

LLOYD A. FRY FOUNDATION

**Celebrating 40 Years
of Grantmaking**

**Education, Prosperity,
and Hope for All**

2023 Annual Report

As the **Lloyd A. Fry Foundation** commemorates four decades of grantmaking in Chicago, we recognize the evolution of our grantee partners' approaches to their work—a reflection of the dynamic transformations within their respective fields. They are deeply attuned to the needs of the populations they serve by continuing to listen, observe, and respond with unwavering dedication. Despite experiencing great adversity over the years, they have demonstrated remarkable resilience—persisting in their commitment to serve Chicago's most vulnerable communities. In a world marked by rapid change, these organizations continue to work toward shaping sustainable futures that align with the ever-shifting landscape in **education, employment, arts learning, and health**. This steadfast commitment fills us with hope and optimism as we celebrate 40 years of philanthropy in the Chicago community and look toward the next 40 years and beyond.

Our Mission

The Lloyd A. Fry Foundation is dedicated to improving the lives of the people of Chicago faced with challenges rooted in systems of inequity. We partner with effective nonprofit organizations that share our commitment to building a community in which all individuals and families have the opportunity to thrive. Our vision is a Chicago that offers **education, opportunity, health, and hope for all**.

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

This is a very special annual report. As with all documents like this one, it serves as a summary of the philanthropic goals and grantmaking activity of the Lloyd A. Fry Foundation during fiscal year 2023. But, as you can see, it also celebrates the first 40 years of our existence as a major, professional foundation focused on our collaborations with strong, effective nonprofit organizations that address the critical issues faced by Chicago's neediest communities. At the same time, this annual report has a deep, personal meaning for me—a time of reflection—since it is my final opportunity to author the “Letter from the Chair.”

It's fair to say that no one grows up thinking that, one day, they will serve as a director of a foundation, let alone become Chair of the Board. The past seven years have been the honor of a lifetime for me. The Fry Foundation we celebrate today became active in 1983. I followed in the footsteps of two exceptional individuals—Ed Stephan and Scott McCue. I often refer to Scott as the “architect” of the Foundation for good reason. I have known Scott for more than 40 years. He was my grandfather's attorney and did the estate planning work that created the endowment for the Foundation. Later, Scott became Chair of the Board. It is not an exaggeration to say that the way we operate as a foundation is a direct result of Scott's leadership.

In honor of our 40th anniversary, this annual report highlights two organizations in each one of our four respective program areas—**Arts Learning, Education, Employment and Health. Ravinia, Snow City Arts, High Jump, UIC Center for Urban Education, Greater West Town Community Development Project, Inspiration Corporation, Esperanza Health Centers, and Juvenile Protective Association** have partnered with the Fry Foundation for at least 10 years and in some cases two decades or more. We celebrate them and all of our grantees at this important time in our history.

As I think about my time as Chair of the Board, the challenges we encountered during the pandemic immediately come to mind. In March 2020, most people had never heard of Covid-19 and no one really understood that the world was facing the worst health crisis in a century. Working closely with our grantees, the Fry Foundation board and program staff responded with speed and purpose, providing much-needed flexibility as the organizations dealt with the brutal impact of the pandemic on their individual programs, finances, and operations. And our administrative team ensured the smooth operation of the Foundation with a quick grasp of remote technology.

One of the things I most enjoy about writing the “Letter from the Chair” each year is the opportunity it gives me to publicly thank the entire Fry Foundation staff. Everyone is very smart and their expertise is deeply appreciated and invaluable to the board. A word about Unmi Song. To our great benefit, Unmi has been President of the Fry Foundation for 20 years—and counting. During her tenure, she has set very high standards of professionalism and provided outstanding leadership. Unmi is passionate about the work of the Foundation. She is a delight to work with and I consider her to be the best foundation executive in Chicago and certainly one of the best in the country.

It is also a delight and honor to serve with my fellow directors. Their dedication to the mission of the Fry Foundation is limitless. I thank each of them—Scott, Stephanie, Graham, Amina, and our newest director, Librada—for their total commitment to effective, thoughtful philanthropy as, together, we support the vital work of our grantees in the city we love.

Since this is an historical document in a sense, I think it's important to recount just how the Lloyd A. Fry Foundation came to be. My grandfather, Lloyd A. Fry Sr., born in San Antonio, became involved in the asphalt roofing industry as a young man. In 1930, at the age of 35, he decided to strike out on his own. He came to Chicago because it was a manufacturing and rail center and started the Lloyd A. Fry Roofing Company. And he failed—he went out of business. He learned some hard lessons and started over again in 1933 at the height of the Great Depression. This time he succeeded. From that point on, for the next five decades, the company continued to grow and—with the help of my father, Lloyd A. Fry Jr., and thousands of hard-working men and women—the company became the world's largest manufacturer of asphalt roofing products. In 1977, my grandfather sold the business to Owens Corning and a large portion of his estate serves as the endowment for the Foundation. If there had not been a Fry Roofing Company there would probably not be a Fry Foundation today.

As the story goes, my grandfather did not specify any particular grantmaking guidelines for the Foundation—he left that to others. Forty years ago, as the Foundation was being organized, the first board of directors felt strongly that the most effective use of our philanthropy should be in Chicago, where the Fry Company was founded. More specifically, they wanted to target support for excellent nonprofits addressing the educational and social needs of disadvantaged communities of color on the South and West Sides of the city. I have no doubt that Ed Stephan, Roger Anderson, and my father would be both amazed and very pleased by all that the Foundation has accomplished in its first 40 years.

We celebrate the history of the Foundation and that is valuable. But our grantmaking and our work is all about the future. As I write this letter for the 2023 annual report, our 2024 fiscal year is already underway and our new Chair of the Board is Amina Dickerson. Amina brings enormous intelligence and a keen understanding of the Chicago philanthropic community to her new role. Most importantly, she brings a fresh view of what is possible for the Lloyd A. Fry Foundation in the years ahead.

Sincerely,



Lloyd A. Fry III
Chair

Letter from the President

As we close out fiscal year 2023, the Foundation celebrates 40 years of operations and thanks Chip Fry for his service as Chair of the Board of Directors. Chip, working with you these past seven years has been a pleasure and honor. We are grateful for your leadership as the Foundation responded to the historic global pandemic and protests against racial injustice.

In marking this anniversary, I salute our grantee partners who represent some of the most effective, innovative, and important organizations in Chicago. They care deeply about the effectiveness of services and improving lives—and so they care about outcomes. They measure and monitor outcomes to figure out where they achieved what they had hoped for, and where they fell short. They work to improve what they do, as a matter of practice. They are there for long-run, substantive change.

As a result of their work, we have seen significant changes in our fields of interests. Today, we see:

- A thriving community of strong workforce training and employer relationships, where adult education and bridge programs make up an essential part of the workforce system.
- Arts education is no longer an add-on in schools; there is deep understanding of the value of helping children learn art skills and using best practices to ensure high-quality instruction.
- Widespread recognition that principals are not just school managers, but rather leaders of academic instruction. Stronger, more effective principals in schools contributed to CPS having the largest learning gains in the country.
- Chicago's safety-net health clinics moved quickly onto the front lines of the Covid response. Their clinics were the most trusted sources of care in the city because they had developed care coordination strategies that put patients' needs first. Where it barely existed 15 years ago, care coordination is now a standard practice for safety-net health providers across the country—and Chicago was at the epicenter of that national movement.

This significant progress was made possible by our grantee partners. They forged new ways to advance practices that are now embedded in research, policy, and the programs of their peers.

Fry Foundation grantees are extraordinarily responsive to the needs of the communities they serve. They constantly make adjustments and improvements based on changing conditions. When the pandemic hit, they moved heaven and earth to make sure their students and clients continued to get the services they needed. They distributed technology, got them Wi-Fi, and they vaccinated our city! And when the lockdown ended, they did not simply go back to prior programs. They went back to the in-person elements that were most productive, and they kept the new technology that made it easier for clients to access services.

Foundation grantees are risk-takers and willing to fail in order to test promising innovations and learn what will make their work better. Some of you know that board members like to attend site visits. Chip Fry, whose letter you see above, came to the office one afternoon and said, “I just went on a site visit and all they talked about was what went wrong last year. ‘This didn't work out and that didn't work out.’ It was not what I expected. But then they talked about how they were changing things so that those same problems wouldn't come up again next year. It was very interesting.” Those comments could be about many of our grantee partners!

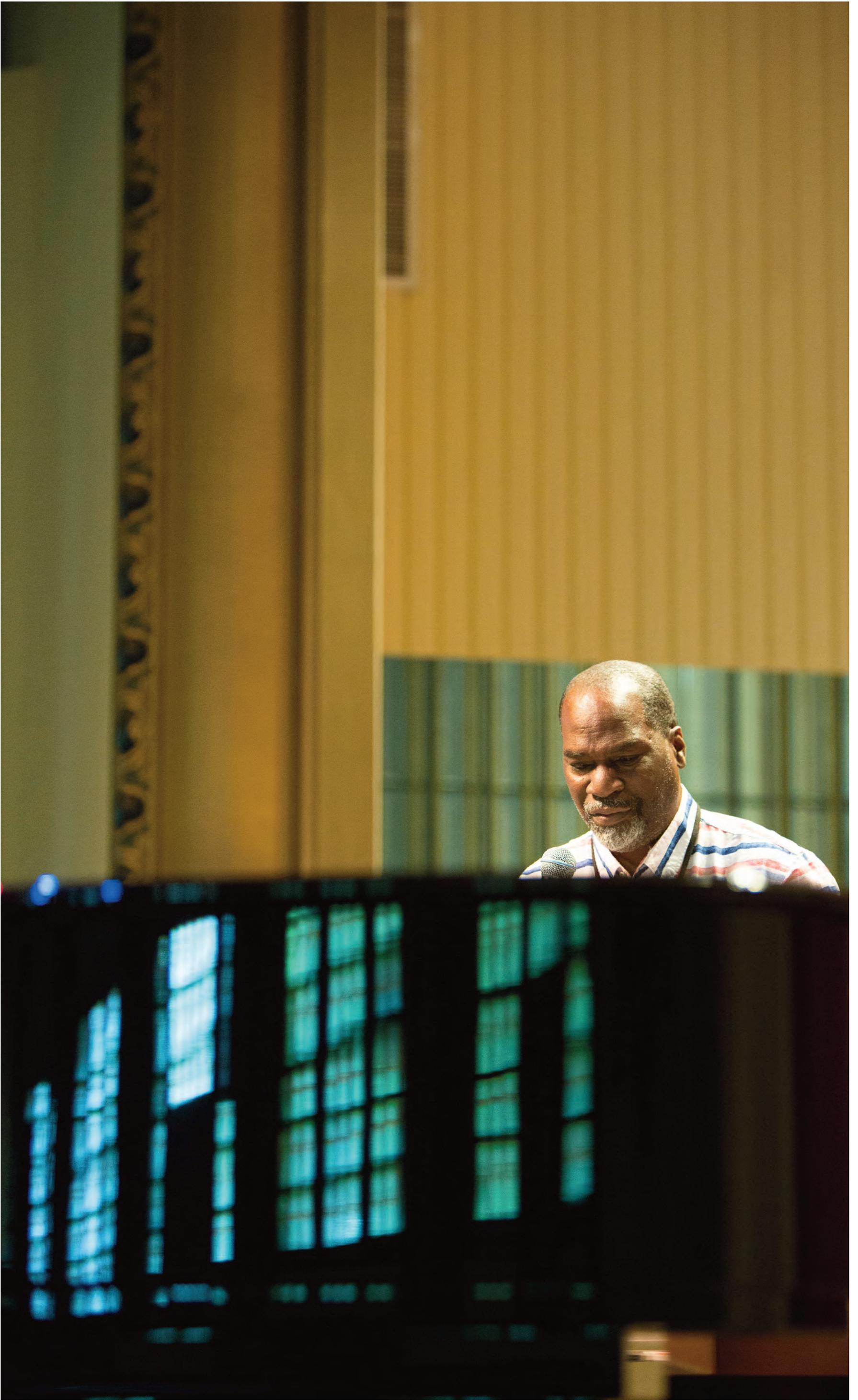
Grantee partners also are working to disrupt the cycle of historic racism, not only in their services, but within their organizations as well. They all know that people of different races, genders, and backgrounds experience the world differently. They monitor outcomes to ensure that they don't have disparate outcomes by race. They also are working to ensure there is diversity in the leadership of their boards and senior staff, so that the people they serve see themselves reflected throughout their organization.

At the Lloyd A. Fry Foundation, we are the stewards of funds meant to benefit society, the communities of Chicago. For us, grantmaking is about strategy, being objective, fair, and accessible to communities that need it most, communities that have not had the same public or private investments that others have had. The question we constantly grapple with is, how can we be strategic with the resources we have? We may not be the largest foundation, but if we are focused, we can help: CPS do a better job helping principals improve schools; safety-net health providers improve their operations; arts education programs reach more kids with opportunities to develop art skills that are meaningful to them. And we can help improve vocational training so that workers who had once given up hope of ever getting a better-paying job can find themselves instead in high demand with employers who offer growth opportunities. We have ambitious goals and look for issues where our funding can be helpful—to accelerate a trend, move something over a tipping point, or explore a promising idea.

We are grateful to all our grantee partners over these past 40 years for improving the lives of the people of Chicago who face challenges rooted in systems of inequity. These partners are building a community in which all individuals and families have the opportunity to thrive.



Unmi Song
President



The Fry Foundation ...

“... so many times has told us about other music organizations doing similar work that we could learn from. And the Fry Foundation’s rigor around evaluation has helped us build a strong set of assessment tools.”

Christine Taylor Conda, Director, Reach Teach Play, Ravinia



Ravinia—North America’s oldest music festival—wanted to help fill a gap in Chicago Public Schools (CPS): Many students had no music programs in its schools. In 1997, Ravinia launched the Music Discovery Program to provide music education

to students in kindergarten through the third grade. Once a week, Ravinia’s professional teaching artists teach music to CPS students “so they learn to express themselves through the arts,” says Christine Taylor Conda, Director of Ravinia’s music education programs. The teaching artists assess the students’ musical abilities and growth through both writing and performance—for example, by having students match musical terms with their symbols. The program culminates in student performances at Ravinia’s Highland Park campus.

In addition to working with students, the teaching artists help the classroom teachers become more knowledgeable and effective as arts educators. At a three-day summer institute, classroom teachers learn about music education and theory. They also learn to make music together, whether performing a song or creating instruments from found objects. During the school year, the teachers participate in two follow-up workshops where they share their experiences with music education. "We empower teachers, we give them a voice," Taylor Conda says. The teaching artists also receive their own professional development, where they

learn tools to better engage students in music-making.

At its start, the Music Discovery Program spent 15 weeks in each school. To strengthen teachers' abilities to incorporate music into their lessons, the program shifted to a phased approach: 15 weeks in the first year, 10 weeks in the second year, and five weeks in year three. This tiered approach encourages the classroom teachers to grow more confident at integrating music as they learn more about music education. It also allows Ravinia's teaching artists to spend gradually less time with veteran schools and more time with schools new to the program.



The Music Discovery Program has grown significantly over the years—from 1,500 students in a dozen schools initially, to more than twice that number of students and schools today. The program has grown in other ways as well: It has learned best practices from other arts education programs, such as documenting students’ and teachers’ learning journeys. Early on, the program offered a plethora of distinct music education workshops. Today, benefiting from the insights of music educators, the program takes a more targeted approach. Groups of schools each have a particular focus area—such as experiencing classical music, learning about

the 20th-century American songbook, or composing music based on a work of children’s literature.

Ravinia also listens and responds to students and teachers about their needs. That proved crucial as the Covid-19 pandemic impacted students’ mental health: “Over the past few years, we’ve had teachers requesting a lot of workshops that incorporate social and emotional learning into music,” says Madelyn Tan-Cohen, Associate Director. For some of its veteran teachers, the Music Discovery Program recently added an additional focus area that will use music to develop children’s social and emotional skills.



The Fry Foundation ...

“... has been a critical partner.

The Foundation is highly engaged in conversations about best practices in the field and how we’re meeting the markers of excellence for arts education in Chicago and nationally.”

Carrie Spitler, Executive Director, Snow City Arts



When children have to spend time in a hospital, they miss school days and interactions with their peers and teachers. They also go days, or much longer, without exposure to the arts. Each year, Snow City Arts provides arts education at the hospital bedsides of about 1,200 patients ages 4 to 24. At four Chicago hospitals, Snow City Arts sees students from a few times to dozens of times a year, depending on the length of their hospital stay. “When these young people return to school, they return as artists, rather than that kid who misses school all the time,” says Carrie Spitler, Executive Director.



At its start 25 years ago, Snow City Arts began teaching only poetry. Today, in addition to poets, the teaching artists comprise other creative writers as well as dancers, filmmakers, musicians, theater artists, and visual artists. While one-on-one arts education remains central, Snow City Arts has added group workshops to engage multiple students in a hospital. As it aligns its workshops with state and national learning standards, Snow City Arts has built relationships with the Chicago Public Schools (CPS) teachers who work at the hospitals. And the organization has learned the types of assessment and other reporting that CPS needs to give students credit for the work they do with Snow City Arts.

As they interact with children and families experiencing health crises, the teaching artists can feel overwhelmed, even powerless. Several years ago, Snow City Arts began taking a systematic approach to caring for its team, such as ensuring that teaching artists learn the details of a student's health diagnosis only if it can affect that child's ability to learn. "Care for our teaching artists has been of the utmost importance," Spitler says. Snow City Arts also cares for its teaching artists by employing them year-round—rather than contracting them for weeks at a time, which is more common among arts education organizations. This gives teaching artists the benefits of steady employment, while also

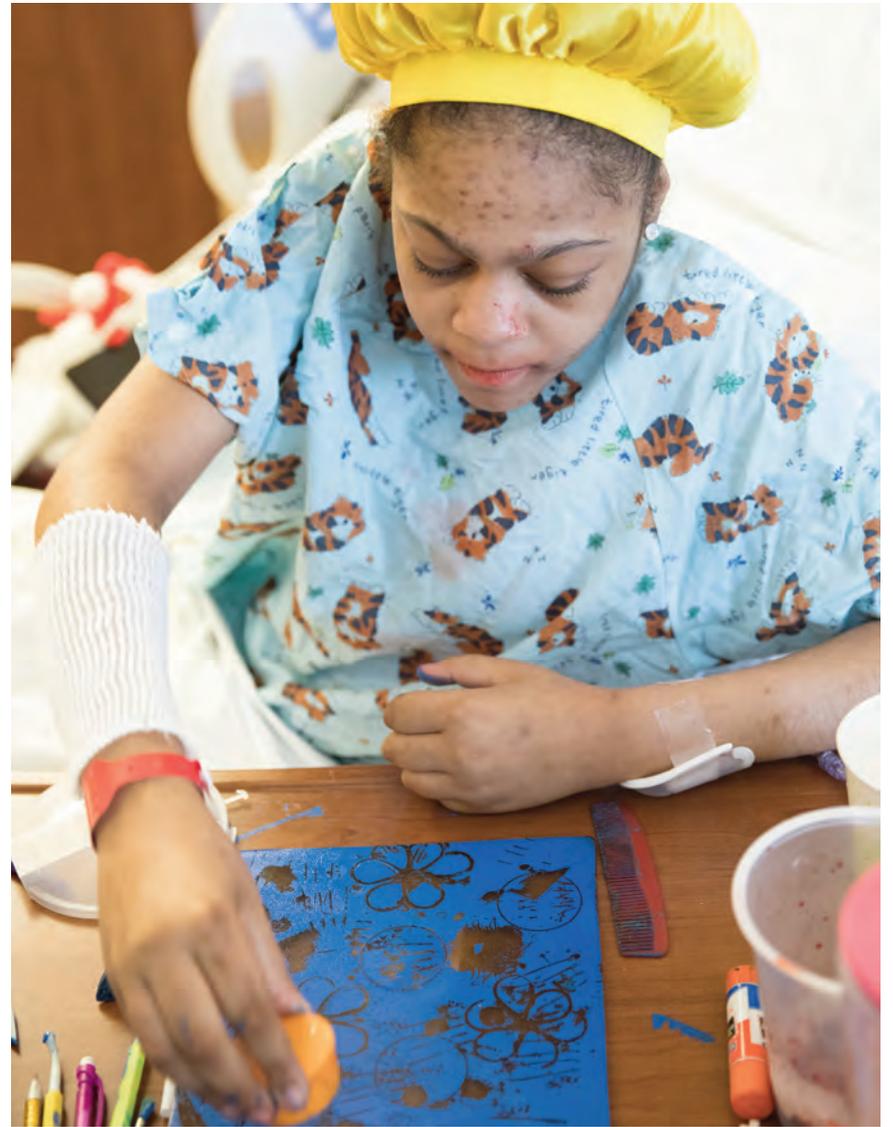


enabling Snow City Arts to work within hospitals, whose onboarding processes preclude frequent churn.

When the Covid-19 pandemic forced hospital systems to shift immediately to telehealth, Snow City Arts had to implement its own virtual programming while meeting federal health regulations that protect patient information. Snow City Arts rose to the challenge—creating and dropping off artmaking kits so students could engage virtually in one-on-one and group workshops. Snow City Arts also has offered virtual artmaking and open studios for interactive learning.

While Snow City Arts gradually has returned to in-person workshops, the organization found an

opportunity in the pivot to digital. In 2022 and 2033, Snow City Arts hosted 11 virtual learning sessions for over 100 participants—most of whom would not have been reached by the organization’s in-person work. Also, at virtual gatherings of its alumni students, Snow City Arts identifies potential members of a new youth leadership council. The council will involve young people in organizational decisions, such as how to compensate students from the proceeds of their artwork. “It’s been a long-term goal for us to be accountable to those we serve and to have their voice in the conversation about our programming,” says Dan Kerr-Hobert, Program Director.



Education High Jump

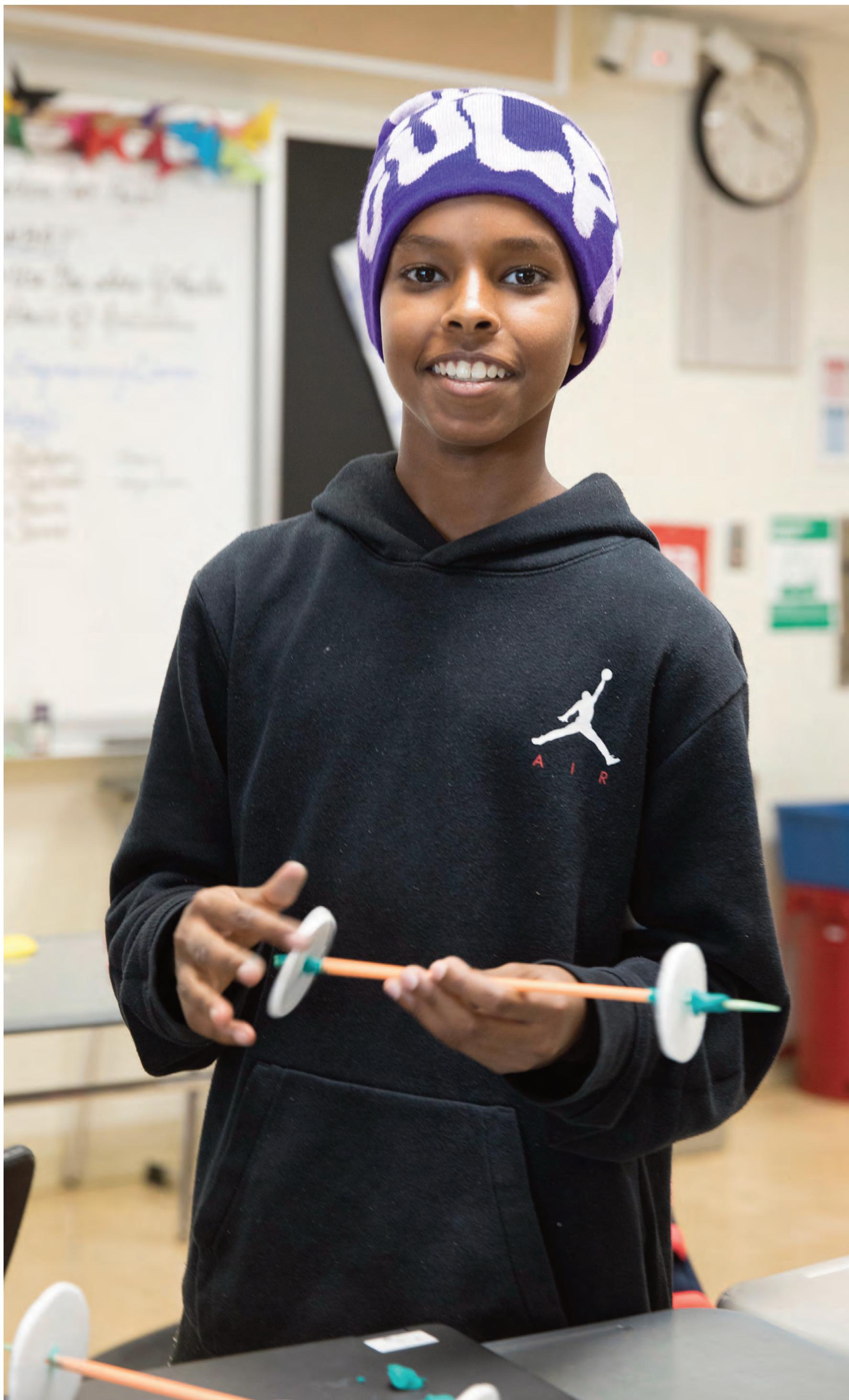
The Fry Foundation ...

“... provides resources not just as funders but as conveners who pull people together to talk and learn. And the Foundation celebrates our work, so other people hear about what we’re doing.”

Nate Pietrini, Executive Director, High Jump



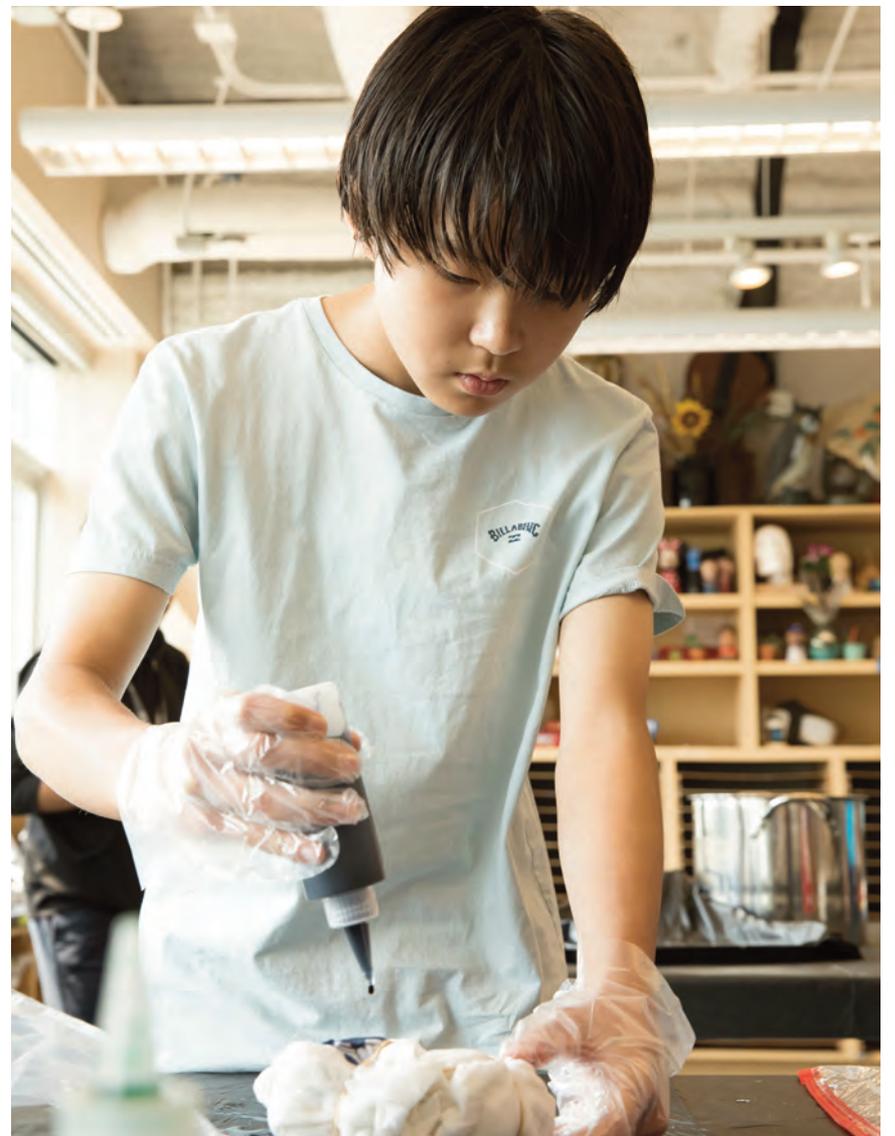
Students of limited economic means might do exceptionally well in middle school, but then they often struggle once they reach high school. Despite their impressive grades and scores, many have not had the same access to advanced courses as their peers. They also might not feel welcome in predominantly white schools. Often, they get into top-tier high schools but end up leaving by the end of ninth grade.



With the Fry Foundation as its first funder in 1989, High Jump helps high-performing, low-income students succeed in high school. For five full weeks each summer before the seventh and eighth grades, plus every other Saturday during the school year, students take tuition-free, accelerated courses in the humanities, math, and science, among other subjects, at three high schools. High Jump, which had 16 students its first year, now annually reaches more than 500 students—and plans to almost double that number in the next five years. “It’s not enough to serve more kids; the programming has to constantly get better,” says Nate Pietrini, Executive Director.

To help its programming get better, High Jump has been evolving since the start. Early on, it helped students get into the most selective high schools they could. Now, High Jump empowers students and their families to find the high school that best suits each child’s needs. “We want to make sure kids understand there are many paths to success,” says Yolanda Luna-Mroz, Chief Programs Officer.

Some changes have been spurred by the Covid-19 pandemic. When students suddenly had to learn virtually, High Jump engaged them by introducing elective courses such as music and visual art—which were so popular the organization continues to offer them. Also during the pandemic, High Jump realized its students had increasing



mental health needs. Now, High Jump provides on-site mental health clinicians and research-driven class units dedicated to social and emotional learning. “We are learning from the pandemic and innovating, instead of going back to what was comfortable,” Luna-Mroz says.

Still, High Jump has found it can be difficult for middle school students and their families to devote so much of their summers and school-year Saturdays to High Jump, especially given the commutes from their communities. In 2021, the organization launched a three-year pilot, the Community Scholars program, that brings High Jump to neighborhood schools during after-school hours. “We can reach students we might not otherwise reach,”

Pietrini says. While the pilot has involved two neighborhood schools, High Jump hopes to expand Community Scholars in the years ahead.

Among students who complete High Jump’s program, 100 percent finish high school, and 87 percent graduate from a four-year college. For every one year that students spend with High Jump, they make two years of gains on national standardized tests. And High Jump continues to support students long after their time with the program ends—for instance, with SAT preparation classes in high school. Another testament to High Jump’s success: Many alumni return as teaching assistants, volunteers, and, later, board members.



Education

UIC Center for Urban Education Leadership

The Fry Foundation ...

“... has allowed us to sustain our work over time, which is so important in strengthening the development of school leaders and network chiefs.”

Shelby Cosner, Director, UIC Center for Urban Education Leadership



Historically, school principals have been seen as managers of administrations, operations, and compliance. Missing from that list, too often, has been “education.” When one school leader can focus on improving instructional practices, not just on running a building, hundreds of students benefit. At the University of Illinois Chicago’s Urban Education Leadership Program, school principals learn to become effective educational leaders who can bolster student learning in high-need schools. Since 2011, the program has been supported and enhanced by the UIC Center for Urban Education Leadership (CUEL), which researches the practices of effective school leaders and principal preparation.



During the four-year Urban Education Leadership Program, educators earn a Doctor of Education degree while becoming principals who improve student learning. “These instructional leaders change outcomes for kids as a practice and a rule, rather than as an exception,” says Cynthia Barron, Program Coordinator. Throughout their time in the Ed.D. program, each educator works closely with a full-time leadership coach. Program participants apply what they learn directly to their positions as teachers and, later in the program, as principals—putting theory into practice. They diagnose students’ learning problems and devise solutions. They establish routines of collaboration and observation

among their schools’ teacher leaders, who then share their learning with their fellow teachers.

Along the way, CUEL informs the Ed.D. program’s work by gathering and analyzing data from Chicago Public Schools (CPS), such as grades, scores, attendance, and graduation, in addition to principal surveys. “We’re constantly looking at those metrics to gauge which schools, and which aspects of schools, are really improving,” Barron says. Every month, CUEL’s research team meets with the Ed.D. program’s faculty and coaches to assess the program participants’ work and to offer feedback. CUEL also leverages the data and analysis to help CPS focus on turning principals



into instructional leaders. And the Ed.D. program's staff and coaches meet every two weeks to interrogate their own practices.

Since 2020, with Fry Foundation funding, CUEL has expanded its work beyond principal preparation. Now, in addition to helping principals support their teachers' instructional practices, CUEL develops the instructional leadership of CPS' 17 principal supervisors, or network chiefs as CPS calls them. CUEL guides the network chiefs away from purely administrative roles toward leader-development roles with their principals and their schools' instructional leadership teams. "The power of the principal supervisor is amplified

when that person moves into a development role with school leaders," says Shelby Cosner, Director. CUEL surveys the network chiefs and their colleagues to understand and address their needs, and it convenes the network chiefs in small groups to examine and better their own work.

Today, the two sides of CUEL's work—the principals and the network chiefs—continually inform each other. "We're always focused on what our principals need, learning from the work they do, and sharing that with our network chiefs," Barron says. In 2022-23, over three quarters of surveyed principals said they received support and feedback from their network chiefs.



Employment Inspiration Corporation

The Fry Foundation ...

“... provided flexibility in using the funds, which has helped us improve our foodservice training. The Foundation also has been a leader in bringing together job-training providers to learn from each other and collaborate.”

Shannon Stewart, Executive Director and CEO, Inspiration Corporation



Inspiration Corporation began, in 1989, with a Chicago police officer offering sandwiches and coffee from a little red wagon to unhoused individuals. Later, that wagon became Inspiration Cafe in Uptown, where homeless individuals can sit down, order food, and be served. Today, Inspiration Corporation offers not only meals but also job skills—by providing foodservice training at its social service restaurant in East Garfield Park, Inspiration Kitchens.

During their first four weeks of training, students learn kitchen fundamentals, such as knife skills. In the next four weeks, they gain firsthand kitchen experience by making and serving food at Inspiration Cafe and Inspiration Kitchens; they also receive job-readiness training, including practice interviews.



“Participants get hands-on experience before they go to employers, and that’s been a definite plus,” says Shannon Stewart, Executive Director and CEO.

The organization also enables students to secure work more quickly through an open-exit model in the program’s final four weeks. During this time, participants who don’t yet have a job offer receive paid positions—either within Inspiration Corporation or with an employer partner—while they also get help searching for employment. At their first jobs, Inspiration Corporation graduates earn an average starting wage of about \$17 per hour.

Inspiration Corporation continually has evolved to meet its students’ needs. Initially, the foodservice

training, which is free to students, lasted 16 weeks. But over a decade ago, in response to students’ concerns about the length of training time before they could find paid work, the organization shortened the program to 12 weeks. Inspiration Corporation also made another critical change—from giving trainees no compensation to paying them transitional wages starting on week five. “This makes the program more accessible for students who could not do an unpaid training and would have to find wages elsewhere,” says Mulu Belete, Employment Specialist. This change also has boosted Inspiration Corporation’s retention of its students—



over three quarters of whom graduate. The organization likewise proved nimble during the Covid-19 pandemic, shifting to virtual and, later, hybrid training.

Over time, Inspiration Corporation has strengthened its relationships with employers, bringing them onsite to speak with students or to provide feedback during practice interviews. The organization itself also learns from the employers; for example, when some of them remarked that graduates didn't always know the terminology that professional kitchens use, Inspiration created a quiz game to teach kitchen lingo. In addition, Inspiration Corporation provides support services, including onsite case managers as well as funds for

housing and for transportation to and from the program. "We help individuals become self-sufficient," says Samara Henderson, Head Chef, Inspiration Kitchens.

With the successful impact of paid training on student retention and satisfaction, Inspiration Corporation has been exploring the possibility of providing transitional wages even earlier in the foodservice training program. In the future, the organization also hopes to add training for the front-of-house positions of hosts and servers. And Inspiration Corporation plans to open a new location in downtown Chicago, where its foodservice students will have more opportunities for both transitional and permanent employment.



Employment

Greater West Town Community Development Project

The Fry Foundation ...

“... has helped with initiatives over the years that public funding wouldn’t necessarily have allowed us to do. The Fry Foundation has supported our outreach, recruitment, and personnel and program development—so much amazing work.”

Keisha Davis-Johnson, Executive Director, Greater West Town Community Development Project



At Greater West Town Community Development Project (GWTP), jobseekers gain sought-after skills not just by learning but also by doing. “That’s always been a strength of the program,” says Doug Rappe, Woodworking Coordinator.

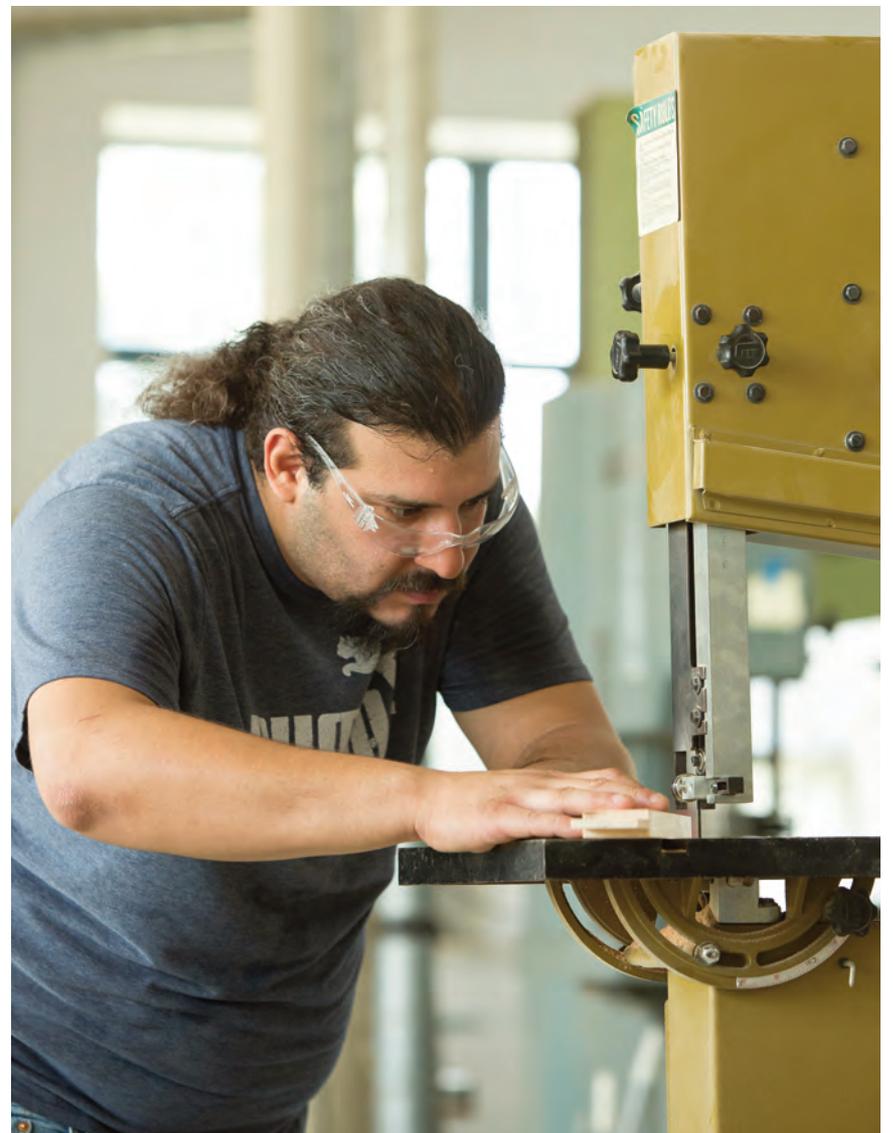
Founded in 1989, GWTP teaches technical skills in settings that reflect jobseekers’ future workplaces. During their 13-week program, shipping and receiving students train in a warehouse with shelves stacked with products.

Over 15 weeks, woodworking students make furniture in a state-of-the-art shop. “We give people the skills they need to get successfully placed in jobs,” says Keisha Davis-Johnson, Executive Director.



GWTP's participants often have little or no related work experience, even as the industries' technical needs have increased. So, the organization has responded—by teaching more advanced skills involving, for example, computer-controlled machinery and inventory management software. But the training doesn't end with technical knowhow. GWTP also ensures students acquire the needed literacy and math skills and bolsters their employability, teaching digital skills, for instance, so jobseekers know how to conduct job searches online. Critically, GWTP also helps students find jobs, where they make an average starting wage of about \$18 per hour.

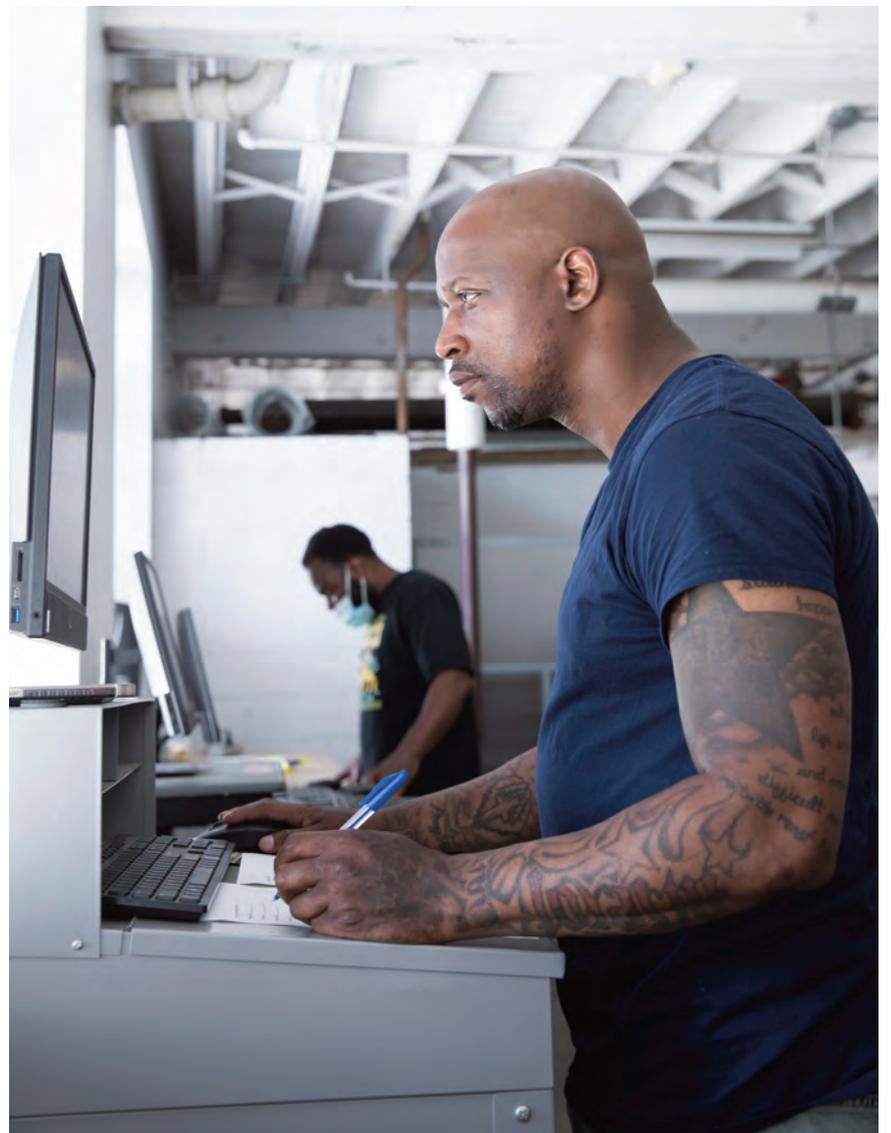
GWTP listens to its students and graduates, and adjusts in response. As one example: GWTP found that, during the early weeks of classroom training, some students struggled with basic skills and became discouraged. The organization decided to have students begin working with the machinery, such as a table saw, earlier on in the program. This helped them become more engaged and more confident, and it gave them context for the skills training they received. GWTP continues to emphasize this contextual approach: "We help students understand why they do what they do," says Agustin Jaramillo, Associate Director, Vocational Training.



Increasing numbers of GWTP participants face barriers to employment, such as housing, food, and health insecurity, and encounters with the criminal justice system. GWTP addresses these barriers by expanding its job readiness training beyond standard topics, like writing resumes, to include topics such as workplace disposition and social and emotional learning. In addition, amid the pandemic's outside impact on people of color, GWTP saw its participants' needs grow and change. "During Covid, we learned a lot about our communities' health and educational disparities," says Linda Thomas, Director of Client Services. GWTP now offers more support services—such as an in-house social worker

and partnerships with community organizations that provide mental health and housing services.

From its start, GWTP understood it couldn't work with jobseekers only; it also had to connect them with employers. While GWTP's instructors visit and learn from employers, a committee of employers meets twice a year and provides valuable input on GWTP's programs. Based on employers' insights, for instance, GWTP gave shipping and receiving students more practice operating forklifts, and provided woodworking students a room dedicated to the specialty skill of applying finishing spray. "The employers have been a cornerstone in our programs' innovation," Davis-Johnson says.



Health

Esperanza Health Centers

The Fry Foundation ...

“... has been a partner that listens and responds, instead of imposing. That’s been the magic of the Foundation.”

Daniel Fulwiler, President and CEO, Esperanza Health Centers



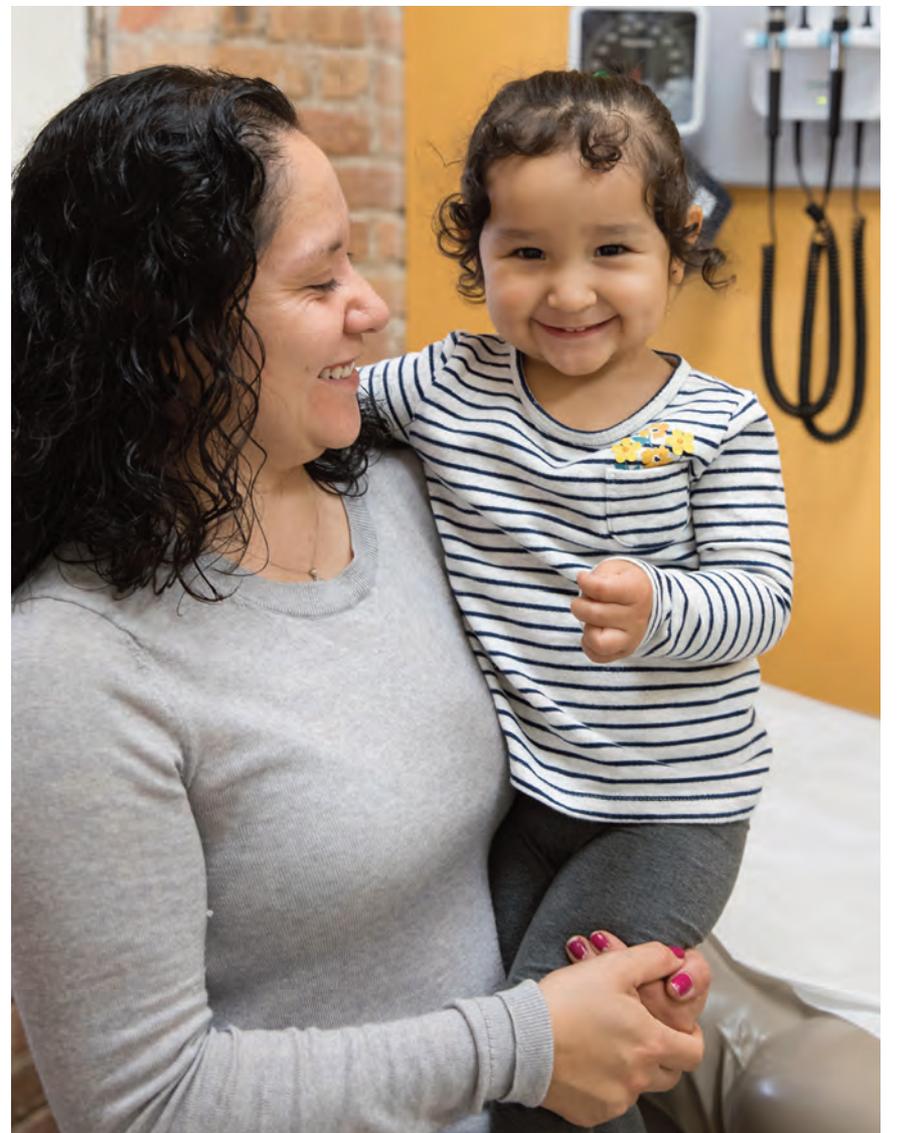
Esperanza—Spanish for “hope”—was founded, in 2004, to address the lack of health services in Little Village and Pilsen. From one center with 38 employees, Esperanza today has five sites with 390 employees who provide 50,000

patients with primary, specialty, and behavioral healthcare. And the organization continues to grow: Esperanza will serve an additional 15,000 patients at three more sites opening in 2023-24, including a health center in a school, a behavioral suite in a community center, and a geriatric site in a new center in Brighton Park—Esperanza’s largest facility to date. In four of the past six years, Esperanza has been named a National Quality Leader, an award given by the Health Resources and Services Administration to fewer than 5 percent of health centers nationwide.



Esperanza has been able to serve more people more effectively by evolving its care. For its first decade, Esperanza delivered traditional care centered on doctor visits. Since then, with the Fry Foundation's support, Esperanza has embraced a medical home model of care—which provides holistic care through the coordination and collaboration of a patient's different healthcare providers. This model recognizes that physicians alone cannot address all of their patients' medical needs. "The medical home model puts a multi-disciplinary team in place to make sure people get the care they need," says Daniel Fulwiler, President and CEO.

As a medical home, Esperanza gives each patient a healthcare team that includes physicians but also behavioral health counselors, care coordinators, and care managers. The care coordinators help educate patients on their health, so they can better manage their asthma or diabetes, for example, and also inform them of available community resources. "We hire the care coordinators from the communities we serve, and we train them but they also train us," says Justin Hayford, Director of Government and Foundation Relations. The care managers, including social workers, handle more complex and chronic cases. "People in the

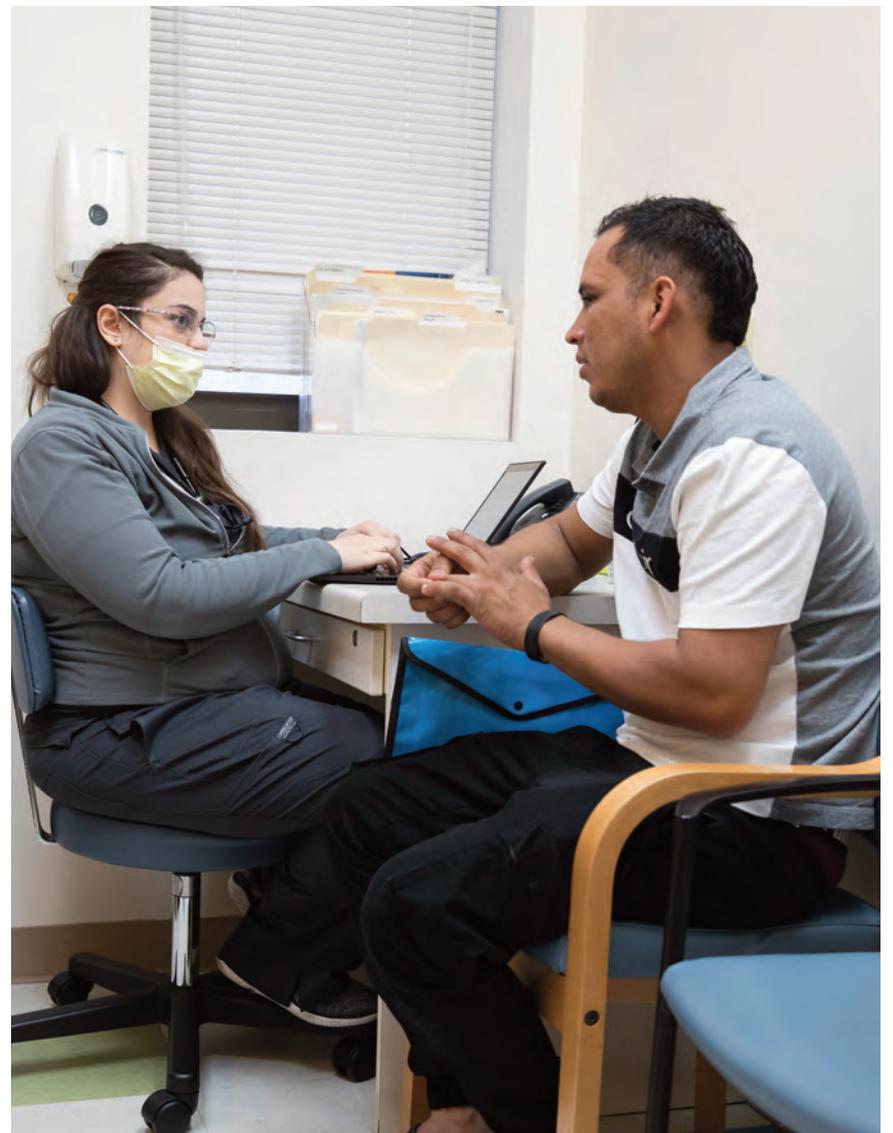


communities we serve often have a harder time accessing healthcare. A medical home model helps us achieve health equity for our patients,” Fulwiler says.

While Esperanza has brought healthcare providers together to work toward common goals, the organization has played a similar role for Chicago-area community health centers. Esperanza serves as the convener and fiscal sponsor of the Chicago Safety Net Learning Collaborative, which launched, with Fry Foundation funding, in 2011. The Collaborative comprises 20 health centers that come together and share their experience and knowledge as medical homes. As part of the

Collaborative, leaders who hold similar positions but at different centers discuss shared challenges, and new and emerging managers develop their leadership skills. “The Collaborative is about learning from each other but also giving people the opportunity to lead,” Fulwiler says.

And the Collaborative proved indispensable during the Covid-19 pandemic, when leaders met frequently to discuss the unprecedented challenges they and their patients faced. “That was so important because we didn’t have to build relationships during the pandemic—the relationships already existed,” Fulwiler says.





Health

Juvenile Protective Association

The Fry Foundation ...

“... asks interesting questions that challenge our thinking and make us reflect on our approaches. The Fry Foundation has been incredibly collaborative.”

Karen G. Foley, President and CEO, Juvenile Protective Association



When children in low-income families experience mental health and behavioral challenges, few go to clinics to receive the therapeutic help they need. So, Juvenile Protective Association (JPA) brings therapy to them.

Founded by Jane Addams at Hull House in 1901, JPA provides individual and small-group therapy to mostly elementary and middle school children struggling with their mental and emotional health. JPA's children have been exposed to ongoing trauma: All live in neighborhoods suffering from disinvestment, more than half have a relative or close friend killed or harmed by violence, and many still endure the mental health repercussions of the Covid-19 pandemic. "It can rob you of your education if you don't have the bandwidth to concentrate and be engaged in school," says Karen G. Foley, President and CEO.

Such deep harm requires more than a few counseling sessions. On average, JPA's children receive about three years of therapy through weekly sessions at school and, when possible, during the summer. "We're looking to change the narrative that the children tell themselves about who they are and what they want," Foley says. To realize that change, JPA's therapists give children a sense of agency by ensuring they feel seen and heard. "You can imagine how meaningful it is to a child to experience an adult listening to them," says Stephen Budde, Executive Vice President. Among students who

receive therapy from JPA, 60 percent make substantial progress in school, and 94 percent of teachers say their interactions with the students improved. One key to JPA's success: The organization also involves the parents and teachers, providing guidance on how they can help.

In the past few years, JPA has achieved even wider impact with its Connect2Kids (C2K) program. C2K broadens JPA's focus—from individuals and small groups to entire classrooms. Mental health specialists observe and engage with classrooms, and they meet weekly



with the teachers, helping them interact positively with students exhibiting challenging behaviors. For example, teachers learn to pick up on early behavioral signals, so they can proactively engage the students, rather than reactively disciplining them. “When we train a teacher in C2K, the impact can last a lifetime,” Foley says.

Notably, JPA has found that C2K children have the same rate of improvement as the kids who receive individual therapy. Among teachers who have participated in C2K, 89 percent say it has helped them better understand and respond to students’ challenging behaviors. C2K began,

in 2016, as a three-year pilot program. But it has proved so effective that now, among the 25 schools that receive JPA’s individual therapy sessions, over 20 also have C2K.

Within the next five years, JPA aims to double its schools to about 50. JPA also plans to share what it’s learned, especially from C2K, with the larger education and social work fields, so that more students can fulfill their potential—just like one JPA child Foley recalls. “A student who was acting out in class said, ‘I’m just a little girl with big feelings.’ She was able to express and regulate her emotions.”



2023 Grants and Awards Totals

Education, opportunity, health, 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.

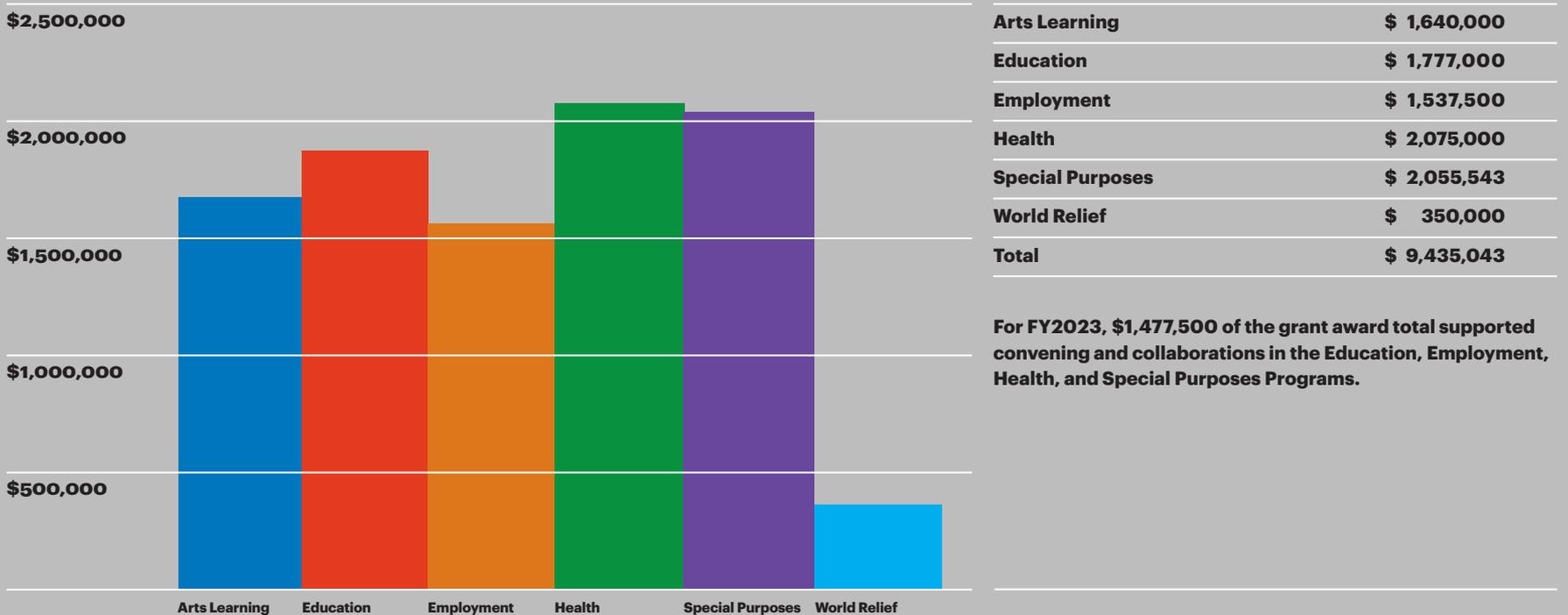
Grants are awarded in four major areas: **Arts Learning, Education, Employment,** and **Health**. Across all of our funding areas, our focus is on helping organizations:

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.

2023 Grants and Awards Totals



Please visit our website at www.fryfoundation.org to see our 2022 audited financials.

2023 Grantees

Arts Learning

Instruction

Albany Park Theater Project

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for support of the APTP High School Ensemble and APTP@School
\$40,000

Black Ensemble Theater Corporation

Chicago, IL
2nd and final payment of a two-year \$60,000 grant for Strengthening the School through Theater Arts
\$30,000

Changing Worlds

Chicago, IL
First payment of a two-year \$70,000 grant for In-School Arts Education Programming in Under-Resourced Chicago Public Schools
\$35,000

Chicago Center for Music Education

Chicago, IL
First payment of a two-year \$70,000 grant for music programs in Chicago Public Schools
\$35,000

Chicago Jazz Philharmonic

Chicago, IL
First 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
2nd and final payment of a two-year \$65,000 grant for Opera for All, an educational outreach program in Chicago Public Schools
\$30,000

Chicago Poetry Center

Chicago, IL
2nd and final payment of a two-year \$50,000 grant for the Poetry Residency Program
\$25,000

Chicago Sinfonietta, Inc.

Chicago, IL
For the 2022-2023 Chicago Sinfonietta Education Outreach Programs, MakingMUSIC + ENCORE
\$30,000

Congo Square Theatre Company

Chicago, IL
First payment of a two-year \$70,000 grant for the Curriculum Objectives Residency Enrichment (CORE) Program and Congo After School Theatre (CAST) Program
\$40,000

Court Theatre Fund

Chicago, IL
First payment of a two-year \$60,000 grant for the Court Theatre Education Initiative
\$30,000

Forward Momentum Chicago NFP

Chicago, IL
First payment of a two-year \$90,000 grant for education programs and professional learning
\$45,000

Hyde Park Art Center

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for Youth Arts Learning at Hyde Park Art Center
\$45,000

Intonation Music Workshop

Chicago, IL
2nd and final payment of a two-year \$60,000 grant for Music Education Programs for Greater Bronzeville Youth
\$30,000

Jazz Institute of Chicago Inc.

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for support of the Jazz Links Education Program in CPS Schools
\$35,000

The Joffrey Ballet

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for school-based community engagement programs
\$40,000

Lifeline Theatre

Chicago, IL
2nd and final payment of a two-year \$50,000 grant for arts residencies in Chicago Public Schools
\$25,000

Lyric Opera of Chicago

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

Merit School of Music

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for Merit Music in Communities (MMiC)
\$40,000

Musical Arts Institute

Chicago, IL
First payment of a two-year \$60,000 grant for Chicago Music Reach/Music Conservatory
\$30,000

Peoples Music School Inc.

Chicago, IL
First payment of a two-year \$80,000 grant for three community-based ensemble programs
\$40,000

Puerto Rican Arts Alliance

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for The Latin Music Project
\$45,000

Red Clay Dance Company Inc.

Chicago, IL
2nd and final payment of a two-year \$60,000 grant for the Dance Youth Ensemble and school residencies
\$30,000

Silk Road Rising

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for Empathic Playwriting Intensive Course (EPIC) Arts Education program
\$35,000

Snow City Arts Foundation

Chicago, IL
First payment of a two-year \$100,000 grant for Snow City Arts Programming in Chicago pediatric hospitals
\$50,000

South Chicago Dance Theatre

Chicago, IL
For Dance and Theater Creative Process Residencies
\$25,000

TimeLine Theatre Company

Chicago, IL
2nd and final payment of a two-year \$60,000 grant for support of the Living History Program in Chicago Public Schools and TimeLine South
\$30,000

Uniting Voices

Chicago, IL
First payment of a two-year \$130,000 grant for the Neighborhood Choirs & Dimension Ensemble
\$65,000

Urban Gateways

Chicago, IL
First payment of a two-year \$80,000 grant for Multi-Disciplinary Arts Education Residencies 2022/2023 School Year
\$40,000

West Point School of Music

Chicago, IL
First payment of a two-year \$80,000 grant for Urban Music Makers
\$40,000

Young Chicago Authors

Chicago, IL
For Education Partnerships
\$35,000

Teacher Professional Learning

Chicago Arts Partnerships in Education

Chicago, IL
First payment of a two-year \$80,000 grant for Collaboration Laboratory
\$40,000

Chicago Shakespeare Theater

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for the Team Shakespeare Bard Core Curriculum program and Chicago Shakespeare Slam Educator Professional Development
\$50,000

Chicago Symphony Orchestra

Chicago, IL
First payment of a two-year \$100,000 grant for CSO-Connect CPS Partnerships
\$50,000

Hubbard Street Dance Chicago Inc.

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for Movement as Partnership (MAP) program
\$50,000

Marwen Foundation

Chicago, IL
For Studio Programs—Teaching & Learning
\$50,000

Museum of Contemporary Art

Chicago, IL
For the Teacher Institute
\$35,000



2023 Grantees

National Museum of Mexican Art

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for Nuestras Historias: Teaching the Story of America Through Art
\$35,000

Ravinia Festival Association

Highland Park, IL
2nd and final payment of a two-year \$100,000 grant for support of the Chicago Music Discovery and Sistema Ravinia Programs
\$50,000

Steppenwolf Theater Co.

Chicago, IL
2nd and final payment of a two-year \$50,000 grant for the Steppenwolf for Young Adults teacher professional development programs
\$25,000

Special Opportunities

Enrich Chicago

Chicago, IL
For Collective Impact Initiatives toward Racial Equity
\$35,000

Ingenuity Incorporated Chicago

Chicago, IL
2nd and final payment of a two-year \$225,000 grant for Ingenuity's Data and Professional Learning Initiatives
\$125,000

Education

Principal Leadership & Development

The Achievement Network, Ltd.

Chicago, IL
2nd and final payment of a two-year \$200,000 grant for Supporting the Use of Instructional Data to Deepen Skyline Implementation
\$100,000

Chicago Public Education Fund

Chicago, IL
First payment of a two-year \$250,000 grant for Professional Learning Communities and the Priority School Pilot
\$125,000

National Equity Project

Oakland, CA
For Chicago Leaders for Equity: Leading and Designing for Equity in Complex Systems
\$100,000

National Louis University

Chicago, IL
For the National Louis University/Chicago Public Schools Coaching Program
\$90,000

New Leaders

New York, NY
First payment of a two-year \$240,000 grant for the Aspiring Principals and Leadership Bridge Programs
\$120,000

UIC College of Education Center for Urban Education Leadership

Chicago, IL
2nd and final payment of a two-year \$250,000 grant for Engaging P2 to Diagnose and Address Network Chief Learning Needs: 2022-2024
\$125,000

University of Chicago School of Social Service Administration

Chicago, IL
First payment of a two-year \$250,000 grant for the Network for College Success: Fostering Principal Leadership and Whole School Improvement
\$125,000

Teacher Professional Learning

Teach Plus Incorporated

Chicago, IL
2nd and final payment of a two-year \$250,000 grant for Change Agent & Change Agent for School Leaders
\$125,000

Teachers Supporting Teachers

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for support of the Impact Team Initiative
\$50,000

Academic Enrichment

Chicago Botanic Garden

Glencoe, IL
For the Science First and College First programs
\$30,000

High Jump

Chicago, IL
First payment of a two-year \$90,000 grant for general operating support
\$45,000

LINK Unlimited

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for Junior LINK
\$45,000

The Posse Foundation Inc.

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for support of Posse Chicago's Pre-Collegiate Training and Writing Program
\$45,000

Saga Innovations

Newton, MA
2nd and final payment of a two-year \$80,000 grant for expansion of Chicago Public Schools High-Impact Tutoring Program
\$40,000

Target Hope

Matteson, IL
2nd and final payment of a two-year \$100,000 grant for the STEM Initiative/Saturday Academy
\$50,000



Special Opportunities

Advance Illinois NFP

Chicago, IL
First payment of a two-year \$100,000 grant for general operating support
\$50,000

The Asian American Foundation

Washington, DC
For TEAACH Act Implementation
\$100,000

Civic News Company

New York, NY
2nd and final payment of a two-year \$80,000 grant for Chalkbeat Chicago
\$40,000

Kids First Chicago for Education

Chicago, IL
First payment of a two-year \$150,000 grant for Kids First Chicago: Building Parent Understanding of Universal Curriculum
\$87,000

Leading Educators Inc.

New Orleans, LA
2nd and final payment of a two-year \$250,000 grant for the LE/CPS Skyline Networked Improvement Community
\$125,000

Regents of the University of California at Riverside

Riverside, CA
2nd and final payment of a two-year \$100,000 grant for Formative & Summative Evaluation of Media Literacy in Chicago Public Schools
\$50,000

Surge Institute

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

University of Chicago Consortium on School Research

Chicago, IL
First payment of a two-year \$120,000 grant for the Consortium Investor Council
\$60,000

Employment

Vocational Training

Association House of Chicago

Chicago, IL
First payment of a two-year \$80,000 grant for Financial Careers Training
\$40,000

Chicago Urban League

Chicago, IL
First payment of a two-year \$80,000 grant for the Community Trades and Apprenticeship Program
\$40,000

Chinese American Service League, Inc.

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for the Culinary Training Program
\$50,000

Greater West Town Community Development Project

Chicago, IL
First payment of a two-year \$130,000 grant for Occupational Skills Training Programs
\$65,000

2023 Grantees

Inner-City Computer Stars Foundation

Chicago, IL
First payment of a two-year \$120,000 grant for Business, Leadership and Technology Training in Chicago \$60,000

Jane Addams Resource Corporation

Chicago, IL
First payment of a two-year \$130,000 grant for the Careers in Manufacturing Programs \$65,000

National Able Network, Inc.

Chicago, IL
For the Chicago IT Career Lab and SNAP E&T Intermediary \$60,000

OAI, Inc.

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for vocational training in environmental industries \$35,000

Polish American Association

Chicago, IL
For support of the Certified Nurse Assistant Training Program \$35,000

Revolution Workshop

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for general operating support \$50,000

Safer Foundation

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for the Safer Demand Skills Collaborative \$40,000

Year Up Inc.

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for support for Year Up Chicago \$50,000

Bridge Programs

Chicago Citywide Literacy Coalition

Chicago, IL
2nd and final payment of a two-year \$175,000 grant for general operating support to strengthen Chicago's adult education infrastructure \$87,500

Heartland Human Care Services Inc.

Chicago, IL
2nd and final payment of a two-year \$120,000 for the Vocational English Language Training Program \$60,000

Instituto del Progreso Latino

Chicago, IL
2nd and final payment of a two-year \$110,000 grant for Carreras en Salud program \$55,000

Podar Learning Center

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for PODER's Program Pathway: Building a Stronger Community \$40,000

Women Employed

Chicago, IL
2nd and final payment of a two-year \$110,000 grant for Advocacy to Create High-Quality Education and Career Pathway Programs for Low-Skilled Adults and Women of Color \$55,000

Pre-Employment Training

Cara Program

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for general operations in Chicago \$60,000

Inspiration Corporation

Chicago, IL
First payment of a two-year \$80,000 grant for the Food Service Training Program \$40,000

Manufacturing Renaissance

Chicago, IL
First payment of a two-year \$70,000 grant for the Young Manufacturers Association Training Bootcamp \$35,000

New Moms, Inc.

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for support of the Job Training Program \$35,000

North Lawndale Employment Network

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for the U-Turn Permitted, Path to Prosperity, and Moving Forward programs \$40,000

Policy Advocacy

Chicago Jobs Council

Chicago, IL
First payment of a two-year \$150,000 grant for Workforce Development Advocacy, Organizational Development, Capacity Building and Training Programs \$75,000

Young Invincibles

Washington, DC
For the Illinois Apprenticeship Collaborative \$30,000

Special Opportunities

Chicagoland Workforce Funder Alliance

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

Heartland Alliance for Human Needs & Human Rights

Chicago, IL
2nd and final payment of a two-year \$250,000 grant for the Rapid Employment and Development Initiative (READI) \$125,000

Skills for Chicagoland's Future

Chicago, IL
For the Community Based Organization Collective \$50,000

Upwardly Global

Chicago, IL
2nd and final payment of a two-year \$70,000 grant for Eliminating Barriers to Gainful Employment for Immigrants and Refugees in the City of Chicago \$35,000

Health

Primary Health Care

Access Community Health Network

Chicago, IL
For ACCESS' integrated services for patients with serious mental illness \$65,000

Alivio Medical Center Inc.

Chicago, IL
For Improving Healthcare for the Latino Community by Integrating Primary Care and Mental Health \$40,000

Asian Human Services Family Health Center, Inc.

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for Integrated Health: Primary, Behavioral, and Oral Health \$50,000

Beloved Community Family Wellness Center

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for Enhancing the Quality of Life 4 Patients w/Chronic Diseases \$60,000

Brightpoint

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for support of Community Based Behavioral Health \$45,000

Center on Halsted

Chicago, IL
For Youth and Family Services & Youth Behavioral Health Services \$30,000

Chicago Children's Advocacy Center

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for support of the Family Hope Center \$40,000

Chicago Children's Advocacy Center

Chicago, IL
First payment of a two-year \$220,000 grant for the Providing Access toward Hope and Healing Collaboration \$110,000

Chicago Family Health Center, Inc.

Chicago, IL
For support of the Performance Improvement Initiative \$55,000

Christian Community Health Center

Chicago, IL
2nd and final payment of a two-year \$110,000 grant for the Care Coordinator Alignment and Integration Initiative \$55,000

Community Counseling Centers of Chicago

Chicago, IL
First payment of a two-year \$200,000 grant for support of the C4/CountyCare Behavioral Health—Primary Care Integration Learning Collaborative \$100,000

Community Health NFP

Chicago, IL
First payment of a two-year \$80,000 grant for the Healthy Together Coordinated Care Program \$40,000

Erie Family Health Center, Inc.

Chicago, IL
First payment of a two-year \$120,000 grant for Leveraging Epic for Patient Outreach, Engagement, and Assistance \$60,000



2023 Grantees

Esperanza Health Centers

Chicago, IL
First payment of a two-year \$250,000 grant for support of the Chicago Safety Net Learning Collaborative \$125,000

Gads Hill Center

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for Healthy Minds, Healthy Schools \$45,000

Hamdard Center for Health & Human Services NFP

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for Integrated Health Services in Chicago \$40,000

Howard Brown Health Center

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for the patient-centered medical home model of primary care \$40,000

Illinois College of Optometry

Chicago, IL
2nd and final payment of a two-year \$100,000 grant to address the unmet vision and eye care needs of CPS students and low-income adults \$50,000

Infant Welfare Society of Chicago

Chicago, IL
First payment of a two-year \$100,000 grant for Integration and Coordination of Primary and Specialized Care in a Medical Home \$50,000

Juvenile Protective Association

Chicago, IL
First payment of a two-year \$90,000 grant for individual therapy services provided as part of the Treatment & Counseling Program \$45,000

La Rabida Children's Hospital

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for support of the Chicago Child Trauma Center \$45,000

Lawndale Christian Health Center

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for its Hypertension Control Initiative \$60,000

Lutheran Social Services of Illinois

Des Plaines, IL
2nd and final payment of a two-year \$80,000 grant for Children's Mental Health Services \$40,000

Mobile CARE Foundation

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for the Comprehensive Mobile Asthma and Dental Care Initiative \$60,000

Near North Health Service Corporation

Chicago, IL
First payment of a two-year \$80,000 grant for support of the Chronic Care Coordination Program \$40,000

PCC Community Wellness Center

Oak Park, IL
2nd and final payment of a two-year \$120,000 grant for the Oral Health Program in Chicago \$60,000

St. Bernard Hospital

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for the Dental Center and Oral Health Care program \$60,000

UIC College of Dentistry

Chicago, IL
First payment of a two-year \$150,000 grant for an integrated home for enhanced oral health for at-risk pediatric populations \$75,000

YWCA Metropolitan Chicago

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

Community Outreach/ Prevention

Enlace Chicago

Chicago, IL
2nd and final payment of a two-year \$90,000 grant for the Community Health Workers Initiative \$45,000

TPA Network Incorporated

Chicago, IL
2nd and final payment of a two-year \$80,000 grant for the Total Care Portal \$40,000

White Crane Wellness Center

Chicago, IL
First payment of a two-year \$60,000 grant for the Holistic Health Outreach Initiative for At-risk, Low-income, Minority, Immigrant, and Refugee Older Adults \$30,000

Policy Advocacy

Shriver Center On Poverty Law

Chicago, IL
2nd and final payment of a two-year \$220,000 grant for support of the Health Care Justice Program \$110,000

Special Opportunities

Health and Medicine Policy Research Group

Chicago, IL
For Strengthening Entry Points and Career Pathways for a Sustainable Public Health Workforce \$120,000

The Night Ministry

Chicago, IL
First payment of a two-year \$70,000 grant for the Outreach and Health Ministry Program \$35,000

Sinai Health System

Chicago, IL
2nd and final payment of a two-year \$120,000 grant for support of the Community Health Worker Support Program \$60,000

Program Special Purposes

The Barack Obama Foundation

Chicago, IL
2nd payment of a four-year \$1,000,000 grant for support of the Obama Presidential Center \$250,000

The Chicago Community Trust

Chicago, IL
2nd and final payment of a two-year \$200,000 grant for Community Based Strategy for Transformative Violence Reduction in North Lawndale \$100,000

Chicago Public Media Inc.

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for the WBEZ Enterprise News Desks \$50,000

Community Restorative Justice Hubs

Chicago, IL
First payment of a two-year \$450,000 grant for support of Community Restorative Justice Hubs Infrastructure for Community Healing, Decarceration and Investment \$225,000

Forefront

Chicago, IL
2nd and final payment of a two-year \$30,000 grant for general operating support \$15,000

Institute for Nonviolence Chicago

Chicago, IL
2nd and final payment of a two-year \$250,000 grant for general operations \$125,000

Metropolitan Family Services

Chicago, IL
2nd and final payment of a two-year \$200,000 grant for the Metropolitan Peace Academy \$100,000

Taproot Foundation

Chicago, IL
For Taproot Plus for Grantmakers \$40,000

United Way of Metropolitan Chicago Inc.

Chicago, IL
First payment of a three-year \$150,000 grant for 211 Metro Chicago \$50,000

University of Chicago Harris School of Public Policy

Chicago, IL
First payment of a two-year \$150,000 grant for the Evaluation of the Chicago Resilient Communities Pilot \$75,000

Window to the World Communications Inc.

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

Other Grants

Grants made to 190 organizations upon the recommendation of the board of directors, the Fry family, and employee matching gifts program totaling \$814,200.

Membership and Program Discretionary

Chicago Council on Global Affairs

Chicago, IL
Membership grant \$1,000

Chicago Learning Exchange

Chicago, IL
For Communities of Practice and Meetups \$5,000

Council on Foundations, Inc.

Washington, DC
Membership grant \$10,000

Dominican University

River Forest, IL
For the Mabel and Joseph Crowley Scholarship Fund, in memory of Catherine Ryan \$1,000

Equity and Transformation

Chicago, IL
For focus groups of Black men on labor market experiences \$10,000

Forefront

Chicago, IL
Membership grant \$22,293



2023 Grantees



Funders for LGBTQ Issues

New York, NY
Membership grant
\$7,500

Grantmakers Concerned with Immigrants and Refugees

Petaluma, CA
Membership grant
\$3,750

Grantmakers for Education

Portland, OR
Membership grant
\$2,700

Grantmakers for Education

Portland, OR
For the Equity and Grantmaking Impact Group
\$5,000

Grantmakers for Effective Organizations

Washington, DC
Membership grant
\$4,000

Grantmakers in the Arts

Bronx, NY
Membership grant
\$1,100

Greater West Town Community Development Project

Chicago, IL
For participation in the workforce development field trip for the Lloyd A. Fry Foundation board and staff
\$2,000

Heartland Alliance for Human Needs & Human Rights

Chicago, IL
To provide legal supports to migrants arriving in Chicago from Texas
\$10,000

Illinois Coalition for Immigrant and Refugee Rights

Chicago, IL
To support asylum seekers arriving in Chicago from Texas
\$10,000

Independent Sector

Washington, DC
Membership grant
\$9,000

Infant Welfare Society of Chicago

Chicago, IL
For support of the Patient Centered Medical Home certification
\$5,000

Inherentance

Chicago, IL
For participation in the workforce development field trip for the Lloyd A. Fry Foundation board and staff
\$2,000

Inner-City Muslim Action Network

Chicago, IL
For general operating support, to commemorate IMAN's 25th anniversary and the opening of IMANifest Studios
\$5,000

Inspiration Corporation

Chicago, IL
For participation in the workforce development field trip for the Lloyd A. Fry Foundation board and staff
\$2,000

Korean-American Community Foundation Inc.

New York, NY
For the Giving Summit
\$5,000

Mujeres Latinas En Acción, Inc.

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

North Lawndale Employment Network

Chicago, IL
For participation in the workforce development field trip for the Lloyd A. Fry Foundation board and staff
\$2,000

Peace Development Fund Inc.

Amherst, MA
For the Lighthouse Foundation of Chicagoland's work on the Black Queer Equity Index
\$8,000

Revolution Workshop

Chicago, IL
For participation in the workforce development field trip for the Lloyd A. Fry Foundation board and staff
\$2,000

South Chicago Dance Theatre

Chicago, IL
For strategic planning process
\$5,000

Steppenwolf Theater Co.

Chicago, IL
For support of the Arts Ed Chi collective group
\$3,000

Steppenwolf Theater Co.

Chicago, IL
For support of the Arts Ed Chi collective group
\$7,000

Women Employed

Chicago, IL
For the Spanish Translation of Career Foundations Course
\$10,000

World Relief

CARE

Chicago, IL
2nd and final payment of a two-year \$100,000 grant for the Humanitarian Surge Fund
\$50,000

Doctors Without Borders USA Inc.

New York, NY
2nd and final payment of a two-year \$100,000 grant for the Emergency Relief Fund
\$50,000

International Rescue Committee, Inc.

New York, NY
2nd and final payment of a two-year \$100,000 grant for the Emergency & Humanitarian Action Unit and Country Emergency Teams
\$50,000

Oxfam-America Inc.

Boston, MA
2nd and final payment of a two-year \$100,000 grant for the Global Emergency and Preparedness Fund
\$50,000

World Central Kitchen, Inc.

Washington, DC
For Emergency Food Relief
\$100,000

World Food Program USA

Washington, DC
For the Emergency Response Fund
\$50,000



Lloyd A. Fry Foundation History

Previous Board Members

Lloyd A. Fry Sr. Burton Weitzenfeld Roger Anderson
 Lloyd A. Fry Jr. Guy Sell James Tremondt
 Harold Adsit Edmund Stephan David Donovan

Previous Executive Directors

Ben Rothblatt
 Jill Darrow Seltzer

1933



Lloyd A. Fry Sr. and Lloyd A. Fry Jr.
 The Lloyd A. Fry Roofing Company was founded in Chicago. Over the next five decades the company grew to become the world's largest manufacturer of asphalt roofing and allied products, with manufacturing facilities nationwide.

1977



Fry Roofing Company was sold to Owens-Corning Fiberglass Corporation. The proceeds of that sale largely served as the endowment for the Lloyd A. Fry Foundation.

1983



This mosaic of the Chicago skyline, which hangs in the Fry Foundation offices, was created by the children served by our grantee Snow City Arts.
 The first Fry Foundation Executive Director was named, and the Foundation established its office at 135 South LaSalle Street. Prior to this time, the Foundation was considered a "checkbook" foundation—Lloyd A. Fry Sr. kept the Foundation checkbook in his desk and wrote small checks to a number of charities.

1985



The Fry Foundation published its first Annual Report, which points to emerging areas of interest: strengthening education and supporting the production of new knowledge and ideas that contribute toward the solution of problems in the city and the region.

1991



More focused funding priorities continued to surface. Education funding focused on improving K-12 education in Chicago with an emphasis on improving teaching and curriculum. The majority of Arts and Culture funding was made in support of programs in Chicago schools. The Health area was emphasizing community health initiatives. Civic Affairs and Social Services was supporting programs to improve adult literacy and address homelessness.

1992



The Foundation recognizes that while its home is Chicago, it is a citizen of the world. In 1992, the board made a series of discretionary grants to support world relief efforts in Bangladesh. Featured in the photo is the board from that year: Roger Anderson, Scott McCue, Ben Rothblatt, Lloyd (Chip) Fry, James Tremondt, and Edmund Stephan.

2000



Along with the larger philanthropic community, the Fry Foundation contributed to a multi-year endowment to support the long-term Millennium Park and the Harris Theater.

2003



The Foundation sharpened its focus of the broad Community Services program area to help low-income people in the target population prepare for, find, and keep jobs. The program area was retitled "Employment" to reflect this change.

2006



In response to the devastation of Hurricane Katrina, the Foundation supported groups in New Orleans working in the health arena.

2007



With the Arts and Culture program area mainly focusing its funding on programs in Chicago schools, it was retitled "Arts Education" to better reflect the Foundation's grantmaking in this area.

2008



The global economic crisis required Fry Foundation grantees to work harder to serve their communities. While assets shrunk, the Fry Foundation kept its grantmaking steady.

2011



The board and staff engaged in a strategic review. Two themes emerged:

1. The most innovative grantee partners were testing new ideas with the potential to increase the impact of all organizations working in a specific field, which became characterized as "advancing the field" within the Foundation.
2. Convening and collaborations were a strategy for advancing the work of grantee partners and their colleagues.

2016



Longtime board member, David Donovan, retired from the board in 2016. Featured in the photo is the board from that year: Amina Dickerson, Lloyd (Chip) Fry, Graham Grady, David Donovan, Stephanie Pace Marshall, Unmi Song and Scott McCue.

2017



The Foundation began a focused investment in addressing systemic gun violence by supporting the Community Restorative Justice Hubs. This is a collaboration between the Adler School of Professional Psychology and several community-based organizations, reaching out to individuals affected by violence and developing long-term strategies to decrease violence.

2020



The Covid-19 pandemic demonstrated the critical impact of Fry Foundation grantees. The Foundation—along with our grantee partners—stepped up to support low-income, underserved Chicagoans during this time. The Foundation shifted all health grants to support general operations and stood by all the grantees as they shifted their work to respond to the crisis.

2023

The Foundation celebrates its 40th year of grantmaking in Chicago

Over the last 40 years, the Fry Foundation has provided nearly \$250 million to our grantee partners, who share our commitment to building a community in which all individuals and families have the opportunity to thrive.



Fry Foundation 40th Anniversary Celebration September 12, 2023 | Arts Club of Chicago

We loved getting to celebrate with our grantees, friends, families, and philanthropic community. While the event commemorated 40 years of grantmaking in Chicago, it more importantly celebrated the incredible work of our over 140 current grantee partners. To quote Fry Foundation President Unmi Song's remarks at the event, "All of you are working on things that are more difficult than the origins of the universe. You are my heroes. Thank you for your service."



Grantmaking Program Areas

Our Mission

The Lloyd A. Fry Foundation is dedicated to improving the lives of the people of Chicago faced with challenges rooted in the systems of inequity. We partner with effective nonprofit organizations that share our commitment to building a community in which all individuals and families have the opportunity to thrive. Our vision is a Chicago that offers education, opportunity, health, 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 historically disinvested Chicago public schools. We support this goal through work that strengthens the preparation and development of principals to lead high-performing schools, the development of teacher leaders to support professional learning in schools, and programs that provide rigorous academic enrichment opportunities for students.

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 and in historically disinvested schools with high percentages of students of color. 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. We support programs that are informed by labor market information, identify a specific skills-gap, and place participants in jobs that have a clear career path to higher wages. 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 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 and refine patient-centered medical home models of care which provide comprehensive integrated primary care services across multi-disciplinary team members in single or multiple settings. 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 experience trauma 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

Although the Board of Directors considers requests for grants on a quarterly basis, as outlined, organizations can submit a full proposal or letter of inquiry at any time. Our Program Officers welcome the opportunity to answer questions or provide additional guidance through phone calls or e-mails.

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

LLOYD A. FRY FOUNDATION

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