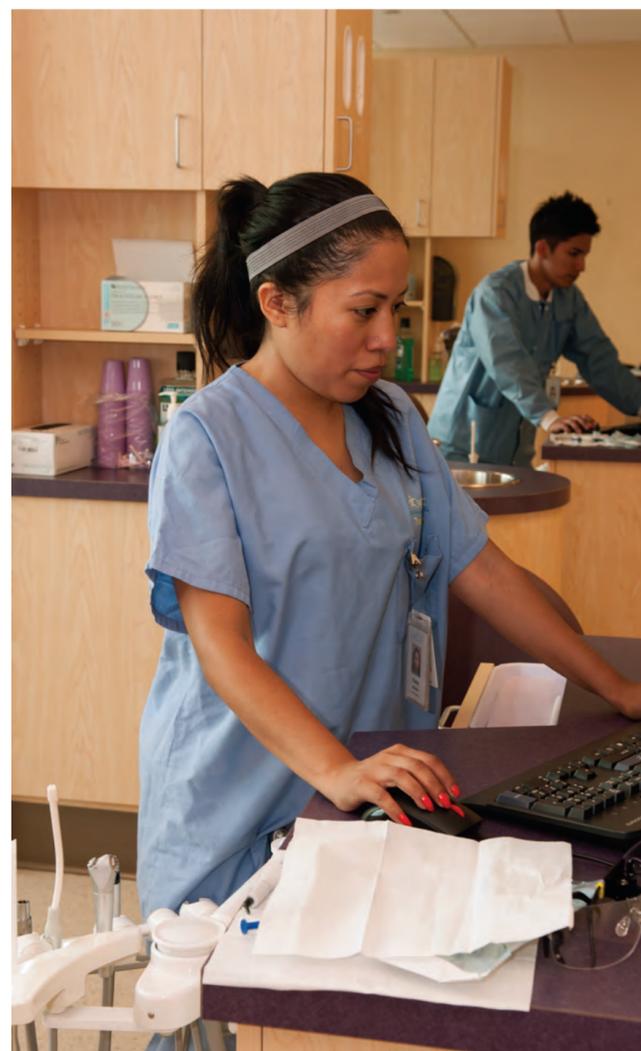
to improve the way it operates to maximize its effectiveness. By breaking down barriers between its dental and medical clinics' front desk registration functions and electronic health records, Erie is at the forefront of coordinating efforts, the most effective way to reduce health disparities for Chicago's low-income residents.

Erie has also extended its hours of operation to ensure evening availability and that dental and medical clinics are open at the same time. It regularly conducts risk assessments on its younger patients—gathering information from them about their habits so that overall treatment plans can be formulated among multiple doctors.

Erie serves over 30,000

patients annually, 95 percent of whom live below 200 percent of the federal poverty level. More than half of the patients at its dental clinics are children.

Our support ensures that Erie continues to provide high-quality, coordinated patient care. When it comes to aggressively promoting dental health, Erie remains a leader at both the state and national levels.



Photos

Utilizing their new state of the art facility at Swedish Covenant Hospital, Erie's bilingual technicians help prepare children for their dental examinations.

2013 Grantees

Arts Learning

Instruction

Albany Park Theater Project

Chicago, IL
First payment of a two-year \$60,000 grant for theater education activities
\$30,000

American Theater Company

Chicago, IL
For the American Mosaic, Bridge and Youth Ensemble programs
\$25,000

Black Ensemble Theater

Chicago, IL
First payment of a two-year \$60,000 grant for the Strengthening School Through Theater Arts program and to work with Chicago Arts Partnerships in Education on assessment
\$30,000

Changing Worlds

Chicago, IL
For the Arts, Cultural, and Literacy Connections in-school program
\$22,000

Chicago Children's Choir

Chicago, IL
First payment of a two-year \$100,000 grant for the Neighborhood Choir Program
\$50,000

Chicago Dramatists

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

Chicago Jazz Philharmonic

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

ElevArte Community Studio

Chicago, IL
For the Drama Peer Mentoring program
\$10,000

Hyde Park Art Center

Chicago, IL
Second payment of a two-year \$60,000 grant for the Pathways Program
\$20,000

Joffrey Ballet

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

Lifeline Theatre

Chicago, IL
For theater education residencies in Chicago public elementary schools
\$20,000

Lookingglass Theatre Company

Chicago, IL
For the Education and Community Programs in Chicago public schools
\$25,000

Lytic Opera of Chicago

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

Merit School of Music

Chicago, IL
First payment of a two-year \$70,000 grant for the Bridges: Partners in Music program in Chicago public schools
\$35,000

Museum of Contemporary Photography at Columbia College Chicago

Chicago, IL
For the Picture Me program
\$25,000

Music of the Baroque

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

National Museum of Mexican Art

Chicago, IL
First payment of a two-year \$60,000 grant to pilot an enhanced after school program
\$30,000

Northwestern University Settlement Association

Chicago, IL
For the Adventure Stage Chicago Neighborhood Bridges program
\$25,000

The People's Music School

Chicago, IL
First payment of a two-year \$50,000 grant for the YOURS Project, an El Sistema orchestra program
\$25,000

Puerto Rican Arts Alliance

Chicago, IL
First payment of a two-year \$40,000 grant in support of Cuatro and Spanish Guitar instruction
\$20,000

Raven Theatre

Chicago, IL
For Take Flight, in-school and community-based youth residencies
\$20,000



Silk Road Rising

Chicago, IL
For the Empathic Playwriting Intensive Course (EPIC) Arts Education program
\$20,000

Snow City Arts Foundation

Chicago, IL
For arts education programming and for a student tracking database
\$30,000

Urban Gateways

Chicago, IL
For multi-disciplinary arts education residencies
\$30,000

Young Chicago Authors

Chicago, IL
For the Education Partnerships and Curriculum Development project
\$25,000

Teacher Training

Auditorium Theatre of Roosevelt University

Chicago, IL
For the ArtsXChange teacher training program
\$35,000

Chicago Shakespeare Theater

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

Chicago Symphony Orchestra

Chicago, IL
First payment of a two-year \$100,000 grant for the Music Activity Partnership (MAP) Program
\$50,000

Chicago Youth Symphony Orchestras

Chicago, IL
For the Music Pathways Program
\$20,000

Hubbard Street Dance Chicago

Chicago, IL
First payment of a two-year \$100,000 grant for Movement as Partnership, a dance residency and teacher training program in Chicago public schools
\$50,000

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
\$35,000

Northeastern Illinois University

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

Ravinia Festival Association

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

Steppenwolf Theatre Company

Chicago, IL
For the Steppenwolf for Young Adults school residency program
\$20,000

Special Opportunities

Arts Work Fund for Organizational Development

Chicago, IL
Second payment of a two-year \$75,000 grant for general operations and for a business model optimization program
\$25,000

Chicago Arts Partnerships in Education

Chicago, IL
For the Improving Assessment of Student Learning in the Arts project
\$40,000

Ingenuity Inc.

Chicago, IL
Second payment of a two-year \$250,000 grant for the development and implementation of strategies to expand arts learning in Chicago
\$100,000

Education

Principal Leadership and Development

Academy for Urban School Leadership

Chicago, IL
First payment of a two-year \$200,000 grant for principal training for turnaround schools
\$100,000

Business and Professional People for the Public Interest

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

Civic Consulting Alliance

Chicago, IL
To support Chicago Public School principal effectiveness strategy
\$75,000

Loyola University Chicago

Chicago, IL
First payment of a two-year \$200,000 grant for the Education Leadership Program for principal training
\$100,000

New Leaders

Chicago, IL
Second 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

New Teacher Center

Santa Cruz, CA
First payment of a two-year \$160,000 grant for a pilot program which provides induction support for new Chicago public school principals
\$80,000

Noble Network of Charter Schools

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

Teach For America Chicago

Chicago, IL
First payment of a two-year \$160,000 grant for the Teach for America principal development program
\$80,000

University of Chicago–School of Social Service Administration

Chicago, IL
Second 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 Urban Education Leadership-College of Education

Chicago, IL
First payment of a two-year \$200,000 grant for the Center for Urban Education Leadership, which trains principals from Chicago public schools
\$100,000

Teacher Professional Development

The Alain Locke Initiative

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

Boundless Readers

Chicago, IL
For the Building Exemplary Schools Through Teams (B.E.S.T.) program
\$40,000

Chicago Academy of Sciences

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

Chicago Foundation for Education

Chicago, IL
For the Study Group Program and Action Research Leadership Institute Fellowships
\$30,000

Chicago Metro History Education Center

Chicago, IL
For the Historical Inquiry Project
\$30,000

Chicago Zoological Society

Brookfield, IL
For the Levels of Engagement Centers of Science Excellence program
\$25,000

Epic Academy

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

Facing History and Ourselves

Chicago, IL
For professional development programs for Chicago teachers in AUSL schools
\$30,000

Golden Apple Foundation

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

Mikva Challenge

Chicago, IL
For the Action Civics Teacher Institute
\$30,000

Museum of Science and Industry

Chicago, IL
For the Institute for Quality Science Teaching and Learning
\$25,000

Namaste Charter School

Chicago, IL
For the Goal-Driven Coaching and Support Model, a mentoring program for new teachers
\$25,000

Northwestern University

Evanston, IL
For the Northwestern University Leadership Academy for Science Improvement
\$50,000

Academic Enrichment

Big Shoulders Fund

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

Chicago Youth Programs

Chicago, IL
For the Teen Career and Middle School Programming Initiative
\$30,000

Citizen Schools

Boston, MA
First payment of a two-year \$100,000 grant to implement Expanded Learning Times partnerships in Chicago schools
\$50,000

Special Opportunities

Chicago Public Media, Inc.

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

Communities in Schools of Chicago

Chicago, IL
First payment of a two-year \$50,000 grant for the Community Partner Training Initiative
\$25,000

Community Renewal Society

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



2013 Grantees

Illinois Network of Charter Schools

Chicago, IL
For the second phase of the Charter School Data Finder public education database
\$35,000

National Council on Teacher Quality

Washington, DC
First payment of a two-year \$50,000 grant for the review of Illinois's schools of education
\$25,000

Employment

Adult Education

Asian Human Services, Inc.

Chicago, IL
First payment of a two-year \$60,000 grant for the Literacy Education for Adults and Families (LEAF) Program
\$30,000

Chicago City-Wide Literacy Coalition

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

Chicago Commons

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

Christopher House

Chicago, IL
For the Chicago Benchmarking Collaborative
\$30,000

Erie Neighborhood House

Chicago, IL
First payment of a two-year \$80,000 grant for the Pathways to Success bridge program
\$40,000

Howard Area Community Center

Chicago, IL
For the Manufacturing Bridge Program
\$15,000

Indo-American Center

Chicago, IL
For the Workforce Development Program
\$35,000

Instituto del Progreso Latino

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

Literacy Works

Chicago, IL
For the Employ Lit professional development program for job training providers
\$25,000

Pui Tak Center

Chicago, IL
For the ESL to Work program
\$20,000

Women Employed

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

Vocational Training

Breaking Ground

Chicago, IL
For the ex-offenders manufacturing training program
\$30,000

The Chicago Lighthouse for People Who are Blind or Visually Impaired

Chicago, IL
For job training programs and a database to evaluate program outcomes
\$35,000

Chicago Urban League

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

Chicagoland Workforce Funder Alliance

Chicago, IL
First payment of a two-year \$200,000 grant for general operating support
\$100,000

Chinese American Service League

Chicago, IL
First payment of a two-year \$60,000 grant for the Chef Training Program
\$30,000

Greater Chicago Food Depository

Chicago, IL
First payment of a two-year \$60,000 grant for the Chicago's Community Kitchens Program
\$30,000

Greater West Town Community Development Project

Chicago, IL
For the Vocational Job Training and Placement Programs
\$50,000

i.c.stars

Chicago, IL
To expand the information technology and leadership training program
\$50,000

Jane Addams Resource Corporation

Chicago, IL
First payment of a two-year \$75,000 grant for the Welding Fast Track program
\$40,000

Latino Union of Chicago

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

National Able Network

Chicago, IL
For the Career Advancement Program
\$35,000

National Latino Education Institute

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

OAI, Inc.

Chicago, IL
For Pre-Employment Education and Training (PEET) programs
\$35,000

Poder Learning Center

Chicago, IL
Second payment of a two-year \$80,000 grant for English as a Second Language and Oprima-1 workforce training programs
\$40,000

ReBuilding Exchange

Chicago, IL
For the Deconstruction Job Training Program
\$35,000

Restaurant Opportunities Centers United

New York, NY
For ROC-Chicago Advanced Restaurant Worker training program
\$35,000

Pre-Employment Training

Ethiopian Community Association of Chicago, Inc.

Chicago, IL
For the Community Employment Program and succession planning
\$30,000

Heartland Human Care Services, Inc.

Chicago, IL
Second payment of a two-year \$111,000 grant for the Vocational English Programs
\$55,500

Inspiration Corporation

Chicago, IL
Second 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
Second 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
Second 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
For general operating support for job training and employment assistance services in Chicago
\$40,000

Year Up Chicago

Chicago, IL
First payment of a two-year \$100,000 grant for the young adults training program
\$50,000

Policy Advocacy

Chicago Jobs Council

Chicago, IL
First payment of a two-year \$120,000 grant for city-wide workforce development advocacy
\$60,000

Special Opportunities

Erie Neighborhood House

Chicago, IL
Second 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

Health

Primary Health Care

Access Community Health Network

Chicago, IL
For the Patient-Centered Medical-Home pilot project to improve clinic operations
\$40,000

Beloved Community Family Wellness Center

Chicago, IL
First payment of a two-year \$125,000 grant for medical home models of care for chronic disease patients
\$70,000



Center on Halsted

Chicago, IL
For mental health services for low-income lesbian, gay, bisexual and transgender persons
\$25,000

Chicago Children's Advocacy Center

Chicago, IL
First payment of a two-year \$60,000 grant for the Mental Health Program
\$30,000

Chicago Family Health Center

Chicago, IL
First payment of a two-year \$70,000 grant for medical and dental care integration

Christian Community Health Center

Chicago, IL
For primary medical and oral health care integration efforts
\$40,000

CommunityHealth

Chicago, IL
For the Medical and Dental Integration Pilot Project
\$35,000

Erie Family Health Center

Chicago, IL
For oral health programs at Erie Dental Health Centers in Albany Park and Humboldt Park
\$50,000

Infant Welfare Society of Chicago

Chicago, IL
For the Coordinated Care Model with pediatric optometry services
\$60,000

Lawndale Christian Health Center

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

Lawndale Christian Health Center

Chicago, IL
For the Patient Experience Transformation in the Safety-Net Project: a second collaborative community learning project for Chicago area community health centers
\$110,000

Lutheran Social Services of Illinois

Des Plaines, IL
For children and adolescent counseling services
\$40,000

The Night Ministry

Chicago, IL
First payment of a two-year \$90,000 grant for the Outreach and Health Ministry Program
\$50,000

PCC Community Wellness Center

Oak Park, IL
First payment of a two-year \$110,000 grant for the Bridges to Care project: an effort to expand medical-home models of care through referrals and follow-up services across ten sites
\$60,000

Saint Anthony Hospital Foundation

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

SGA Youth & Family Services

Chicago, IL
For Partners Achieving Student Success: school-based counseling services in the Roseland community with licensed mental health providers and community healthcare workers
\$40,000

Sinai Health System

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

Teen Living Programs

Chicago, IL
For the Whole Health program that integrates medical, mental health, nutrition education and wraparound services
\$30,000

University of Chicago Medical Center

Chicago, IL
For the Pediatric Mobile Care Program
\$25,000

University of Illinois-Chicago Hospital and Health Sciences System

Chicago, IL
To hire community navigators at school-based health centers
\$40,000

The Women's Treatment Center

Chicago, IL
For the Pediatric Nurse program to provide medical care for children of mothers receiving substance abuse treatment
\$35,000

Youth Guidance

Chicago, IL
For the social-emotional skills learning component, Becoming a Man (BAM), of the One Summer PLUS Program
\$75,000

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
\$40,000

Community Outreach / Prevention

Asian Health Coalition

Chicago, IL
For a pilot program to recruit and train community health workers for Asian immigrant and refugee communities
\$40,000

Chicago Children's Advocacy Center

Chicago, IL
First payment of a two-year \$150,000 grant for the Providing Access Toward Hope and Healing (PATHH) Collaboration: a collaborative of 13 nonprofits to reduce wait times and prioritize services for children who have been sexually abused
\$75,000

Respiratory Health Association of Metropolitan Chicago

Chicago, IL
To develop a community-based program model to improve asthma outcomes
\$30,000

South Side Help Center

Chicago, IL
For the Women's Collaborative of Greater Chicago: an HIV/AIDS prevention project through community venues such as beauty salons and churches
\$20,000

Test Positive Aware Network

Chicago, IL
For the Total Care Portal: an integration model for HIV/AIDS prevention and management
\$30,000

White Crane Wellness Center

Chicago, IL
For the Holistic Health Outreach Initiative
\$25,000

Policy Advocacy

Health & Disability Advocates

Chicago, IL
First payment of a two-year \$90,000 grant for advocacy efforts for the successful implementation of health care reform in Illinois and training for health care providers and patients on how to access health care coverage
\$50,000

Sargent Shriver National Center on Poverty Law

Chicago, IL
Second 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

Healthy Schools Campaign

Chicago, IL
Second 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

Special Purposes Grants

Heartland Alliance for Human Needs & Human Rights

Chicago, IL
For the Deferred Action for Childhood Arrivals initiative of the National Immigrant Justice Center
\$30,000

Illinois Coalition for Immigrant and Refugee Rights

Chicago, IL
For the Deferred Action for Childhood Arrivals campaign
\$20,000

StoryCorps, Inc.

Brooklyn, NY
To launch a StoryBooth at the Chicago Cultural Center
\$25,000

2013 Grantees

Taproot Foundation
San Francisco, CA
Second 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

WTTW11
Chicago, IL
First payment of a two-year \$100,000 grant for *Chicago Tonight*
\$50,000

Other Grants
Grants made to 121 organizations upon the recommendation of the Board of Directors, the Fry family, and the employee matching gifts program
\$647,725

Membership and Program Discretionary Grants

Asian Americans / Pacific Islanders in Philanthropy
San Francisco, CA
Membership grant
\$2,500

Blue Avocado
Oakland, CA
For support of the non-profit online magazine for community non-profits
\$2,000

Center for Tax and Budget Accountability
Chicago, IL
For the Education Reform Summit and for scholarships for Foundation grantees to attend the summit
\$5,000

Chicago Children's Advocacy Center
Chicago, IL
To develop a white paper on the Providing Access Toward Hope and Healing (PATHH) Collaboration to document lessons learned and next steps, and to disseminate the outcomes
\$10,000

Chicago City-Wide Literacy Coalition
Chicago, IL
For a series of workshops for literacy providers and high performing adult education providers
\$10,000

Chicago Commons
Chicago, IL
To hire a consultant to reassess and update the adult education strategy
\$10,000

Chicago Council on Global Affairs
Chicago, IL
For the President's Circle membership
\$250

Chicago Foundation for Women
Chicago, IL
For work increasing access to health and health information for low-income women
\$5,900

Civic Federation
Chicago, IL
To improve outreach and delivery to government, community and civic leaders of critical fiscal analysis related to state and local budgeting, policy, and financial decision making
\$9,000

Council on Foundations, Inc.
Arlington, VA
Membership grant
\$17,060

Donors Forum
Chicago, IL
In support of research projects
\$7,000
For Chicago African Americans in Philanthropy
\$2,500
Membership grant
\$15,582

Grantmakers Concerned with Immigrants and Refugees
Sebastopol, CA
Membership grant
\$2,500

Grantmakers for Education
Portland, OR
Membership grant
\$1,750

Grantmakers for Effective Organizations
Washington, DC
Membership grant
\$2,550

Grants Managers Network
Washington, DC
Membership grant
\$1,712

Illinois Maternal & Child Health Coalition
Chicago, IL
For a half-day briefing on the Affordable Care Act for Chicago-area organizations that serve immigrants and refugees
\$6,250

Independent Sector
Washington, DC
Membership grant
\$8,000

Inner-City Muslim Action Network
Chicago, IL
For partial salary support for the Health Clinic Business Operations Manager
\$10,000

Literacy Funders Network
Oklahoma City, OK
Membership grant
\$250

National Coalition for Asian Pacific American Community Development
Washington, DC
For the Chicago Community Development Roundtable
\$1,500

National Committee for Responsive Philanthropy
Washington, DC
Membership grant
\$3,000

The Resurrection Project
Chicago, IL
For the Breakin' It Down conference
\$1,000

Sargent Shriver National Center on Poverty Law
Chicago, IL
For development of a video documenting the outcomes from the Center's advocacy work in health and other policies
\$2,500

Urban Gateways
Chicago, IL
To support Urban Gateways's efforts to audit its core programs in order to more fully incorporate best practices around program design, implementation and evaluation
\$5,000

William J. Clinton Foundation
Little Rock, AR
For Clinton Global Initiative America
\$2,350

Women Employed
Chicago, IL
To develop instructional tools for City Colleges of Chicago bridge program instructors
\$10,000

World Relief

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

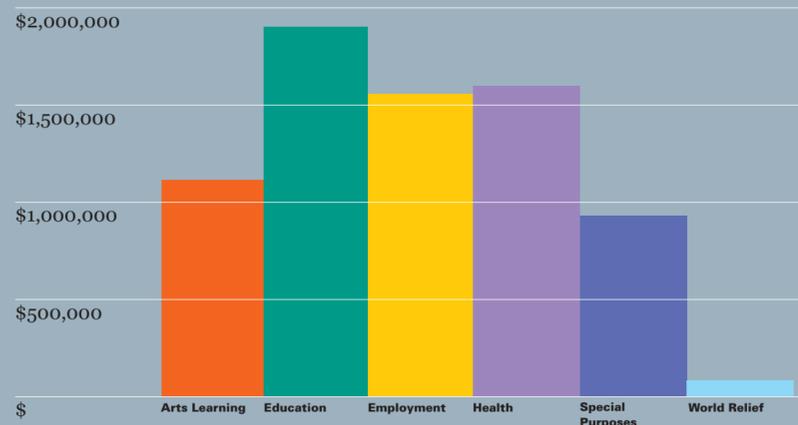
Doctors Without Borders/ Medecins Sans Frontieres
New York, NY
Second payment of a two-year \$100,000 grant for the Emergency Relief Fund
\$50,000

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

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: **Arts Learning, 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.

2013 Grant Award Totals



Arts Learning	\$1,232,000
Education	\$1,973,000
Employment	\$1,518,500
Health	\$1,543,000
Special Purposes	\$972,879
World Relief	\$150,000
Total	\$7,389,379

For FY2013, \$455,000 of the grant award total was granted for convenings and collaborations in Employment and Health Programs.

Please visit our website at www.fryfoundation.org to see our 2013 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 Learning, 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 are 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. (*Please note that the Foundation's funding for teacher professional development programs is currently on hiatus. We are evaluating our grantmaking in this area and will provide additional information when available.)

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. The Foundation gives priority to programs working at the middle school and high school levels.

We generally do not fund scholarship programs or 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 Learning

Our Arts Learning 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 Learning, 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 resumes 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.

Proposal deadline	Board meeting	Arts Learning	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

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

President

Lloyd A. Fry Foundation
120 South LaSalle Street
Suite 1950
Chicago, IL 60603-3419



LLOYD A. FRY
FOUNDATION

120 S. LaSalle Street
Suite 1950
Chicago, Illinois 60603-3419

Telephone 312.580.0310
Fax 312.580.0980
www.fryfoundation.org

Presort Standard
U.S. Postage
PAID
South Suburban, IL
Permit No. 776