

LLOYD A. FRY
FOUNDATION

35 YEARS

HUNDREDS OF
ORGANIZATIONS

EVOLUTIONARY JOURNEYS

ONGOING DIALOGUE

EXPLORATION

TESTING IDEAS

ENDURING

COLLABORATIONS

SHARING KNOWLEDGE

EDUCATION

PROSPERITY AND HOPE

FOR ALL

CHICAGO

2018 Annual Report

For the past 35 years, the Fry Foundation has supported hundreds of organizations that improve the lives of low-income, underserved Chicagoans. This year's Annual Report highlights 15 of the Foundation's longest-term grantees across our four funding areas: Arts Learning, Education, Employment and Health.

The organizations within these pages share more than longevity. They share an ability to evolve.

While they all have served more and more individuals over time, they not only have gotten bigger, they also have gotten better. They thoughtfully adjust their strategies to respond to new information and new challenges, whether that's an increase in demand or a decrease in public funding. They strengthen the services they provide, continually addressing the complex, changing needs of Chicago students, workers and patients.

As a result, these 15 grantees have become exemplars within their fields. Others now look to them and learn.

The Fry Foundation has long supported these grantees on their evolutionary journeys. The Foundation has been in ongoing dialogue with them, helping them to expand, to partner with other organizations, to explore cutting-edge methods and technologies, and to identify new opportunities and take advantage of them.

"We have had many conversations with the program officers at the Fry Foundation not just about the grants but about the work in our field. We value the Fry Foundation as a partner," says Christina Warden of Women Employed—echoing the ways that the Fry Foundation's grantees often speak of its enduring collaborations with them.

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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Letter from the Chair

As I have written in this space before, the Lloyd A. Fry Foundation that we know today was made possible by an event that took place more than eight decades ago—the founding of the Lloyd A. Fry Roofing Company in Chicago in 1933. Fifty years later, in 1983 the Lloyd A. Fry Foundation became a professionally managed philanthropy focused on supporting exceptional nonprofit organizations serving Chicago’s neediest populations. This Annual Report celebrates the first 35 years of our story.

As our President, Unmi Song, notes in her letter, we highlight fifteen grantees that the Foundation has supported for the longest period of time in our four program areas—Arts Learning, Education, Employment and Health. These organizations exemplify our mission to identify and support the strongest and most effective nonprofits in their field. I wish I had the space to comment on all fifteen grantees. However, allow me to comment on just one—**High Jump**.

High Jump is particularly meaningful to me and the other members of the board because it was conceived by the first Board of Directors of the Fry Foundation in partnership with the Latin School of Chicago and Francis W. Parker School. At a meeting in the 1980s, our Chair, Edmund Stephan and Directors, Roger Anderson, Lloyd A. Fry Jr., Jim Termondt and Scott McCue, met with the leadership of Latin and Parker to create a challenging educational initiative that would prepare economically disadvantaged, but academically talented,

young people with the skills needed to succeed in a rigorous high school environment, toward a path to a college education. At the time, the long-term goal for High Jump was to continue to grow the number of cohorts, expand its reach and base of support and become an independent nonprofit organization. Today, all of these goals have become a reality. I pick this one story, among many, because it is an excellent example of what can be accomplished when the power of philanthropy connects with a specific vision to address a complicated problem that exists in our community.

The numbers tell our story as well. Thirty-five years, nearly 10,000 grants, totaling more than \$200 million dollars. Behind those numbers there have always been a group of tremendously dedicated and hardworking Board of Directors and a talented staff—all deeply connected to our vision of a Chicago that provides education, prosperity and hope for all. The first 35 years have been an extraordinary and evolutionary journey. Now we look to the future and what can be accomplished in the next 35 years.

Onward.



Lloyd A. Fry III
Chair

Letter from the President

If I were writing this 35 years ago, I might be writing about some of the same challenges we face in 2018—an economy and an education system that are not benefiting all people and a city experiencing ongoing violence. These are indeed persistent challenges. But we at the Fry Foundation have been fortunate to sit at the table with organizations and leaders who are equally persistent in their efforts to address these challenges. This year we have taken a moment to reflect on the Fry Foundation’s 35 years of grant making and some of our longest-term grantees. In these brief stories, you will recognize a combination of dedication to mission, persistence, and thoughtful progression. A steady arc of learning and improvement that helps us all do better work for more Chicagoans.

Chicago Children’s Choir, Marwen, Merit School of Music and Urban Gateways all were started to give children from across Chicago access to the arts. Over the years, the goals have not changed but the way they meet those goals has evolved and improved. The Foundation has had a front row seat as these organizations opened their doors to more and more students, ensuring access to high-quality arts learning experiences. The result is more students making art and sharing it in classrooms and galleries and on stages and in concert halls across Chicago.

The five Education grantees highlighted in the pages of this Annual Report represent some of the Foundation’s longest partnerships. For decades, **Chicago Botanic Garden, Chicago Youth Programs, High Jump, LINK Unlimited and Target H.O.P.E.** have made sure that low-income and academically promising students do not get lost in the system. These groups have tested new ways to support their students. For example, LINK Unlimited has developed a rigorous curriculum that helps African-American students see themselves reflected in their literature, math and science courses. All of these

programs give students the academic skills and the confidence they need to succeed in academically challenging high schools and courses.

Many of our Employment grantees began their early partnerships with the Fry Foundation as respected community service organizations doing good work to support their neighbors. Over time, these organizations developed the expertise required to provide educational skills and job training that prepare individuals for jobs with career ladders in growing industries. The Fry Foundation learned with and from the **Chicago Jobs Council, Chinese American Service League, and Women Employed**. Now other organizations are learning from the deep experience of these three longtime grantees.

And finally, our longtime Health grantees have worked shoulder to shoulder with Fry Foundation staff to improve operations to better serve our neighbors who most need access to health care. The grantees highlighted in this report, **Erie Family Health Center, Illinois College of Optometry and The Night Ministry**, are best in-class examples of learning organizations. These three grantees are now recognized models for coordinated centers of health care; for providing vision care for schoolchildren; and for ensuring that Chicago’s most vulnerable homeless population has access to health care.

These grantees are among the close to 150 Chicago organizations whose discipline, persistence, and thoughtful progression continue to help Chicago families navigate enduring challenges. I am pleased to share the stories in this Annual Report.



Unmi Song
President

Arts Learning

Chicago Children's Choir

Founded 1956

First Fry Foundation grant 1988

"We want to show that if you can sing in harmony, you can live in harmony," says Josephine Lee, President and Artistic Director. That mission has guided Chicago Children's Choir since it began over 60 years ago during the Civil Rights Movement. Initially a single choir in Hyde Park, Chicago Children's Choir sought to bring together young people on the South Side during a time of intense racial division.

Over time, Chicago Children's Choir has widened its reach to include students from every Chicago neighborhood, mirroring the city's rich diversity.

Today, Chicago Children's Choir is, in fact, many choirs. With the Fry Foundation's support starting in the 1980s, the Chicago Children's Choir now has choirs in 90 Chicago schools. Also with the Fry Foundation's support, it has expanded its more intensive afterschool neighborhood choirs, from one choir 30 years ago to 10 ensembles today. The DiMension choir serves boys with changing voices. And the top-tier Voice of Chicago features about 100 accomplished young singers who perform internationally.

In all, Chicago Children's Choir serves more

than 5,000 kids each year. And it aims to keep growing—to bring on an additional 1,000 kids, 10 schools and two neighborhood choirs by 2021.

Across all its programs, Chicago Children's Choir teaches kids vocal technique through classical choral pieces and popular songs they already know and love, as well as music from cultures around the world. By singing other cultures' songs, the youth learn to walk in other people's shoes. "When kids embody different music and vocal techniques, they open up their understanding of their city and their world," Ms. Lee says.

"If you can sing in harmony, you can live in harmony."



Arts Learning

Marwen

Founded 1987

First Fry Foundation grant 1995

Many Chicago youth go through their entire educations without learning much, if anything, about the visual arts. Since 1987, Marwen has been the place where they can get that education. At its River North facility, Marwen provides visual arts classes to middle school and high school students—93 percent of them low income. Its tuition-free offerings span the visual arts gamut: from traditional genres like drawing and painting to more contemporary forms like digital photography and 3D printing. Of Marwen's 10,000 alumni, nine in 10 have gone to college.

"We work with young people who have few artistic resources in their communities or schools, and we help them become creative contributors to their fields and communities," says Akilah Halley, Executive Director and a Marwen alumna.

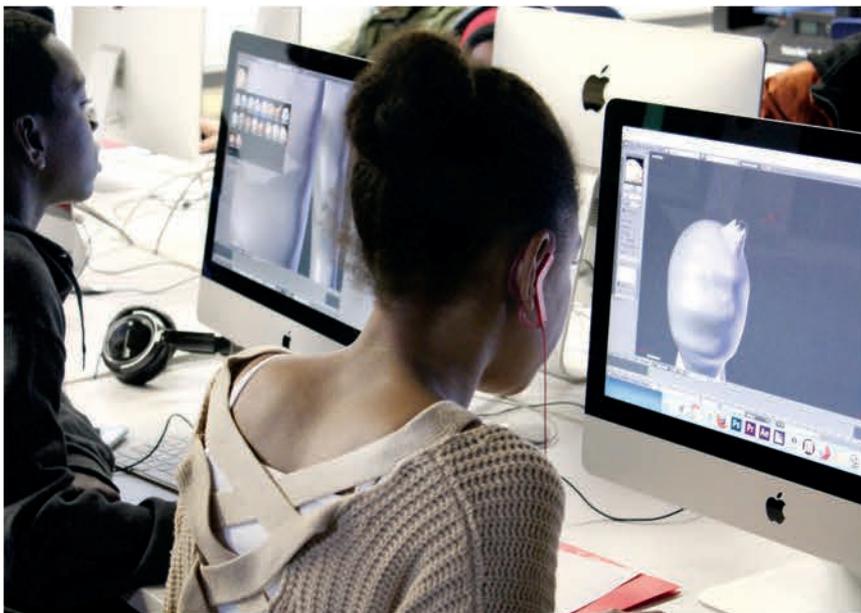
The Fry Foundation has long lent its support to Marwen's efforts to train teachers. Marwen's Teaching and Learning Programs help its teaching artists to prepare for their classes, to assess their own work and to learn from one another.

Throughout its history, Marwen has struck a valuable balance in arts education: providing

students both artistic freedom and artistic expertise. As Ms. Halley says, "We give young people creative rein to develop their work while teaching them artistic skill and process."

Marwen's success has led to greater demand, and it has grown to meet it—adding courses, workshops, and studios. "We saw a tremendous waiting list of young people, and we couldn't tell them no," Ms. Halley says. From just two students at its start, Marwen now serves 950 students each year—an increase of 30 percent from five years ago.

"We help them become creative individuals and better contributors to their fields and communities."



Arts Learning

Merit School of Music

Founded 1979

First Fry Foundation grant 1985

In the 1970s, two Chicago women—one a professional pianist, the other an amateur pianist and formidable organizer and fundraiser—were alarmed by a growing trend: School funding for music education had been virtually eliminated. The pair decided to help remove barriers to music education by founding the Merit School of Music. “They felt music is a powerful force for good,” says Charles Grode, President and Executive Director. Tuition free since day one, Merit’s conservatory began with about 150 students. Today, the audition-based West Loop conservatory enrolls

about 330 students. An additional 2,000 students, from early childhood through high school, take instrumental and vocal lessons at Merit’s West Loop campus. From its start, Merit has aimed to reflect Chicago’s ethnic and economic diversity. “We want to represent our city,” Mr. Grode says. “So many things divide us, but music unites us.” More than 70 percent of Merit students receive need-based financial aid. Five years after Merit’s founding, Chicago Public Schools asked Merit to provide music instruction in schools. In 1984, Merit began offering music

programming in one school. With the Fry Foundation’s support, Merit quickly expanded its school program. Today, its *Merit Music in Communities* program provides high-quality music education to more than 2,000 students at over 30 schools and community centers. More than fifty percent of its conservatory students come from the *Merit Music in Communities* program. “We believe we can transform the lives of young people through music education,” Mr. Grode says. As arts funding has continued to contract, the need for Merit’s transformative work has only grown.

“Music is a powerful force for good.”



Arts Learning Urban Gateways

Founded 1961

First Fry Foundation grant 1985

It started with some tickets that would have gone unused. In the early 1960s, Urban Gateways' founders asked major Chicago arts institutions to donate their extra tickets, then bused young people to those venues to use them. Over time, Urban Gateways has continued to bring young people to the arts, but it also has brought the arts to young people. An art education pioneer, Urban Gateways offers in-school, after-school, and community based programs in music, theater, dance, visual arts and media arts. Urban Gateways now provides arts experiences to over

80,000 young Chicagoans each year.

"We recognize that arts education in the classroom is critical, and we also make sure students can get beyond their school walls to experience firsthand the rich wealth of arts and culture in Chicago. We utilize the city as a classroom," says Eric Delli Bovi, Executive Director.

While the Fry Foundation's support began with an after-school arts program at West Side community centers, it has been a longtime supporter of Urban Gateways' in-school artist residencies. Urban Gateways collaborates with

teaching artists, schools, and community organizations to craft arts education programs. The organization selects and trains highly skilled, accomplished artists, and based on their strengths, it pairs the right artists with the right partner. And rather than offering a fixed program, Urban Gateways works closely with their partners to create arts experiences tailored just for them.

"We customize each and every program for our partners and their young people," Mr. Delli Bovi says. "We want every partner to have what it needs."

"It has brought young people to the arts, but it also has brought the arts to young people."



Education

Chicago Botanic Garden

Founded 1972

First Fry Foundation grant 1991

Almost 400 acres of gardens can be found just 12 miles north of Chicago. Yet for Chicago kids who do not visit it, the Chicago Botanic Garden might as well be on a different planet. Since the 1990s, the Garden has bused communities across Chicago to the Glencoe site so they can learn about nature up close.

In 1991, the Fry Foundation began funding a Garden program that taught plant science to elementary school kids. Three years later, with the Fry Foundation's support, the Garden started College First to teach high schoolers at the Garden during

summers. In 2002, it added Science First for middle schoolers, forming the Science Career Continuum.

"We wanted to make the Chicago Botanic Garden a science education resource for teenagers," says Katherine Johnson, Director of Youth Education. For the first time in their lives, these students become part of a scientific community.

Today, about 60 students, ranging from the seventh to twelfth grades, spend part of their summers at the Garden. They receive an immersive education in environmental and plant science, and STEM subjects and careers. As they get

older, their study gets more intensive. They learn to conduct and present science projects, and the oldest kids collaborate with scientists on real-world research. "The Garden is an active research site, so the students experience science in a way that's fundamentally different from sitting in a classroom," says Jean M. Franczyk, President and CEO.

While all the Garden students graduate from high school, 94 percent attend college and 81 percent earn a postsecondary degree. And almost two-thirds of those degrees are in STEM fields.

"We wanted to make the Chicago Botanic Garden a science education resource for teenagers."



Education

Chicago Youth Programs

Founded 1984

First Fry Foundation grant 1998

In the early 1980s, four Chicago medical students realized they were learning a lot about extremely rare health conditions—but very little about urban children’s more common health risks, like joining gangs and getting pregnant. “We felt the best thing we could do for the health of children was to get them out of poverty,” says Joseph A. DiCara, Volunteer Executive Director. To achieve that ambitious goal, they formed Chicago Youth Programs. CYP takes kids who live in publicly subsidized housing and gives them not only free

health care but also a host of support services throughout their childhoods. The over 40 programs range from recreational activities to one-on-one tutoring. In Cabrini Green, Washington Park and Uptown, CYP serves over 800 kids a year. The Fry Foundation’s support of CYP has targeted its academic programs—and CYP’s improvements of them. Over the years, CYP has made its academic programs for high schoolers and middle schoolers more specific to their curricular and cultural needs. Crucially, CYP tutors

don’t just help students with their homework. The tutors, who include medical students, graduate students and highly trained professionals, help fill the gaps in students’ learning while meeting their schools’ academic standards. Over 90 percent of CYP youth graduate from high school, *with nearly 100 percent then placed into higher education.* It’s a testament to CYP’s founding vision. “We’re not involved in piecemeal care,” Dr. DiCara says. “We want to change a child’s long-term outcome.”

“We want to change a child’s long-term outcome.”



Education

High Jump

Founded 1989

First Fry Foundation grant 1989

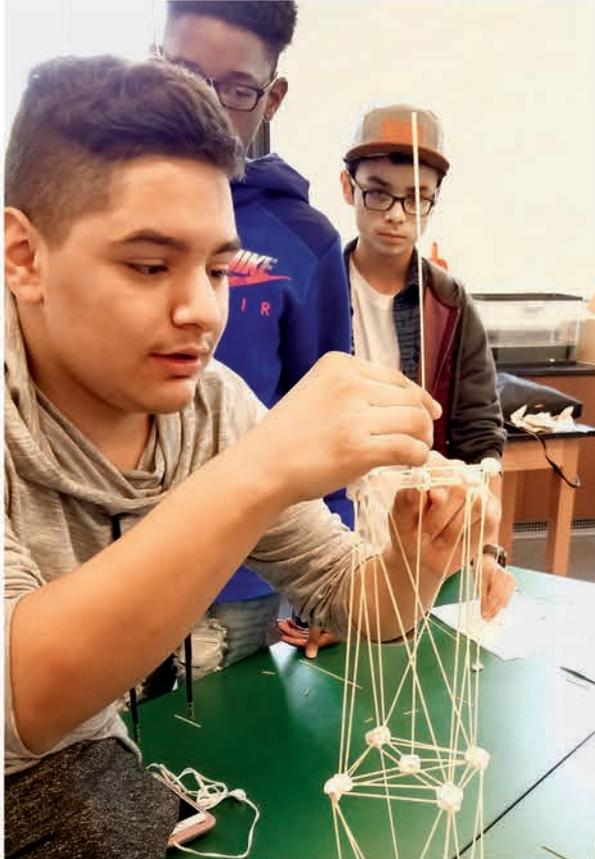
It was an unfortunate irony. High-achieving students of color from low-income families were winning scholarships to elite private high schools in Chicago, but then they struggled academically or felt they didn't belong. Often, they transferred out. That was the scenario 30 years ago at the Latin School of Chicago and the Francis W. Parker School. Those schools decided to remedy the situation. With the Fry Foundation as the first funder, they launched High Jump—"essentially a school for advanced learners," says Nate Pietrini, Executive Director.

High Jump takes middle school Chicago students who are academically advanced but economically disadvantaged and prepares them to succeed in college prep high schools. In its highly selective, tuition-free academic program, seventh and eighth graders take ninth and tenth grade courses, respectively, over two summers and school-year Saturdays. "Most of our students feel that in their home schools there's no one else like them and they have to teach themselves," Mr. Pietrini says. "At High Jump, they're challenged and they get a sense of belonging."

More than a summer school, High Jump provides field trips and electives like drama. And its support continues after students leave; each year, for example, it hires over two dozen of its graduates as High Jump teacher aides.

In its first year, High Jump had 16 students on one campus. Today, it has over 360 students across three campuses, Latin School of Chicago, Francis W. Parker School, and University of Chicago Lab School. Moreover, High Jump has fulfilled its original aim: All of its graduates complete high school, and almost all—98 percent—attend college.

"At High Jump, they're challenged and they get a sense of belonging."



Education

LINK Unlimited

Founded 1966

First Fry Foundation grant 1986

In the 1960s, Martin Luther King Jr. spoke of a future in which children would be judged not by their skin but by their character. The founders of LINK Unlimited set out to make Dr. King's imagined future a present reality.

LINK Unlimited identifies low-income African-American eighth graders of great academic promise, and it awards them scholarships to competitive private high schools that have accepted them. That's only the first step in the students' high school journeys with LINK. "High school success begets all other success," says Jonathan T.

Swain, Board Chairman and an alumnus.

To that end, students attend summer classes and school-year tutoring sessions, and they each have a trained, dedicated mentor who embodies the success that the students aim to achieve. LINK also prepares students to get into college and succeed there. Over three decades ago, the Fry Foundation's first grant to LINK bolstered its staff expansion and a new database to help students find jobs. Now, the Fry Foundation helps LINK strengthen its academic supports.

LINK hires highly qualified African-American teachers who incorporate African-American literature and culture into their instruction. That's especially crucial for black youth who find themselves in predominantly white schools. "We believe that understanding your history and culture is an essential piece of your later success," Mr. Swain says.

All of LINK Unlimited's students graduate from high school. And for almost two decades now, every one of its students has been accepted into college.

"We believe that understanding your history and culture is an essential piece of your later success."



Education

Target H.O.P.E.

Founded 1994

First Fry Foundation grant 1995

Target H.O.P.E. knows that students need academic rigor to succeed. It also knows they need so much more.

In 1994, with the Fry Foundation as an early funder, Target H.O.P.E. set out to rectify the dropout rate and violence afflicting public high school students. "Our hope was to help these students break the cycle of failure," says Euclid Williamson, Founder and CEO.

That far-reaching goal meant taking a comprehensive approach to students' needs. With longtime support from the Fry

Foundation, Target H.O.P.E.'s Saturday academy provides advanced instruction in core subjects for mostly African-American and Latino high school students. Target H.O.P.E. guides them on getting into college and thriving there. Throughout their high school and college careers, Target H.O.P.E. addresses the myriad challenges confronting its students—two-thirds of whom live below the poverty level. Its support ranges from providing free transportation and meals at the Saturday academy, to purchasing books and winter

coats, to securing pro bono dental care.

Simply put, Target H.O.P.E.'s holistic approach works. All of its students graduate from high school, 68 percent receive full-tuition college scholarships, and 98 percent graduate from college within five years.

And they give back to the Target H.O.P.E. community. Today, many of its instructors and mentors are alumni. "They serve as wonderful role models for the young people so they can see what they can accomplish," Mr. Williamson says.

"Target H.O.P.E. knows that students need academic rigor to succeed. It also knows they need so much more."



Employment

Chicago Jobs Council

Founded 1981

First Fry Foundation grant 1990

In the early 1980s, a number of community organizers shared a concern that Chicago's economic growth was not resulting in jobs for low-income Chicagoans. They formed the Chicago Jobs Council (CJC) to move people out of poverty through employment. Today, CJC has two arms: One arm handles policy advocacy; the other works on professional development. CJC serves as the body joining them—the intermediary between city and state agencies that fund and design employment services, and the community-based agencies that deliver them.

"We help make sure the public programs and policies that affect work are not barriers to work," Carrie Thomas, Executive Director, says of CJC's advocacy work. On its professional development side, CJC trains the workforce professionals who help people find employment. In 2005, with the Fry Foundation's help, CJC launched the Frontline Focus Training Institute to hone these professionals' skills. In effect, the Institute trains the trainers.

The Fry Foundation's initial support of CJC, starting in 1990, focused on its initiative to bolster cooperation among Chicago's various job training

and placement programs for poor people. More recently, the Fry Foundation has continued to support the Frontline Focus Training Institute while also funding CJC's advocacy for the development of a new employment-training program for people using the Supplemental Nutrition Assistance Program (SNAP), formerly known as food stamps.

As the demand for CJC's services has grown, so has the organization's influence. "We're invited to more tables to inform more decision making," Ms. Thomas says. "We're a trusted partner."

"We help make sure the public programs and policies that affect work are not barriers to work."



Employment

Chinese American Service League

Founded 1978

First Fry Foundation grant 1992

In 1978, a group of ten Chinese-American Chicagoans launched the Chinese American Service League (CASL) to help address their community's unmet needs. Forty years later, CASL's more than 500 employees now serve over 12,000 people. Its two dozen programs span its clients' entire lives—from after-school initiatives to immigration services to senior wellness workshops. The Fry Foundation's early support focused on a CASL program that helped parents get involved in improving their children's schools. "We do everything under the sun to

assist the community," says Jered Pruitt, Chief Operating Officer.

As the community's needs change, so do the organization's offerings. For instance, over a decade ago, CASL realized its clients needed financial education on purchasing a home, so CASL began providing it.

For the past six years, the Fry Foundation has supported CASL's Chef Training Program. When Chinese immigrants seek culinary work, Asian restaurants might seem like obvious places for them to go. But these establishments

typically give them low-paying jobs with little chance for advancement. Since 1985, CASL's Chef Training Program has offered them a different way forward. The 16-week program trains adults in Western cooking techniques and English literacy, so they can land well-paying jobs at high-end Chicago restaurants.

"The program doesn't just provide a job; it provides options for a better career," says Paul Luu, Chief Executive Officer. "So while it helps individuals, it also affects their entire families."

"We do everything under the sun to assist the community."



Employment Women Employed

Founded 1973

First Fry Foundation grant 1991

“In the early 1970s, most women could not advance very far in the workplace,” Christina Warden, Director of Education and Training Policy, says of Women Employed’s early context. The policy advocacy organization works to improve women’s economic status and to remove barriers to economic equity. During its initial years, that meant laying foundational groundwork, such as ensuring that working women had opportunities for advancement and that laws and policies protected them.

Over the years, Women Employed has focused increasingly on overcoming the challenges facing

low-income women—including by helping them to get education and training. In 1991, the Fry Foundation supported Women Employed’s initiative to improve the future career prospects of disadvantaged teenage girls, in part by pairing them with successful working women mentors.

In 2012, Women Employed, with the Fry Foundation’s backing, began partnering with the City Colleges of Chicago to assist adults who want to pursue higher education. Women Employed helped design the curriculum for two-semester bridge programs that give adult learners the literacy and

math skills they need so that they can attend college.

Significantly, the program connects those skills to the occupations the students aim to pursue—math skills related to health care, for instance. In 2014, Women Employed also created a “Career Foundations” course that helps adult students identify their career goals and make specific plans to achieve them. The bridge programs have had remarkable success. As compared to 4 percent of adult students who go to college after getting their GED, 63 percent of students who complete the Women Employed designed bridge programs attend college.

“The policy advocacy organization works to improve women’s economic status and to remove barriers to economic equity.”



Health

Erie Family Health Centers

Founded 1957

First Fry Foundation grant 1987

Often, patients visit their primary care provider for a medical concern, that issue gets addressed, and then they leave—until the next problem arises. Erie Family Health Centers works to ensure that such fitful care isn't the scenario for its medically underserved patients.

Erie has been a national leader, with the Fry Foundation's support, in delivering a medical home model of care. For Erie, that model means coordinating its medical, mental and oral health services so that patients get almost all their health needs addressed under one roof. It also

means that Erie connects patients with support services that can provide, for instance, low-cost healthy food. "We respond to the needs that aren't just physical but affect the patients' health in the long run," says Dr. Lee Francis, President and CEO. Erie takes the medical home model further: It reaches out to its patients between their visits—for example, by making follow-up calls or informing them of support services. Last year, Erie contacted patients between their appointments more than 100,000 times.

Throughout Erie's history, change and growth have been a constant. When the Fry Foundation began funding it in 1987, Erie expanded a health education program in two largely Hispanic neighborhoods. Since 2010, Erie has grown from nine to 13 sites, and it has more than doubled the number of its patients—from 34,000 to 72,000. Erie also has improved its existing sites, whether that's adding exam rooms or creating a state-of-the-art call center, all to offer better, more coordinated services. Last year, Erie had over 290,000 patient visits—up from 20,000 visits in 1986.

"We respond to the needs that aren't just physical but affect the patients' health in the long run."



Health

Illinois College of Optometry

Founded 1872

First Fry Foundation grant 1989

A third grader failed the vision-screening test at his public school. So the school sent him to the Illinois College of Optometry's (ICO) school-based clinic. There, like thousands of other kids, he got the glasses he needed. And his academic performance soared. "We change children's lives," says Sandra S. Block, Medical Director of ICO school-based clinic services.

As part of their training, optometry students at ICO, the nation's oldest and largest optometry school, provide vision care to

underserved populations at both its main clinic—the Illinois Eye Institute (IEI)—and its school-based clinic—at Princeton Elementary, a Chicago public school. Last year, the two clinics combined had about 110,000 patient visits. "We provide safety-net vision services to individuals with limited access to care and limited resources to pay," says Leonard Messner, O.D., Vice President of ICO Patient Care Services, and the IEI's Executive Director.

Almost 30 years ago, the Fry Foundation's first ICO grant focused on a program for visually impaired youths. Continuing that legacy, the Foundation now supports IEI's school-based clinic, which provides primary and advanced eye care services to more than 7,000 underserved Chicago public school children annually, making it the largest school-based clinic in the nation.

For these and many other individuals, ICO can mean the difference between a life with and without sight.

"We change children's lives."



Health

The Night Ministry

Founded 1976

First Fry Foundation grant 1990

Homeless persons who can't maintain good hygiene, or who have to carry their belongings in plastic bags, aren't always welcome in doctors' offices. For over four decades, such individuals have turned to The Night Ministry to get the medical care they need.

In 1976, a group of North Side congregations realized that homeless individuals, for their safety, stayed awake at night—when social service agencies were closed. So the ecumenical group launched The Night Ministry, which offers shelter for youth and, with the Fry Foundation's support, provides health care.

In 1989, The Night Ministry began offering

health care on a bus—with the Fry Foundation as one of the mobile program's first funders. The 38-foot, custom-made bus travels to high-need areas in Chicago, where its nurse practitioners perform emergency services and provide preventive care such as HIV testing. Several years ago, The Night Ministry transitioned from paper files to electronic records, so it can more effectively track its patients. The Night Ministry also pulls data from its regular client surveys to inform decisions such as where and when to send the bus, which used to operate five days a week

and today goes out every day of the week.

"The bus meets the critical healthcare needs of those on the streets while helping to prevent a lot of public health costs," says Paul Hamann, President. "It also creates a sense of community and a safe space for individuals who are isolated."

For its first 12 years, The Night Ministry had one employee who assisted any homeless person he encountered. Now, The Night Ministry's more than 130 employees annually serve about 5,550 individuals. The bus and its dedicated staff help these individuals 45,000 times a year.

"The bus meets the critical healthcare needs of those on the streets while helping to prevent a lot of public health costs."



2018 Grants and Awards

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.

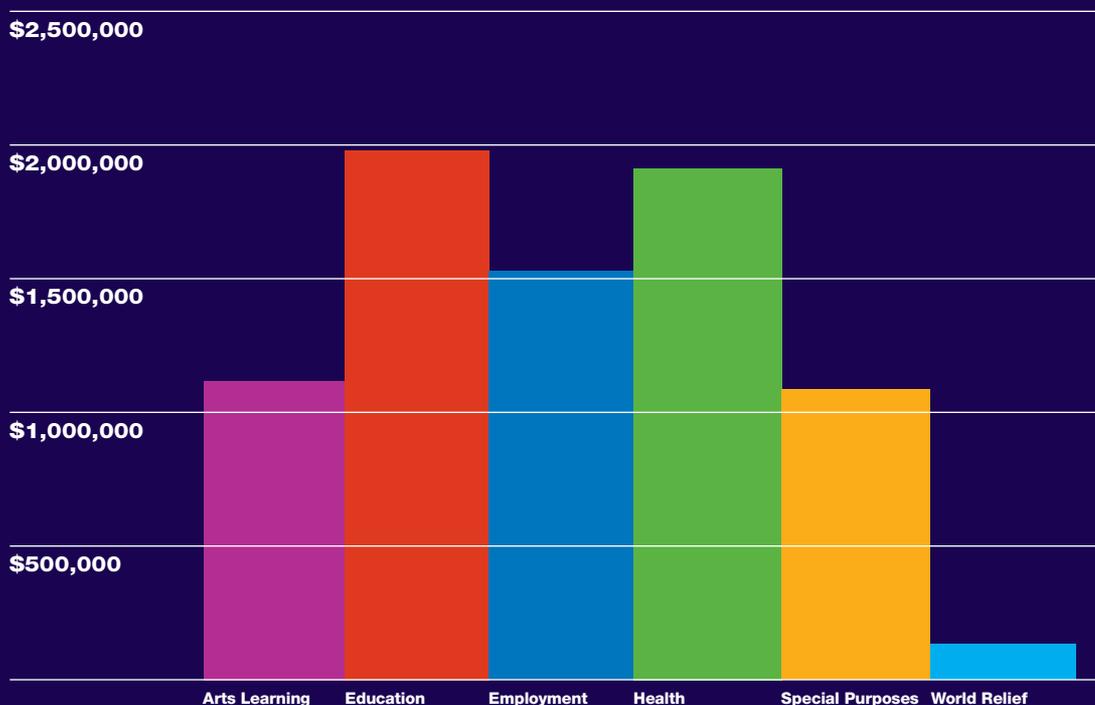
Grants are awarded in four major areas: **Arts Learning, Education, Employment, and Health.** Across all of our funding areas, our focus is on helping organizations:

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.

2018 Grants and Awards Totals



Arts Learning	\$1,175,000
Education	\$1,995,000
Employment	\$1,550,000
Health	\$1,885,000
Special Purposes	\$1,172,426
World Relief	\$150,000
Total	\$7,927,426

For FY2018, \$770,000 of the grant award total supported convening and collaborations in the Employment and Health Programs.

Please visit our website at www.fryfoundation.org to see our 2018 audited financials.

2018 Grantees

Arts Learning

Instruction

Albany Park Theater Project
Chicago, IL
For theater education activities
\$35,000

American Theater Company
Chicago, IL
For support of the American Mosaic program, an in-school theater residency program
\$30,000

Black Ensemble Theater
Chicago, IL
First payment of a two-year, \$60,000 grant for Strengthening the School through Theater Arts
\$30,000

Chicago Center for Music Education
Chicago, IL
For music programs in Chicago public schools
\$40,000

Chicago Children's Choir
Chicago, IL
Second payment of a two-year, \$120,000 grant for support of the Neighborhood Choir Program
\$60,000

Chicago Jazz Philharmonic
Chicago, IL
Second payment of a two-year, \$80,000 grant for the Jazz Alive music education program in Chicago public schools
\$40,000

Chicago Opera Theater
Chicago, IL
Second payment of a two-year, \$60,000 grant for Opera for All, an educational outreach program in Chicago public schools
\$30,000

Chicago Sinfonietta, Inc.
Chicago, IL
First payment of a two-year, \$60,000 grant for Audience Matters and SEED: Students Ensemble with Excellence and Diversity in Chicago public schools
\$30,000

Court Theatre Fund
Chicago, IL
Second payment of a two-year, \$60,000 grant for support of Artists-in-the-Schools residency program
\$30,000

Forward Momentum Chicago
Chicago, IL
First payment of a two-year, \$60,000 grant for dance education programs in Chicago public schools and continued development of assessment tools
\$30,000

Hyde Park Art Center
Chicago, IL
First payment of a two-year, \$90,000 grant for the Pathway Program, a multi-year arts education program
\$45,000

Intonation Music Workshop
Chicago, IL
Second payment of a two-year, \$50,000 grant to support Intonation's after-school Rock Band Program
\$25,000

Jazz Institute of Chicago
Chicago, IL
For the Jazz Links Education Program in Chicago public schools
\$25,000

The Joffrey Ballet
Chicago, IL
First payment of a two-year, 80,000 grant for its school-based community engagement programs
\$40,000

Lifeline Theatre
Chicago, IL
First payment of a two-year, \$50,000 grant for arts residencies in Chicago public elementary schools
\$25,000

Lookingglass Theatre Company
Chicago, IL
For the Art-Infused Residency Program in Chicago public schools
\$30,000

Lyric Opera of Chicago
Chicago, IL
Second payment of a two-year, \$70,000 grant to support the Opera Residencies for Schools
\$35,000

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

Pegasus Theatre Chicago
Chicago, IL
For the Young Playwrights Festival/Residency Program
\$30,000

Puerto Rican Arts Alliance
Chicago, IL
First payment of a two-year, \$70,000 grant for the Latin Music Project
\$35,000

Silk Road Rising
Chicago, IL
First payment of a two-year, \$60,000 grant for EPIC (Empathic Playwriting Intensive Course) Arts Education Program
\$30,000

Snow City Arts Foundation
Chicago, IL
Second payment of a two-year, \$60,000 grant for support of arts education for children in Chicago hospitals
\$30,000

Timeline Theatre Company
Chicago, IL
For the Living History Program in Chicago public schools
\$30,000

Victory Garden Theater
Chicago, IL
First payment of a two-year, \$60,000 grant for drama in the schools
\$30,000

Teacher Training

Hubbard Street Dance Chicago
Chicago, IL
First payment of a two-year, \$100,000 grant for Movement as Partnership
\$50,000

Marwen Foundation
Chicago, IL
For Teaching and Learning Programs
\$50,000

Museum of Contemporary Art
Chicago, IL
First payment of a two-year, \$80,000 grant for the Teacher Institute, a teacher professional development program
\$40,000

National Museum of Mexican Art
Chicago, IL
First payment of a two-year, \$70,000 grant for support of Nuestras Historias: Teaching the Story of America through Art, a teacher professional development program
\$35,000

Ravinia Festival Association
Highland Park, IL
First payment of a two-year, \$100,000 grant for support of the Music Discovery Program and Sistema Ravinia in Chicago public schools
\$50,000

Special Opportunities

Enrich Chicago
Chicago, IL
Second payment of a two-year, \$60,000 grant for Enrich Chicago
\$30,000

The Gilder Lehrman Institute of American History
New York, NY
For Chicago public schools in the Hamilton Education Program
\$35,000

Ingenuity Incorporated Chicago
Chicago, IL
First payment of a two-year, \$200,000 grant for professional development programs and the arts education database
\$100,000

Education

Principal Leadership and Development

Academy for Urban School Leadership
Chicago, IL
Second payment of a two-year, \$200,000 grant for support of principal training and development
\$100,000

Achievement Network
Chicago, IL
First payment of a two-year, \$200,000 grant for support of ANet's Chicago school partnerships
\$100,000

Chicago Public Education Fund
Chicago, IL
Second payment of a two-year, \$400,000 grant for the CPS Principal Database and the Principal Summer Design Project
\$200,000

LEAP Innovations
Chicago, IL
Second payment of a two-year, \$200,000 grant for the LEAP High School Pilot Network
\$100,000

National Louis University
Chicago, IL
To support CPS Network Principal Coaching
\$85,000

New Leaders
Chicago, IL
For support of the Aspiring Principals and Emerging Leaders Program
\$120,000

Schools That Can Chicago
Chicago, IL
Second payment of a two-year, \$60,000 grant for Chicago's High Schools Cross-Sector Collaboration
\$30,000

University of Chicago School of Social Service Administration
Chicago, IL
Second payment of a two-year, \$240,000 grant for support of Network for College Success
\$120,000

UIC College of Education Center for Urban Education Leadership
Chicago, IL
First payment of a two-year, \$300,000 grant for the Center for Urban Education Leadership
\$150,000

Teacher Professional Development

Big Shoulders Fund
Chicago, IL
First payment of a two-year, \$200,000 grant for the Mathematics Initiative
\$100,000

Golden Apple Foundation
Chicago, IL
For Inquiry STEM Institute in Chicago public schools
\$50,000

Leading Educators
Chicago, IL
Second payment of a two-year, \$200,000 grant for the Chicago Common Core Collaborative in Chicago public schools
\$100,000

Teach Plus Incorporated
Chicago, IL
First payment of a two-year, \$150,000 grant for the Change Agent teacher leadership program
\$75,000

University of Chicago STEM Education
Chicago, IL
Second payment of a two-year, \$200,000 grant for support of the Building Math Leadership Teams in Chicago public schools
\$100,000

Academic Enrichment

Chicago Horticultural Society
Glencoe, IL
For Science First and College First programs
\$30,000

Chicago Youth Programs
Chicago, IL
First payment of a two-year, \$80,000 grant for the Teen Career Program and Middle School Programming Development Initiative
\$40,000

High Jump
Chicago, IL
For academic enrichment support for middle school students
\$50,000

LINK Unlimited
Chicago, IL
First payment of a two-year, \$80,000 grant for Academic Enrichment Programming
\$40,000



The Posse Foundation, Inc.

Chicago, IL
First payment of a two-year, \$90,000 grant for the Pre-Collegiate Training Program
\$45,000

SAGA Innovations

Newton, MA
For math tutoring in Chicago public schools
\$75,000

Target H.O.P.E., Inc.

Matteson, IL
First payment of a two-year, \$100,000 grant for support of the Academic Achievement Program
\$50,000

Special Opportunities

Advance Illinois

Chicago, IL
For the Partnership for Educator Preparation and *The State We're In 2018-19* report
\$75,000

Chalkbeat

New York, NY
First payment of a two-year, \$80,000 grant for education reporting in Chicago
\$40,000

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

Surge Institute

Chicago, IL
Second payment of a two-year, \$100,000 grant for the Chicago Surge Fellowship
\$50,000

University of Chicago Consortium on School Research

Chicago, IL
Second payment of a two-year, \$60,000 grant for the Consortium Investor Council
\$30,000

Employment

Vocational Training

Association House of Chicago

Chicago, IL
For support of the BankWork\$ Financial Careers Training Program
\$30,000

Bethel New Life

Chicago, IL
For support of the Advanced Manufacturing Training program
\$30,000

Chicago Center for Arts and Technology Inc.

Chicago, IL
For support of the Adult Career Training Program
\$40,000

The Chicago Lighthouse for People Who are Blind or Visually Impaired

Chicago, IL
For support of the Job Training Program
\$30,000

Chicagoland Workforce Funder Alliance

Chicago, IL
Second payment of a two-year, \$250,000 grant for support of the Chicagoland Workforce Funder Alliance
\$125,000

Ethiopian Community Association of Chicago, Inc.

Chicago, IL
For support of the Community Employment Program and \$10,000 to explore the development of a new vocational training program
\$40,000

Greater Chicago Food Depository

Chicago, IL
For the Chicago's Community Kitchens Program
\$30,000

Jane Addams Resource Corporation

Chicago, IL
Second payment of a two-year, \$120,000 grant for support of the Careers in Manufacturing Programs
\$60,000

Loyola University of Chicago

Chicago, IL
Second payment of a two-year, \$120,000 grant for support of Transforming Impossible into Possible at Greater West Town Community Development Project
\$60,000

National Able Network

Chicago, IL
First payment of a two-year, \$70,000 grant for the Chicago IT Career Lab
\$35,000

OAI, Inc.

Chicago, IL
Second payment of a two-year, \$70,000 grant for support of Greencorps and Environmental Careers Worker Training
\$35,000

Restaurant Opportunities Centers United

Chicago, IL
First payment of a two-year, \$60,000 grant for the COLORS Hospitality Opportunities for Workers Institute in Chicago
\$30,000

Safer Foundation

Chicago, IL
First payment of a two-year, \$80,000 grant for the Safer Demand Skills Collaborative
\$40,000

Year Up—Chicago

Chicago, IL
For support of Year Up—Chicago
\$50,000

Adult Education

Center for Changing Lives

Chicago, IL
For support of the Information Technology Bridges to Career Opportunities program
\$30,000

Chicago Citywide Literacy Coalition

Chicago, IL
First payment of a two-year, \$160,000 grant for general operating support to strengthen Chicago's adult literacy/ adult basic education infrastructure
\$80,000

Christopher House

Chicago, IL
For support of Chicago Benchmarking Collaborative
\$15,000

Erie Neighborhood House

Chicago, IL
For the Pathways to Success Program
\$40,000

Heartland Human Care Services Inc.

Chicago, IL
First payment of a two-year, \$130,000 grant for the Vocational English Language Training Program
\$65,000

Instituto del Progreso Latino

Chicago, IL
First payment of a two-year, \$120,000 grant for the Carreras en Salud: A Chicago Bilingual Healthcare Partnership
\$60,000

Poder Learning Center

Chicago, IL
First payment of a two-year, \$80,000 grant for the Oprimada and ESL/Civics programs
\$40,000

Polish American Association

Chicago, IL
Second payment of a two-year, \$70,000 grant for support of the Adult Education and Workforce Development Program
\$35,000

Pui Tak Center

Chicago, IL
For support of the Adult Education and Training Program
\$40,000

Women Employed

Chicago, IL
Second payment of a two-year, \$120,000 grant for support of Building the On-Ramp to Careers
\$60,000

Pre-Employment Training

Cara Program

Chicago, IL
For support of Cara's Four Portals to Employment
\$75,000

Inspiration Corporation

Chicago, IL
\$40,000 for support of Foodservice Training and \$10,000 to explore the development of a new program
\$50,000

New Moms, Inc.

Chicago, IL
First payment of a two-year, \$70,000 grant for the Job Training Program
\$35,000

North Lawndale Employment Network

Chicago, IL
First payment of a two-year, \$80,000 grant for the U-Turn Permitted and Moving Forward programs
\$40,000

St. Leonard's Ministries

Chicago, IL
For program support of services at Michael Barlow Center
\$30,000

Upwardly Global

Chicago, IL
Second payment of a two-year, \$80,000 grant for support of Chicago Job Seeker Services
\$40,000

Special Opportunities

Heartland Alliance for Human Needs & Human Rights

Chicago, IL
First payment of a two-year, \$200,000 grant for support of the Rapid Employment and Development Initiative
\$100,000

Manufacturing Renaissance

Chicago, IL
For the Manufacturing Connect Program Expansion to Bowen and Prosser High Schools
\$40,000

REDF

San Francisco, CA
For improving the effectiveness of Chicago-based social enterprises
\$40,000

Health

Primary Health Care

Asian Human Services Family Health Center, Inc.

Chicago, IL
Second payment of a two-year, \$80,000 grant for support of Oral Health Services, Expansion, and Education
\$40,000

Beloved Community Family Wellness Center

Chicago, IL
First payment of a two-year, \$120,000 grant for support of the Medical-Home Models of Care for Chronic Disease Patients
\$60,000

Chicago Children's Advocacy Center

Chicago, IL
Second payment of a two-year, \$200,000 grant for support of the Providing Access Toward Hope and Healing Collaboration: a collaboration of 21 nonprofits to reduce wait times and prioritize services for children who have been sexually abused
\$100,000

Chicago Children's Advocacy Center

Chicago, IL
First payment of a two-year, \$80,000 grant for support of Family Hope Center
\$40,000

Chicago Family Health Center

Chicago, IL
For developing the Roadmap to Becoming a True Medical Home Model
\$50,000

Children's Home & Aid

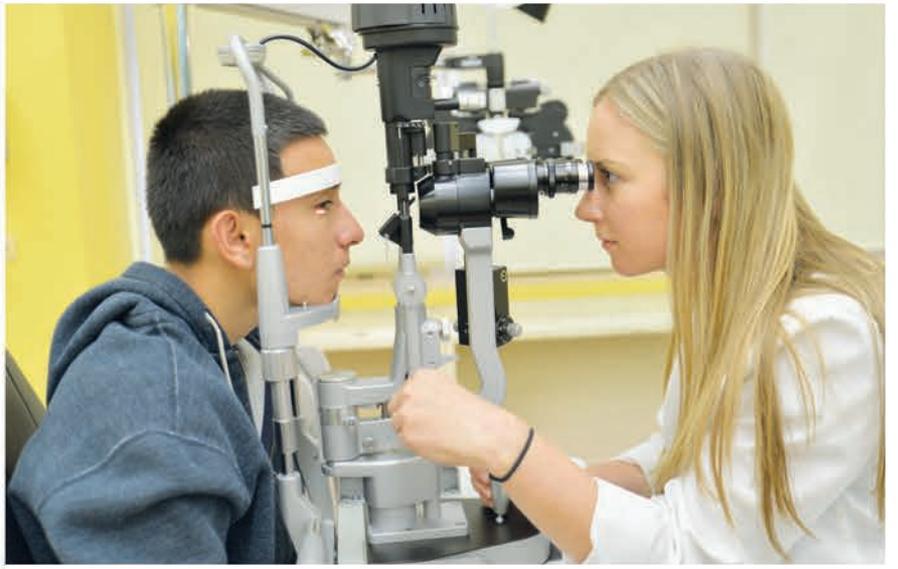
Chicago, IL
For support of the Community-Based Behavioral Health Program
\$50,000

Community Counseling Centers of Chicago

Chicago, IL
For support of the 2nd year of Behavioral Health-Primary Care Learning Collaborative
\$110,000

Erie Family Health Center

Chicago, IL
Second payment of a two-year, \$110,000 grant to improve Value-Based Medical Home models of care
\$55,000



Esperanza Health Centers

Chicago, IL
Second payment of a two-year, \$200,000 grant for support of the Chicago Safety Net Learning Collaborative \$100,000

Esperanza Health Centers

Chicago, IL
For support of the Medical Home Care Coordination Program \$50,000

Hamdard Center for Health & Human Services

Addison, IL
For support of Integrated Health Services in Chicago \$40,000

Heartland Health Centers

Chicago, IL
For support of oral healthcare services \$75,000

Howard Brown Health Center

Chicago, IL
To support the patient-centered medical home (PCMH) model of primary care \$40,000

Illinois College of Optometry

Chicago, IL
For the CPS Vision Clinic and Diabetes Eye Clinic \$150,000

Juvenile Protective Association

Chicago, IL
For the Treatment and Counseling Program \$50,000

La Rabida Children's Hospital

Chicago, IL
First payment of a two-year, \$90,000 grant for support of Chicago Child Trauma Center (CCTC) \$45,000

Lawndale Christian Health Center

Chicago, IL
For Patient Centered Medical Home-High Risk Care Management \$60,000

Lutheran Social Services of Illinois

Des Plaines, IL
Second payment of a two-year, \$80,000 grant for support of Children's Mental Health Services \$40,000

Mobile C.A.R.E. Foundation

Chicago, IL
First payment of a two-year, \$120,000 grant for support of the Comprehensive Asthma Management Program (CAMP) \$60,000

PCC Community Wellness Center

Oak Park, IL
Second payment of a two-year, \$110,000 grant for support of the center's medical home model \$55,000

Sinai Health System

Chicago, IL
First payment of a two-year, \$200,000 grant for support of Sinai Medical Group Transformation Initiative \$100,000

St. Bernard Hospital and Health Care Center

Chicago, IL
For the Dental Center and Oral Health Care Program \$60,000

TCA Health Inc.

Chicago, IL
For support of the Dramatic Performance Improvement (DPI) project \$50,000

UIC College of Dentistry

Chicago, IL
For support of an integrated home for enhanced oral health care for at-risk pediatric populations (pCARES Program) \$75,000

YWCA of Metropolitan Chicago

Chicago, IL
Second payment of a two-year, \$100,000 grant for RISE Children's Center \$50,000

Community Outreach / Prevention

AIDS Foundation of Chicago

Chicago, IL
Second payment of a two-year, \$80,000 grant to train case managers on how to work with managed care organizations to increase access to care \$40,000

Enlace Chicago

Chicago, IL
First payment of a two-year, \$120,000 grant for Community Health Workers Initiative \$60,000

Test Positive Aware Network

Chicago, IL
First payment of a two-year, \$80,000 grant for the support of the Total Care Portal program \$40,000

Policy Advocacy

Sargent Shriver National Center on Poverty Law

Chicago, IL
Second payment of a two-year, \$280,000 grant for support of the Shriver Center's Health Care Justice Program \$140,000

Special Purposes

Civic Federation

Chicago, IL
For general operating support \$25,000

Community Restorative Justice Hub

Chicago, IL
Second payment of a \$200,000 grant over twenty months for a strategic planning effort and capacity building projects \$100,000

Cure Violence

Chicago, IL
For support of Violence Prevention in Chicago through a Public Health Approach \$50,000

Institute for Nonviolence Chicago

Chicago, IL
For support of violence prevention and intervention efforts through street outreach in Austin, West Garfield, and Back of the Yards \$50,000

Taproot Foundation

Chicago, IL
Second payment of a two-year, \$90,000 grant for support of the Spectrum of Services Program \$45,000

WTTW11

Chicago, IL
For *Chicago Tonight* \$50,000

Other Grants

Grants made to 191 organizations upon the recommendation of the Board of Directors, the Fry family, and employee matching gifts program \$691,780

Membership and Program Discretionary

Asian Americans/ Pacific Islanders in Philanthropy

Oakland, CA
Membership grant \$2,500

Asian Americans Advancing Justice-Chicago

Chicago, IL
For planning and development work in preparation for the census in Illinois \$10,000

Chicago Council on Global Affairs

Chicago, IL
For the President's Circle membership \$500

Chicago Jobs Council

Chicago, IL
To develop a report and host a convening to disseminate best practices in bridge programs \$5,500

Chicago Lawyers' Committee for Civil Rights

Chicago, IL
For the seminar on implicit bias in education \$10,000

Chicago Urban League

Chicago, IL
For planning and development work in preparation for the census in Illinois \$5,000

CommunityHealth

Chicago, IL
To develop and conduct the first phase of its efforts to diversify senior staff and board \$2,500

Council on Foundations, Inc.

Arlington, VA
Membership grant \$19,600

Forefront

Chicago, IL
Membership grant \$18,796

Forefront

Chicago, IL
For Chicago African Americans in Philanthropy annual program and awards ceremony: Connecting Philanthropy and Community \$2,000

Foundation Center

New York, NY
For general support \$5,000

Grantmakers Concerned with Immigrants and Refugees

Sebastopol, CA
Membership grant \$3,000

Grantmakers for Education

Portland, OR
Membership grant \$1,750

Grantmakers in the Arts

Seattle, WA
Membership grant \$1,000

Illinois Coalition for Immigrant and Refugee Rights

Chicago, IL
For planning and development work in preparation for the census in Illinois \$10,000

Independent Sector

Washington, DC
Membership grant \$8,000

Ingenuity Incorporated Chicago

Chicago, IL
To support participation in Grantmakers in the Arts conference presentation \$3,000

La Rabida Children's Hospital

Chicago, IL
To provide training on trauma-informed practices to organizations serving children on the South Side of Chicago \$10,000

League of Chicago Theatres Foundation

Chicago, IL
For dismantling racism training \$10,000

Mexican American Legal Defense and Educational Fund

Chicago, IL
For planning and development work in preparation for the census in Illinois \$5,000

National Committee for Responsive Philanthropy

Washington, DC
Membership grant \$3,000

Philanthropy Northwest

Seattle, WA
For continued support of Diversity, Equity and Inclusion Cohort \$2,000

PolicyLink

Oakland, CA
For general operating support \$10,000

University of Illinois at Chicago

Chicago, IL
For the Institute for Research on Race and Public Policy in support of research and related publications and presentations on racial disparities in Chicago, including the report on the State of Racial Justice for Asian Americans in Chicago \$10,000

World Relief

CARE, Inc.

Chicago, IL
First payment of a two-year, \$100,000 grant for support of the Humanitarian Surge Fund \$50,000

Doctors Without Borders / Medecins Sans Frontieres

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

Oxfam America

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

Grantmaking Program Areas

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: **Arts Learning, 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.

For instructions on how to apply for a grant, please see the **Application Procedures** section.

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.

Education

The Education program has been a cornerstone of our grantmaking since the Fry Foundation's inception. We are committed to increasing the academic achievement of low-income students in Chicago public schools. We support this goal through work that strengthens the preparation and development of principals to lead high performing schools and programs that provide rigorous academic enrichment opportunities for students. We also consider, by invitation, a limited number of proposals for teacher professional development that improve teaching in classrooms, are aligned with a school-wide instructional vision, and provide opportunities for teachers to collaborate with each other and with school leaders.

We look for programs that assess improvements in academic achievement and instructional quality and that monitor the ongoing effectiveness of their work. The Foundation encourages proposals that include efforts to enhance the quality of programs. These efforts might include incorporating new program elements, professional development for program staff, or the development of evaluation tools, among others.

The Foundation gives priority to programs working at the middle school and high school levels. We also will consider grant requests for policy advocacy when the connection to academic achievement is clear. We generally do not fund scholarship programs or unsolicited proposals from individual 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). In support for mental health services, we give priority to high quality family-based mental health treatment services for children who suffer from the effects of traumas stemming from abuse, neglect, or violence.

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.

Application Procedures

The Lloyd A. Fry Foundation makes grants in the following program areas: Arts Learning, Education, Employment, and Health. Please review the descriptions of our program areas before submitting a letter of inquiry or proposal.

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. The Fry Foundation accepts letters of inquiry and proposals by mail or through our online system. The online system can be accessed at www.fryfoundation.org.

Letters of Inquiry Procedures

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.

While a letter of inquiry is not required prior to submission of a proposal, it will 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. Typically, a letter of two to three pages is sufficient to help us understand your program.

Unlike formal proposals, there are no deadlines for submitting letters of inquiry. Please allow our program officers 30 days to respond to your request. If you do not receive a response within that time, please contact the Foundation at 312.580.0310 to confirm that your letter was received by us.

Proposal Procedures

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

1. 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.

2. Brief history of the organization

Narrative should include a general statement of the organization's primary functions and goals.

3. 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, please review the Outcomes and Assessments section on our website which can be found under the How to Apply tab.
- A timeline for project activities

4. Demographics of population served by the project to be funded

5. Organization's most recent audited financial report

6. 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.

7. List of current and projected organization funders

Include a list of funders and amounts for the organization for the fiscal year in which the project will take place.

8. Project 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. For examples of administrative expense line items, please review the Allocating Program and Overhead Expenses article on our website which can be found in our Resources section under Real Costs.

9. List of current and projected project funders

Include a list of funders and amounts for the project for the fiscal year in which the project will take place.

10. 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 consultants' résumés and a list of clients.

11. Organization’s employment hiring policy

12. List of board members and their affiliations

13. Racial and gender demographics of board and senior staff

Diversity and inclusion are among the core values of the Foundation. The racial diversity of your board and senior staff is something we monitor closely. A lack of diversity may affect your prospects for funding. Additional demographics, such as sexual orientation or disabilities, also are welcome.

14. 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 organizations 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 proposal deadline. We ask that final reports and proposals be submitted separately. For more information on this subject, please review the After Grants Approval section on our website which can be found under the How to Apply tab.

If you do not receive an acknowledgement of receipt of your proposal within one week, please contact the Foundation at 312.580.0310 to confirm your proposal was received by us.

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.

To submit a proposal or letter of inquiry please use our online system, which can be found under the How to Apply tab on our website at www.fryfoundation.org.

Proposals and letters of inquiry also may be submitted by email to applications@fryfoundation.org or by postal service to the address below.

Ms. Unmi Song

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

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

LLOYD A. FRY
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2018

ANNUAL REPORT

35 YEARS

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