



Lloyd A. Fry Foundation 2004 Annual Report

education, prosperity and hope for all

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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 and 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, addressing the needs of the Chicago community since 1983.

Front cover:  
George Henry  
Corliss High School  
freshmen Ken Marshall  
(left) and Marcus  
Carradine.

Below:  
The Fry Foundation's  
High School Initiative  
improves achievement  
and the learning envi-  
ronment at six unique  
Chicago public high  
schools.



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

## Message from the Chairman

2004 was a year of obvious change. At the beginning of our fiscal year, Jill Darrow Seltzer, who had served with distinction as our Executive Director for a decade, retired early to move to California so that she might live with her husband. Unmi Song came to us from the Joyce Foundation, with a distinguished résumé of academic achievement and philanthropic service, to serve as our new Executive Director. At the end of our fiscal year, Dimitra Tasiouras, a much-loved program officer, left us to become Executive Director of Chicago Global Donors Network. And as Unmi notes in her letter, there have been some evident changes in our grantmaking.

2004 was a year of introspection. All who have seen the inner workings of the Fry Foundation agree that its most distinguishing characteristic is its board that meets monthly and discusses all aspects of our operations and grantmaking—incessantly. This extraordinary group, which includes Dave Donovan, Chip Fry, Stephanie Pace Marshall and Jim Termondt, started the year with a private dialogue about what we were seeking in an Executive Director. Unmi Song fit our style; she will cheerfully engage us in our dialogue; she is forever pushing us for greater “clarity”; with her good help (and with substantial input from an excellent, knowledgeable staff) we spent the rest of the year sharpening our grantmaking guidelines, studying the initial evaluations of our high school initiative, thinking about other things that we might do, and working on a new program of “investment grantmaking” that is to be put in place in 2005 and subsequent years.

2004 was also a year of affirmation. We saw remarkable accomplishments by our Urban Leadership Award winners. In her letter, Unmi mentions Women

Employed, but we could equally note the accomplishments of the Carole Robertson Center. We looked carefully at our mission statement and changed not a word. And while we have added some focus to our Community Services grantmaking, we have at the same time created new opportunities for community service organizations not involved in job-training to seek grants in education, the arts or health.

We have enthusiastically reaffirmed our core values. We remain committed to support those who most effectively serve an inner-city population of need. We cherish our own easy collegial atmosphere, and we remain determined to treat our grantees with respect—as partners in a common endeavor—even as we continue the search for new projects to fund that may truly “make a difference.”

Plus ça change, plus c'est la même chose.



Howard M. McCue III, Chairman

## Message from the Executive Director

2004 was a year of accomplishment for Lloyd A. Fry Foundation grantees. After three years of intense preparation, with support from a Fry Foundation Urban Leadership Award, Women Employed launched its interactive *Career Coach* website. The first of its kind in the country, this website marks an exciting new approach for helping low-wage workers get information they need to move up a career ladder into better paying jobs.

The Fry Foundation's five-year High School Initiative reached its mid-point, and this year the schools involved began to see the fruits of their labors. Some efforts, including programs for vulnerable freshmen, intensive writing workshops, and inter-departmental faculty exchanges, are achieving good results. While the schools are still struggling in other arenas to make the kind of progress that was hoped for, the school teams are working diligently to identify what is working and where improvements are needed. These and other grantee highlights discussed throughout this year's annual report are but a small sampling of the numerous achievements of our grantees.

2004 was also a year of change at the Fry Foundation. With much affection and good wishes, the Foundation bid farewell to Jill Darrow Seltzer, who served as Executive Director for nine years before choosing to move to the sunny shores of Southern California. On the programmatic front, two major changes marked the year. In November, 2003, the Foundation refined its policy under which grantees are encouraged to "take a year off" from Fry Foundation support after three consecutive years of funding. Following one year off, organizations are welcome to reapply for support. In the summer of 2004, the Foundation sharpened the focus of our Community Services grantmaking to

target efforts that help low-income people prepare for, find and keep jobs.

Community Services is the cornerstone of the Foundation's commitment to helping families in poverty. Over the years, in responding to valuable and innovative, yet wide-ranging programs, the Community Services grant portfolio grew in breadth as well as size. After much discussion and deliberation, the Board of Directors determined that a sharper focus would help the Foundation and its grantees be more effective in helping people move out of poverty. The Foundation is pleased to have supported a rich diversity of projects for many years. Our new focus will help the Foundation target an area of critical importance to low-income families and individuals throughout Chicago.

In all our program areas, the Fry Foundation remains committed to helping organizations provide assistance and services to the most vulnerable in our society. This leads us to be careful and deliberate about making changes that affect our grantees and the people they serve. At the same time, foundations have the flexibility—and responsibility—to respond quickly to emerging challenges and to invest in promising new ideas. Our challenge is to strike a balance between stability and innovation that enables us and our grantees to make the best use of the resources under our stewardship. We are proud of the achievements of our grantees and look forward to many more fruitful years of good work helping to improve the lives of people in Chicago.



Unmi Song, Executive Director



## Grant Highlights



Left:  
The Bridge Partnership  
at Merit School of Music  
brings music instruction  
to 5,000 Chicago  
schoolchildren.

Below:  
At Café Too, students  
gain hands-on experience  
in the food service  
industry.



The Fry Foundation's grantmaking approach strives to be flexible and responsive to the evolving needs of nonprofit organizations serving low-income communities in Chicago. Whether health care, arts, education or community services, Fry Foundation grants help strong organizations build their capacity to reach out to new populations, enhance the quality of their services, and better assess the impact of their programs.



“The first time you dice an onion, you have a pretty tough time. The 500th time, you’re practically Emeril.”

### Inspiration Corporation

“We think of the Café Too program as a transformational experience,” reflects Margaret Haywood, Director of Training at the Inspiration Corporation. “Students in the program are not just learning new cooking skills, they are learning interpersonal skills and, because restaurant work can be so physically demanding, they learn how to improve their physical and mental health.”

Inspiration Corporation serves meals in a restaurant-style setting and provides a broad array of supportive services to homeless individuals at two locations in Uptown and Woodlawn.

Supportive services include case management, counseling sessions, employment training, job placement assistance, transitional housing, and health care services.

Café Too is a restaurant industry training program that prepares students for entry-level jobs in the food service industry. The 12-week program operates six times a year and teaches basic culinary skills and concepts, teamwork, sanitation and safety. Students gain hands-on experience preparing and serving meals to guests at Inspiration Corporation cafes, to the paying public during Thursday and Friday lunches, and to events catered by Inspiration Corporation.



Once placed into employment, graduates can continue to access supportive services.

Inspiration Corporation has been preparing for a major expansion in the coming year of its employment training programs, particularly the Café Too training program. New partnerships with St. Leonard's House, a transitional shelter for ex-offenders, and Heartland Alliance, which serves homeless adults, will allow Inspiration Corporation to more than double the number of Café Too graduates. A merger with the Employment Project, which offers services to homeless adults on-site at shelters will increase Inspiration Corporation's capacity to offer employment assistance. And in November 2004, Inspiration Corporation will open a full-service, stand-alone restaurant and employment training center in Uptown. The restaurant, also called Café Too, will provide hands-on training to increase students' skills before graduating, provide transitional employment for those program graduates who still need extra support before moving into the private workforce, and generate revenues for operations.

The new restaurant will dramatically increase the amount of training offered to students. Each student will be able to start with job shadowing with a staff person or experienced student, progress to hands-on training, then work at the restaurant to hone their skills.

"The amount of hands-on experiences will greatly increase the quality of the program and the success of the students," observes Ms. Haywood.

"The restaurant will allow students to develop strong culinary skills that really only come through repetition. The first time you dice an onion, you have a pretty tough time. The 500th time, you're practically Emeril."

### **East Village Youth Project**

As their classmates drop out of high school at alarmingly high rates, the Latino students at East Village Youth Program prepare to succeed in college. Over 40% of Latino students in Chicago Public Schools do not graduate from high school, yet over 90% of the students in the East Village Youth Program College Readiness and Support Program graduate from high school and enroll in college. Moreover, 85% of the college students have graduated from college or are on track to graduate.

Since 1989, East Village Youth Program has been offering intensive, year-round academic assistance and college preparatory assistance to Latino students on the Near Northwest Side. The College Readiness and Support Program helps students prepare for and succeed in college by providing services and support to approximately 600 students and parents each year. The program is organized into five components: Outreach and Awareness to educate parents and students on preparing for college; Targeted School-Based Workshops on key topics related to college preparation, offered at times of transition to high school and college; Mentoring for high school students who need one-on-one assistance in preparing for college; the Intensive Program which includes tutoring, academic enrich-

ment projects, writing and reading workshops, computer classes, mentoring, college admissions preparation, service learning projects, scholarships and a summer reading program; and Community Scholarships for alternative school students who want to attend college.

It is the program's comprehensive scope that is the key to student success, according to Executive Director Jeannie Balanda. "To help our students succeed in college, we've learned that we have to address the social issues as well as the academic issues," observes Ms. Balanda. "We've also learned that we have to work with the students over the long term. You can't just start working with students when they are juniors and seniors in high school. We start reaching out to students and parents as early as sixth grade."

Students continue to receive support from East Village Youth Programs through their college graduation, in the form of regular phone calls, meetings, counseling and referrals to other services and resources. "Freshman year can be difficult and isolating," notes Ms. Balanda. "We help students create a support system for themselves at colleges where they are often among the few minority students on campus."

### Vital Bridges

Despite advances in treatment, HIV disease continues to ravage Chicago's poorest, most vulnerable communities.

"We're seeing a great difference from 10 years ago in the population that we're serving," notes Deborah Hinde, Chief Executive Officer of Vital Bridges. "The epidemic is reaching into a broader range of communities — poorer communities, communities of color, less stable communities."

Vital Bridges reaches into these same communities to help low-income populations affected by HIV/AIDS meet their basic living needs and improve their health. Operating in six communities, Vital Bridges provides clients with free groceries for daily meals; nutritional counseling; assistance in stabilizing housing; help in managing medication schedules; and prevention and risk reduction education. The Fry Foundation supports the South Side Program, which provides these comprehensive services to 550 individuals a week.

The comprehensive range of services provided to clients at the South Side Program is of tremendous value to individuals often dealing with poverty, mental illness and substance abuse, in addition to AIDS and HIV. "The bottom line issue is that most of our clients don't have many options in their lives. Most are living on less than \$800 a month," notes Ms. Hinde.

Clients at the program start with a nutritional analysis. Nutrition specialists measure a client's body fat, hydration and muscle mass, then

assess the client's current diet and recommend a nutrition plan based on their health needs, other conditions they have, and medications they may be taking. Clients then visit weekly to pick up groceries with the help of volunteers. While getting their food, clients get HIV prevention information and can see a prevention counselor individually. Vital Bridges staff are also available to help them stabilize their housing as well.

"It's important to understand that this disease takes a terrible toll on people," stresses Ms. Hinde. "The treatments are still very difficult, with lots of side effects. When you are poor and don't have many options, dealing with the disease in the face of the isolation and prejudice that still exists can be overwhelming. By providing services where our clients already come for their groceries, we can better help them stabilize their lives. There's a security here for the clients because it's a familiar environment. They don't have to go to yet another agency and tell someone new their life story one more time."

### Merit School of Music

At Merit School of Music, a visitor walking down the hall can hear young people who have never held a musical instrument trying out their first notes, as well as accomplished young musicians preparing to study music in college.

Merit, which recently celebrated its 25th anniversary, offers a wide range of programs for students of all ages and abilities. The eight programs at Merit are designed to provide a continuum of music education for

"We've seen young wind instrument players go from their first squeaks and squawks to spinning a beautiful phrase in a Mozart sonata."





students, from beginning programs to college preparatory programs. On one end of the continuum, the Bridge Partnership provides music instruction to elementary school students with little or no previous music instruction. The Bridge Partnership reaches 5,000 children at 68 Chicago public schools and community organizations.

On the other end of the continuum, the Tuition-Free Conservatory offers accomplished students an integrated curriculum of group lessons, ensemble work, theory instruction and performance. Approximately 500 students participate in the Conservatory, Merit's most selective program.

In between its beginning and most advanced programs, Merit offers the Preparatory Program to train students from the Bridge Partnership for admission to the Tuition Free Conservatory. The Windows Program offers training in music performance to public housing residents, and Dynamic Starts provides beginning group instruction to families who cannot afford the cost of private music instruction. Private lessons are also available to adults and children.

While Merit attracts students from all socio-economic classes Merit is especially committed to serving students from low-income communities. Last year, Merit awarded \$2 million in scholarships and financial aid to students.

The continuum of music education and mentoring is key at Merit, providing a consistent support structure that builds on previous training and is designed to prepare students for college. Many students go through the full continuum of programs, emerging as accomplished musicians. "We really see students grow musically," observes Executive Director Duffie Adelson. "We've seen young wind instrument players go from their first squeaks and squawks to spinning a beautiful phrase in a Mozart sonata."



## Urban Leadership Awards

“Parents and teachers are working side-by-side, creating a genuine camaraderie among all of the adults that ultimately benefits the entire family.”

The Fry Foundation created the Urban Leadership Awards in 1995 to strategically focus financial support for innovative solutions to persistent social problems in Chicago. Through the Urban Leadership Awards, the Foundation identifies strong leaders working with strong organizations and invites them to create and implement their most ambitious program ideas—ideas they've always wanted to pursue, but did not have the funds to support.

### **Carole Robertson Center**

"The Center for Adult Learning has enabled us to truly become a one-stop shop for our families," observes Gail Nelson, Executive Director of the Carole Robertson Center for Learning. "Community residents who may not need our child care services can now attach to a community institution that can connect them to programs and resources. And families already using our child and youth development programs can access learning opportunities and other services without adding more work to already complicated lives."

A respected provider of quality child, youth and family development programs in three centers on Chicago's West and South Sides, the Carole Robertson Center for Learning used its Urban Leadership Award to launch the Center for Adult Learning. Now in its third year, the Center for Adult Learning aims to create a stable, committed and well-trained workforce for early childhood education. Staff, parents, home child care providers and community residents can access training, education and personal development opportunities. Adult learners in the program, most of whom

are women, have generally low-levels of education and limited economic opportunities.

After two years of operation, the Center for Adult Learning has now become fully embedded in the Carole Robertson Center. Minimal recruitment efforts were needed to fill the English as a Second Language (ESL) and General Education Development (GED) classes last year. Unsolicited interest in ESL was so high that the Center had to increase the number of classes offered. Teachers at Carole Robertson Center now actively pursue professional development opportunities as a normal part of their job.

With the Center for Adult Learning, the culture of learning that has always existed in the child and youth development programs has been extended to parents and staff as well. Notes Ms. Nelson, "Now at the Carole Robertson Center, you see adults learning. Parents and teachers are working side-by-side, creating a genuine camaraderie among all of the adults that ultimately benefits the entire family."

### **Women Employed Institute**

Millions of women in Chicago and across the nation are working in low-wage jobs that don't allow them to get ahead financially. Believing that low-income women deserve high-quality career development and planning services that will help them access better jobs, Women Employed used its Urban Leadership Award to create Career Coach, a free online tool to help people identify and pursue careers that pay family-supporting wages.

Career Coach will increase women's knowledge of the labor market, emphasize career paths out of poverty and guide women in planning their education and training. Its many features include: profiles of women in various careers and the paths they took towards those careers; a guide for conducting informational interviews; and links to training programs that will help them pursue their chosen career paths. The website was developed in partnership with One Economy, a national nonprofit organization that uses technology to help lower-income families join the economic mainstream.

Launched on June 15, 2004, the website immediately drew enthusiastic responses from individual women, as well as from organizations such as city colleges, libraries and job training programs that serve low-income women. "We are getting a great response from these institutions, as we had hoped," notes Anne Ladky, Executive Director of Women Employed. "Career Coach really expands their capacity to provide their clients with quality career development experiences in a more efficient and effective way."

The development process for Career Coach ultimately led to a web-based program that can be used anytime, anywhere, and is enriched with audio and interactive tools. "The Urban Leadership Award allowed our original vision for the program to expand so that we created something far more ground-breaking than we originally envisioned," observes Ms. Ladky. Career Coach can be found on the Women Employed website: [www.womenemployed.org](http://www.womenemployed.org)



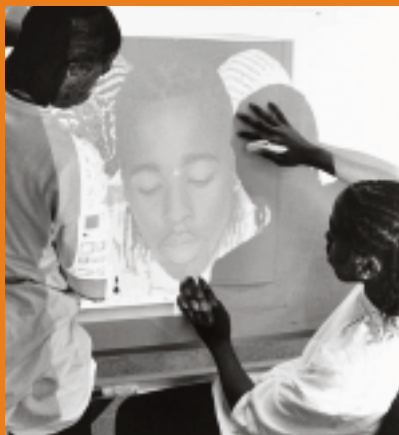


## High School Initiative



Left:  
Each school in the Initiative has had the freedom and flexibility to develop programs that are best-suited for them.

Below:  
In an art class at Corliss High School, students combine technology with basic drawing skills to create a self-portrait.



“Educators should not be blamed for what they do not know; they should be blamed for what they refuse to learn. Happily, the teachers and administrators within the Fry Foundation High School Initiative are learning much, and sharing their lessons with their colleagues at the other high schools in the Initiative.”  
—Roland Barth, Educator

Each high school invited to join the Fry Foundation High School Initiative committed to the Initiative's goal: to increase student achievement and improve the learning environment at their schools. Each school faced a different set of challenges in improving student achievement, and each school developed different programs in response to those challenges. Midway through the Initiative, the six schools began to face a common challenge: learning how to assess progress toward their goals of improving their schools.

Launched in January 2001, the High School Initiative aims to help six Chicago public high schools build strong, student-centered learning environments and improve students' academic achievement through a collaborative leadership process. The six schools—Corliss, Crane, Curie, Kennedy, Prosser and Senn—have committed to participate in the \$8 million Initiative over five years, and have dedicated the principal and a core team of teachers and staff to lead the Initiative at their schools. Each school has had the freedom and flexibility to develop programs that are best-suited for their schools and so developed creative strategies to increase academic achievement and improve the learning environment. Some of the schools focused on using technology. Other schools have designed programs to help freshmen succeed in the difficult first year of high school. All of the schools are providing professional development programs for teachers. (A brief profile of each school's Initiative program follows in the school profiles.)



Given the multitude of factors that can affect student achievement and the school environment, the challenge of measuring a program's impact can be daunting. The schools each received interim reports from Roosevelt University, the independent evaluators of the High School Initiative. The reports, which were based on classroom observations, interviews with students and teachers, as well as other data collected by the evaluators, assessed the potential of each school's program to increase student achievement and improve the learning environment. The schools learned that some of their Initiative programs were helping to improve their school's performance; other programs had yet to show their potential to improve teaching and learning. Later in the year, the schools met individually with the evaluators in order to develop a clear set of goals and markers for their Initiative programs that would help them assess their progress on a more consistent basis.

In addition, the six schools also played a greater role in developing training sessions for their Initiative Teams. In the fall of 2003, instead of offering a single training session for the six schools as a group, the Fry Foundation provided resources and support so that each school's Initiative Team could design and lead full day planning sessions just for their team. The schools used their planning days to review their progress to date, make changes to their program designs, and discuss the assessments in the interim evaluation reports.

The six school principals led the planning and design of the spring 2004 retreat. With Roland Barth as facilitator, retreat sessions focused on using data to provide feedback on goals; building a community of leaders at the schools; and using whole-school buy-in to create change at their schools. Participants also attended "mini classes" on successful Initiative programs, taught by teachers and staff from each of the six high schools.

In the months before summer break, the six schools worked with Roosevelt University evaluators and Allan Alson, Superintendent of Evanston Township High School, on an effort to develop goals and markers of progress for their Initiative programs. By focusing the past year on assessment and evaluation, the six Fry High Schools begin the new school year with new tools for measuring their progress towards improving their schools. As one principal proclaimed, "We go forward with hope and optimism."

**George Henry Corliss  
High School**

Principal:	Anthony Spivey
Address:	821 E. 103rd St.
Enrollment:	1,371
Faculty and staff:	168
Attendance rate:	90.2%
Graduation Rate:	60.9%
Low-income:	95.6%
Major programs and initiatives:	Instructional Team Leader; Writing Initiative/Writing Center; Student and Teacher Portfolios; Professional Development

The long-term objectives for the Initiative programs at Corliss focus on building leadership capacity of faculty, developing smaller learning communities and improving student success in writing. A professional development program, teacher and student portfolios, and a school-wide writing plan are among the strategies Corliss is pursuing.

“In our search for ways to have the greatest impact on student achievement, we have focused on the craft of teaching,” comments Principal Anthony Spivey. “For the past two years we have emphasized the development of new methods of teaching writing and have seen gains posted each year. This has validated our efforts in this area and we will continue to focus on this as we move forward.”

**Richard Crane Technical  
Prep Common High School**

Principal:	Melver Scott
Address:	2245 W. Jackson Blvd.
Enrollment:	1,285
Faculty and staff:	186
Attendance rate:	86.4%
Graduation rate:	60.9%
Low-income:	91%
Major programs and initiatives:	Technology Integration; Professional Development; Math, Science and Technology Academy; Education-to-Careers

One of the key components in its Initiative programs, Crane’s Multi-purpose Technology Laboratory is used by 300–400 students a week who visit the lab on their own time. The lab is also booked four to five periods a day by teachers using the lab to teach their classes. An intensive professional development program continues to help Crane faculty enhance their computer skills and integrate the new technology into the curriculum. A new professional development program will help Crane teachers with strategies for teaching reading and writing across the curriculum.

“We have made great strides in devising professional development activities to encompass a broad spectrum of educational strategies and best practices,” states Principal Melver Scott. “In the past two years we have strengthened teaching methodologies by providing content-specific workshops and using new techniques. As we strive toward improved levels of instruction, our teachers will continue to refine the strategies they have learned through this Initiative.”

**Marie Sklowdowska Curie  
Metro High School**

Principal:	Jerryelyn Jones
Address:	4959 S. Archer
Enrollment:	3,088
Faculty and staff:	334
Attendance rate:	90.18%
Graduation rate:	85%
Low-income:	82.5%
Major programs and initiatives:	Attendance 90% Club; Forefront; Telecenter; Monday Staff Development; Visual and Performing Arts; Curie Branch of Park Federal Bank

The new technology component at the core of Curie’s Initiative programming continues to provide new resources for classroom teachers. New classroom equipment has linked together the entire school, leading to greater communication, coordination and integrated learning. Teachers at Curie are also taking leadership roles in developing and implementing an internal professional development program focused on integrating technology in the classroom and aligning the school curriculum with state learning standards.

“This year, we are working to firmly embed our Initiative programs into the fabric of our school,” notes Principal Jerryelyn Jones. “We are developing goals and markers to reach more students and staff. With a school the size of Curie, one of our challenges is to communicate and involve everyone in the Fry program.”

## John F. Kennedy High School

Principal:	Dr. Fanchion Blumenberg
Address:	6325 W. 56th St.
Enrollment:	1,673
Faculty and staff:	137
Attendance rate:	89.8%
Graduation rate:	87%
Low-income:	78.6%
Major Programs and initiatives:	College Summit; CPS Scholars and Advanced Placement Classes; Network Portfolios; Attendance Incentive Program

Kennedy's Initiative programs continue to be organized around two priorities: Student Support and Teacher Support. Student Support provides counseling, skill-building opportunities, and aims for better, more consistent communication with students and families. Teacher Support programs foster creativity and collaboration and provide technical support for curriculum development.

"We are at a point where we can now see some of the impact of our Initiative programs at Kennedy," observes Principal Dr. Fanchion Blumenberg. "We are becoming adept at using data to steer our improvement efforts, and we are slowly moving toward our goal of transforming the culture of teaching and learning at Kennedy."

## C.A. Prosser Career Academy

Principal:	Kenneth Hunter
Address:	2148 N. Long
Enrollment:	1,352
Faculty and staff:	148
Attendance rate:	93.6%
Graduation rate:	78%
Low-income:	91%
Major programs and initiatives:	International Baccalaureate, Service Learning Advisory Board, Falcon Leadership Institute, JROTC, Education to Careers

The Freshman Academy, which provides academic and social supports to all freshmen, was so successful last year that it has been expanded to provide the same services to the sophomore class. The professional development program will be organized around mini-conferences, taught by Prosser faculty, focusing on technology, special education, classroom strategies and the emotional and social needs of students.

"The professional development program at Prosser is designed to help students and teachers to extend their world," says Principal Ken Hunter. "Our faculty members are committed to enhancing their programs and to increasing the store of student experience and knowledge."

## Nicholas Senn High School

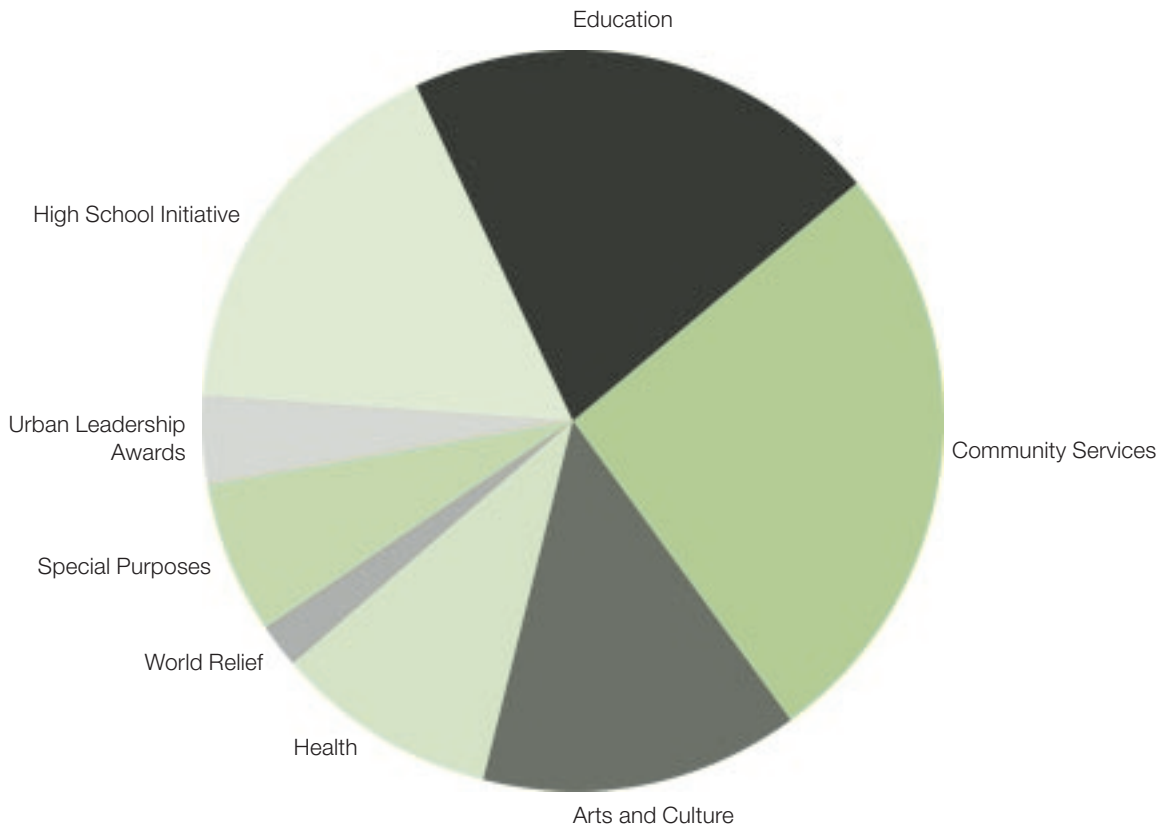
Principal:	Judith Hernandez
Address:	5900 N. Glenwood
Enrollment:	1,720
Faculty and staff:	153
Attendance rate:	89.9%
Graduation rate:	66.7%
Low-income:	91.5%
Major programs and initiatives:	International Baccalaureate Program; Award Winning Service Learning Program; TESOL-Multilingual Program; Achievement Academy; Student Health Center; Peer Mediation and Peer Jury

Senn's Initiative programs continue to focus on supporting at-risk freshmen and on providing high quality professional development to the Senn faculty. The Striving for Excellence Program provides smaller classes, tutoring, counseling and additional supports to students struggling in their freshman year at Senn. With three-fourths of the Senn faculty having completed the Research for Better Teaching professional development program, Senn teachers are using what they learned through the program to build their instructional skills and to strengthen the professional learning community at Senn.

"The staff development program has become a catalyst for teacher development and professional growth," notes Principal Judy Hernandez. "We have a responsibility now to make sure staff development becomes more ingrained and institutional and that we continue to provide effective, skills-based staff development activities."

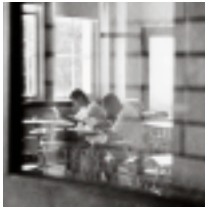


<b>2004 Grants and Awards Totals</b>			
	Education	\$1,623,870	20.9%
	Community Services	2,047,500	26.3%
	Arts and Culture	1,077,500	13.8%
	Health	750,000	9.6%
	World Relief	150,000	1.9%
	Special Purposes	525,000	6.8%
	Urban Leadership Awards	304,743	3.9%
	High School Initiative	1,309,806	16.8%
	<b>Total</b>	<b>\$7,788,419</b>	<b>100%</b>





2004 GRANTS



**Education**

**Academy for Urban School Leadership**

Chicago, IL  
For Residents' salaries  
\$45,000

**Academy of Communications and Technology Charter School**

Chicago, IL  
For the Development Office  
\$25,000

**Albany Park Neighborhood Council**

Chicago, IL  
For the Emerging Communities Education Project  
\$15,000

**Alternative Schools Network**

Chicago, IL  
For the PRAXIS project  
\$15,000

**Alternatives, Inc.**

Chicago, IL  
For the Restorative Justice Program  
\$10,000

**Asian Human Services, Inc.**

Chicago, IL  
For the Reading/Language Arts Curriculum Project at Passages Charter School  
\$20,000

**The Associated Colleges of Illinois**

Chicago, IL  
For the College Readiness Program  
\$20,000

**Augustana College**

Rock Island, IL  
To assist economically disadvantaged minority students from Chicago  
\$1,120

**Big Shoulders Fund**

Chicago, IL  
For scholarships, technology and professional development  
\$150,000

**Blocks Together**

Chicago, IL  
For the Education Impact Project  
\$20,000

**BOLD Chicago Institute**

Chicago, IL  
For general operating support  
\$15,000

**Brighton Park Neighborhood Council**

Chicago, IL  
For expansion of school reform initiatives  
\$15,000

**Business and Professional People for the Public Interest**

Chicago, IL  
For the Public Education Initiative  
\$25,000

**Centro Romero**

Chicago, IL  
For the Technology for Latino Children Program  
\$15,000

**Changing Worlds**

Chicago, IL  
For the Literacy and Cultural Connections Program and the Summer Institute for Teachers  
\$10,000

**Chicago Coalition for the Homeless**

Chicago, IL  
For the Educational Rights of Homeless and At-Risk Youth Program  
\$10,000

**Chicago Communities in Schools**

Chicago, IL  
For general operating support  
\$30,000

**Chicago Foundation for Education**

Chicago, IL  
For the Grants to Teachers Study Groups Program  
\$15,000

**Chicago High School Redesign Initiative**

Chicago, IL  
First payment of a three-year \$100,000 grant for the Initiative  
\$50,000

**Chicago Metro History Education Center**

Chicago, IL  
For the Students Exploring and Researching Community History Program  
\$25,000

**Chicago SCORES**

Chicago, IL  
For the Creative Writing Program  
\$20,000

**Chicago Youth Programs**

Chicago, IL  
For the Early Education Initiatives  
\$15,000

**City Year Chicago**

Chicago, IL  
For the Literacy Program  
\$20,000

**Community Organizing and Family Issues**

Chicago, IL  
For the Austin Parent Leadership and Organizing Project  
\$25,000

**Community Renewal Society**

Chicago, IL  
For *CATALYST: Voices of Chicago School Reform*  
\$20,000

**Cristo Rey Jesuit High School**

Chicago, IL  
For general operating support  
\$40,000

**Cross City Campaign for Urban School Reform**

Chicago, IL  
To support work with Chicago public schools  
\$15,000

**Deborah's Place**

Chicago, IL  
For the Education and Employment Services Program  
\$25,000

**Designs for Change**

Chicago, IL  
For the Assistance to Local School Councils Project  
\$20,000

**Dominican University**

River Forest, IL  
To support the Special Education Degree Program for Chicago Public School Teachers  
\$30,000

**East Village Youth Program**

Chicago, IL  
For the College Readiness and Support Program  
\$20,000

**Executive Service Corps of Chicago**

Chicago, IL  
For the Education Practice Program  
\$20,000

Education (cont'd)	<b>Knox College</b> Galesburg, IL For the Scholarship Program \$5,250	<b>The Newberry Library</b> Chicago, IL For the Teachers as Scholars Program \$30,000	<b>Southwest Youth Collaborative</b> Chicago, IL For the After School Education Enhancement Project \$25,000
<b>Family Matters</b> Chicago, IL For the Community Tutoring Program \$30,000	<b>Leadership for Quality Education</b> Chicago, IL For Partnership with New Leaders for New Schools \$40,000	<b>Noble Street Charter High School</b> Chicago, IL For general operating support \$20,000	<b>St. Vincent De Paul Center</b> Chicago, IL For child care and educational programs \$25,000
<b>Gads Hill Center</b> Chicago, IL For the Club Learn Program \$25,000	<b>Literacy Chicago</b> Chicago, IL For the Volunteer Tutor Recruitment, Training and Support Services \$25,000	<b>North Lawndale College Preparatory Charter High School</b> Chicago, IL For general operating support \$20,000	<b>Teach for America Chicago</b> Chicago, IL For general operating support \$25,000
<b>Golden Apple Foundation</b> Chicago, IL For the Golden Apple Teacher Education program \$25,000	<b>Literacy Works</b> Chicago, IL For the Expansion Plan \$10,000	<b>Parents United for Responsible Education</b> Chicago, IL For the Early Childhood Education Program \$15,000	<b>Umoja Student Development Corporation</b> Chicago, IL For general operating support \$20,000
<b>Greater West Town Community Development Project</b> Chicago, IL For the West Town Academy's Transitions Counselor position \$25,000	<b>Literature for All of Us</b> Evanston, IL For book groups at Simpson Academy \$20,000	<b>Perspectives Charter School</b> Chicago, IL For general operating support \$30,000	<b>The Young Women's Leadership Charter School of Chicago</b> Chicago, IL For general operating support \$20,000
<b>Hales Franciscan High School</b> Chicago, IL For management consulting services \$25,000	<b>Loyola University</b> Chicago, IL For the Grade 6-8 Science Endorsement Program \$12,500	<b>Poder Learning Center</b> Chicago, IL For Computer Training Programs \$10,000	<b>Youth Guidance</b> Chicago, IL For the Youth Transitioning Upward Program \$20,000
<b>High Jump</b> Chicago, IL For general operating support \$50,000	<b>Mikva Challenge</b> Chicago, IL For the Civic Educator Network \$15,000	<b>Project Exploration</b> Chicago, IL For the Sisters4Science Program \$15,000	
<b>Illinois Humanities Council</b> Chicago, IL For the Odyssey Project \$25,000	<b>National-Louis University</b> Chicago, IL For the High School Reform Network \$25,000	<b>Providence-St. Mel School</b> Chicago, IL For general operating support \$30,000	
<b>Illinois Literacy Resource Development Center</b> Champaign, IL For Solutions to Accountability in Literacy Programs \$10,000	<b>Near Northwest Neighborhood Network</b> Chicago, IL For Project TEAM \$15,000	<b>Reading in Motion</b> Chicago, IL For general operating support \$50,000	
<b>Illinois Mathematics and Science Academy</b> Aurora, IL For the Excellence 2000+ Initiative \$60,000		<b>Safer Foundation</b> Chicago, IL For the PACE Institute \$25,000	



## Community Services

### Abraham Lincoln Centre

Chicago, IL  
For the Communities  
Responsible for Employment  
and Development  
Opportunities Program  
\$20,000

### Access Living

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

### After School Matters

Chicago, IL  
For the After School  
Apprenticeship Program  
\$25,000

### AIDS Legal Council of Chicago

Chicago, IL  
For general operating support  
\$20,000

### Apna Ghar, Inc.

Chicago, IL  
For counseling services for  
abused women  
\$25,000

### Arab American Action Network

Chicago, IL  
For the Family Violence  
Intervention and Prevention  
Program  
\$15,000

### Bethel New Life

Chicago, IL  
For the Welcome Home initiative  
for people leaving prison  
\$25,000

### Bonaventure House

Chicago, IL  
For the Occupational  
Therapy Program  
\$35,000

### Broader Urban Involvement and Leadership Development

Chicago, IL  
For the Youth Violence  
Prevention Project  
\$30,000

### Cabrini Green Legal Aid Clinic

Chicago, IL  
For the Criminal Records  
Program  
\$10,000

### Cambodian Association of Illinois

Chicago, IL  
For the Strengthening  
Cambodian American  
Families Project  
\$25,000

### The CARA Program

Chicago, IL  
For general operating support  
\$30,000

### Carole Robertson Center for Learning

Chicago, IL  
For the Volunteer Program  
\$30,000

### Casa Central

Chicago, IL  
For the Youth Services Program  
\$15,000

### Cathedral Shelter of Chicago

Chicago, IL  
For the Educational  
Coordinator position  
\$25,000

### Catholic Charities of the Archdiocese of Chicago

Chicago, IL  
For the Workforce  
Preparation Programs  
\$20,000

### Catholic Charities, Diocese of Joliet

Joliet, IL  
For Daybreak Shelter  
\$10,000

### Center for Economic Progress

Chicago, IL  
For the Tax Counseling Project  
\$25,000

### Chicago Abused Women Coalition

Chicago, IL  
For the Hospital Crisis  
Intervention Project at  
Cook County Hospital  
\$25,000

### Chicago Christian Industrial League

Chicago, IL  
For support of the Job  
Retention Specialist  
\$15,000

### Chicago Civic Innovation Consortium

Chicago, IL  
For the Innovation Fund  
\$10,000

### Chicago Community Loan Fund

Chicago, IL  
For the Technical Assistance  
Program  
\$10,000

### Chicago Continuum of Care

Chicago, IL  
For the Training and Technical  
Assistance Program  
\$25,000

### Chicago Jobs Council

Chicago, IL  
For general operating support  
\$15,000

### Chicago Legal Clinic

Chicago, IL  
For the Pro Bono Program  
\$25,000

### Chicago Lights

Chicago, IL  
For the Job Training and  
Readiness Program  
\$15,000

### Chicago Metropolitan Battered Women's Network

Chicago, IL  
For the Centralized  
Training Institute  
\$30,000

### Chicago Mutual Housing Network

Chicago, IL  
For the Training and Technical  
Assistance Program  
\$15,000

### Chinese Mutual Aid Association

Chicago, IL  
For the Youth Program and  
JumpStart Program  
\$10,000

### Christopher House

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

### Coordinated Advice & Referral Program for Legal Services

Chicago, IL  
For the Domestic Relations  
Self-Help Desk  
\$20,000

Community Services (cont'd)	Family Rescue, Inc. Chicago, IL For the Court Advocacy Program \$10,000	Housing Opportunities and Maintenance for the Elderly Chicago, IL For the Upkeep and Repair Services Program \$25,000	Jane Addams Juvenile Court Foundation Chicago, IL For the Community Partnerships Initiative \$10,000
Court Appointed Special Advocates of Cook County Chicago, IL Salary support to hire a Development Director \$20,000	Featherfist Chicago, IL For the Outreach, Retention and Treatment Program \$25,000	Housing Opportunities for Women Chicago, IL For general operating support \$25,000	Jobs for Youth Chicago, IL For general operating support \$40,000
The Day Laborer Collaboration Chicago, IL For the Leadership Development Program \$15,000	Friends of Battered Women and Their Children Chicago, IL For the Peer Education and Leadership Initiative \$20,000	Howard Area Community Center Chicago, IL For general operating support \$30,000	Lakefront Supportive Housing Chicago, IL For the Employment and Training Program \$30,000
Emergency Fund for Needy People Chicago, IL For the Bridges to Independence Program \$15,000	Friends of the Parks Chicago, IL For the Citizen Advocacy in Parks Program \$15,000	Illinois Facilities Fund Chicago, IL For general operating support \$35,000	Lawndale Christian Development Corporation Chicago, IL For general operating support \$35,000
The Employment Project Chicago, IL For general operating support \$35,000	Genesis Housing Development Corp. Chicago, IL For the Housing Services Assistance Program \$15,000	Inspiration Corporation Chicago, IL For Café Too Culinary Skills Job Training Program \$20,000	Lawrence Hall Youth Services Chicago, IL For general operating support \$10,000
The Enterprising Kitchen Chicago, IL For general operating support \$10,000	Goodwill Industries of Metropolitan Chicago, Inc. Chicago, IL For job coaching services for deaf and hard of hearing clients \$15,000	Interfaith Council for the Homeless Chicago, IL For the Shelter Graduates' Program \$30,000	Lawyers' Committee for Better Housing Chicago, IL For the Tenant Advocacy Project \$20,000
Equip For Equality, Inc. Chicago, IL For the Training Institute on Disability Rights \$25,000	Greater Chicago Food Depository Chicago, IL Second payment of a two-year \$100,000 grant for the Produce People Share program \$50,000	Interfaith Housing Development Corporation of Chicago Chicago, IL For general operating support \$15,000	Legal Assistance Foundation of Metropolitan Chicago Chicago, IL For the Public Benefits Hotline \$25,000
Erie Neighborhood House Chicago, IL For the Parent to Parent Program \$20,000	Hamdard Center for Health & Human Services Addison, IL For the Employment Training Program serving Chicago residents \$20,000	Interfaith Refugee & Immigration Ministries Chicago, IL For the Job Developer Position \$15,000	Life Span Chicago, IL For general operating support \$25,000
Family Focus Chicago, IL For the Primary Prevention Program at Nuestra Familia \$15,000			Local Economic and Employment Development Council Chicago, IL For the Workforce Development Program \$15,000

<p><b>Lutheran Social Services of Illinois</b> Des Plaines, IL For Reconnections \$15,000</p>	<p><b>Northwest Neighborhood Federation</b> Chicago, IL For the Improving Lives through Education Project \$10,000</p>	<p><b>Roger Baldwin Foundation of ACLU</b> Chicago, IL For the Children's Initiative \$10,000</p>	<p><b>St. Agatha Family Empowerment</b> Chicago, IL For the Teen Alternative Network \$10,000</p>
<p><b>Metropolitan Family Services Legal Aid Bureau</b> Chicago, IL For the Domestic Violence Team Victim Advocate \$15,000</p>	<p><b>Onward Neighborhood House</b> Chicago, IL For the Youth Program \$10,000</p>	<p><b>Rogers Park Community Council</b> Chicago, IL For the Victim Advocacy Support Program \$10,000</p>	<p><b>St. Martin de Porres House of Hope</b> Chicago, IL For general operating support \$30,000</p>
<p><b>Metropolitan Planning Council</b> Chicago, IL For the Public Housing in the Public Interest Project \$35,000</p>	<p><b>Openlands Project</b> Chicago, IL For the Urban Greening Program \$20,000</p>	<p><b>Sacred Heart Schools</b> Chicago, IL For the Children of the Heart Program \$12,500</p>	<p><b>Suburban Job-Link</b> Chicago, IL For the Business Development Team \$35,000</p>
<p><b>Mujeres Latinas En Accion</b> Chicago, IL For general operating support \$25,000</p>	<p><b>Partnership to End Homelessness</b> Chicago, IL For the No Agency Left Behind Project \$10,000</p>	<p><b>Saint Elizabeth Catholic Worker</b> Chicago, IL For the Development and Fundraising Program \$10,000</p>	<p><b>Thresholds</b> Chicago, IL To support the Vocational/ Residential Support Worker position \$20,000</p>
<p><b>National Center on Poverty Law</b> Chicago, IL For Welfare Program Activities \$50,000</p>	<p><b>Pro Bono Advocates</b> Chicago, IL For the Civil Court Clinic for Orders of Protection Program \$15,000</p>	<p><b>Sarah's Circle</b> Chicago, IL For general operating support \$25,000</p>	<p><b>Women's Business Development Center</b> Chicago, IL For the Child Care Business Initiative \$15,000</p>
<p><b>Neighborhood Housing Services of Chicago</b> Chicago, IL For the Home Ownership Preservation Initiative \$30,000</p>	<p><b>Project Match</b> Chicago, IL For salary support of a full-time Job Development Specialist \$25,000</p>	<p><b>South Side Help Center</b> Chicago, IL For salary support for a Creative Arts Specialist \$10,000</p>	<p><b>YMCA of Metropolitan Chicago</b> Chicago, IL For the Customer Service and Employment Training Program \$25,000</p>
<p><b>New Moms, Inc.</b> Chicago, IL For general operating support \$20,000</p>	<p><b>Rainbow House</b> Chicago, IL For the Domestic Violence Prevention and Education Program \$15,000</p>	<p><b>Southwest Chicago Pads</b> Chicago, IL For the Volunteer Program \$15,000</p>	<p><b>YWCA of Metropolitan Chicago</b> Chicago, IL For general operating support \$25,000</p>
<p><b>North Lawndale Employment Network</b> Chicago, IL For the Community Resource Job Center \$25,000</p>	<p><b>Rape Victim Advocates</b> Chicago, IL For the Adolescent Program \$20,000</p>	<p><b>Southwest Women Working Together</b> Chicago, IL For the Community Organizing Initiative \$20,000</p>	
	<p><b>The Renaissance Collaborative</b> Chicago, IL For the Supportive Services program \$20,000</p>	<p><b>Spanish Coalition for Jobs</b> Chicago, IL For the Bilingual Medical Assistant Training Program \$35,000</p>	



## Arts and Culture

### Art Institute of Chicago

Chicago, IL  
For the Art Partners Program  
\$25,000

### Art Resources in Teaching

Chicago, IL  
For Building Arts Capacity in  
the Classroom  
\$12,000

### Arts for Learning Chicago

Chicago, IL  
For Art Links: A Professional  
Development Series  
\$10,000

### Chicago Academy of Sciences

Chicago, IL  
For Science on the Go!  
education program  
\$20,000

### Chicago Architecture

**Foundation**  
Chicago, IL  
For the Newhouse Program  
and Architecture Competition  
\$15,000

### Chicago Arts Partnerships in Education

Chicago, IL  
For general operating support  
\$20,000

### Chicago Children's Choir

Chicago, IL  
For the in-school and  
neighborhood choir programs  
\$20,000

**Chicago Horticultural Society**  
Glencoe, IL  
For the School Garden Initiative  
\$10,000

**Chicago Humanities Festival**  
Chicago, IL  
For Education Programs and the  
Children's Humanities Festival  
\$15,000

**Chicago Moving Company**  
Chicago, IL  
For the New Frontiers Project  
\$10,000

**Chicago Opera Theater**  
Chicago, IL  
For outreach programs  
at Audubon Elementary and  
Roosevelt High School  
\$10,000

**Chicago Shakespeare Theater**  
Chicago, IL  
For Team Shakespeare  
\$30,000

**Claretian Associates**  
Chicago, IL  
For the South Chicago Art  
Center school outreach program  
\$15,000

**Court Theatre**  
Chicago, IL  
For the Student  
Education Program  
\$25,000

**ETA Creative Arts Foundation**  
Chicago, IL  
For the Showfolk Daytime  
Performance Series  
and the Playwriting/Creative  
Dramatics Program  
\$10,000

**Facets Multimedia**  
Chicago, IL  
For the Education Program  
of the Chicago Children's  
International Film Festival  
\$15,000

**The Goodman Theatre**  
Chicago, IL  
For the Education and  
Community Programs  
\$25,000

**Grantmakers in the Arts**  
Seattle, WA  
For the Annual Conference  
\$5,000

**Hubbard Street Dance Chicago**  
Chicago, IL  
For the Education and  
Community Programs  
\$20,000

**Hyde Park Art Center**  
Chicago, IL  
For the Visual Learners school  
outreach program  
\$15,000

**Joffrey Ballet of Chicago**  
Chicago, IL  
For the Education Outreach  
Program  
\$15,000

**John G. Shedd Aquarium**  
Chicago, IL  
For the ACES Project for  
Chicago Public School teachers  
\$25,000

**Lifeline Theatre**  
Chicago, IL  
For the arts residency at  
Field Elementary School  
\$10,000

**Lincoln Park Zoological Society**  
Chicago, IL  
For Project NOAH, an outreach  
program for Chicago Public  
School students  
\$35,000

**Lookingglass Theatre Company**  
Chicago, IL  
For Education and  
Community Programs  
\$15,000

**Lyric Opera of Chicago**  
Chicago, IL  
For OPERAREACH youth  
education programs  
\$25,000

**Marwen Foundation**  
Chicago, IL  
For the Teacher Program  
\$15,000

**Merit School of Music**  
Chicago, IL  
For general operating support  
\$30,000

**Millennium Park/  
The Joan W. and  
Irving B. Harris Music  
and Dance Theater**  
Chicago, IL  
For the endowment  
\$200,000

**Muntu Dance Theatre  
of Chicago**  
Chicago, IL  
For the Arts Community  
Empowerment Program  
\$10,000

**Music Institute of Chicago**  
Winnetka, IL  
For the Music Integration Project  
\$15,000

**Music of the Baroque**  
Chicago, IL  
For the Educational  
Outreach Program  
\$15,000

**Northwestern University  
Settlement Association**  
Chicago, IL  
For the Vittum Theater's  
Season for Young Audiences  
\$15,000



<p><b>The Oriental Institute Museum</b> Chicago, IL For a professional development program for Chicago public school teachers \$25,000</p>	<p><b>Sherwood Conservatory of Music</b> Chicago, IL For the Teen Ensembles Program \$7,500</p>
<p><b>Pegasus Players</b> Chicago, IL For the Artists in Residency with Teachers Program \$15,000 For production of the Philanthropic Phollies \$3,000</p>	<p><b>The David and Alfred Smart Museum of Art</b> Chicago, IL For the Art in Context Program \$25,000</p>
<p><b>The People's Music School</b> Chicago, IL For general operating support \$15,000</p>	<p><b>Snow City Arts Foundation</b> Chicago, IL For general operating support \$10,000</p>
<p><b>Performing Arts Chicago</b> Chicago, IL For the pilot education program at Roberto Clemente High School \$5,000</p>	<p><b>Steppenwolf Theatre Company</b> Chicago, IL For the Arts Exchange Outreach Program \$15,000</p>
<p><b>The Poetry Center of Chicago</b> Chicago, IL For the Hands on Stanzas Outreach Program \$15,000</p>	<p><b>Suzuki-Orff School for Young Musicians</b> Chicago, IL For outreach and education programs \$25,000</p>
<p><b>Ravinia Festival Association</b> Highland Park, IL For the Education and Community Outreach Initiatives \$40,000 For the August 2004 performance by Lorraine Hunt-Lieberson and Peter Serkin \$10,000</p>	<p><b>Urban Gateways</b> Chicago, IL For the Cultural Enrichment Program in Chicago Public Schools \$20,000</p>
<p><b>Redmoon Theatre</b> Chicago, IL For the School Partnership Program \$10,000</p>	<p><b>Victory Gardens Theater</b> Chicago, IL For the Educational Outreach Program \$15,000</p>
	<p><b>WTTW11</b> Chicago, IL For the Artbeat Chicago series \$70,000</p>



## Health

<p><b>Advocate Bethany Hospital</b> Chicago, IL For the Adopt-A-School Asthma Education Pilot Project \$10,000</p>	<p><b>Children's Home &amp; Aid Society</b> Chicago, IL For the Peer Education Component of the Illinois Subsequent Pregnancy Prevention program \$15,000</p>	<p><b>Free People's Clinic</b> Chicago, IL For general operating support \$20,000</p>	<p><b>Rehabilitation Institute of Chicago</b> Chicago, IL For the Health Resource Center for Women with Disabilities \$40,000</p>
<p><b>AIDS Foundation of Chicago</b> Chicago, IL For general operating support \$25,000</p>	<p><b>The Children's Place Association</b> Chicago, IL To hire a nurse for the Children's Place at Vision House \$20,000</p>	<p><b>Heartland Health Outreach</b> Chicago, IL For the Pathways Home Program \$30,000</p>	<p><b>Saint Anthony Hospital</b> Chicago, IL For the Diabetes Center \$20,000</p>
<p><b>Alivio Medical Center</b> Chicago, IL For general operating support \$30,000</p>	<p><b>Chinese American Service League</b> Chicago, IL For the Community Health Program \$20,000</p>	<p><b>Illinois Caucus for Adolescent Health</b> Chicago, IL For general operating support \$20,000</p>	<p><b>SGA Youth &amp; Family Services</b> Chicago, IL For the Bella Artes Art Therapy Project at Shields School \$20,000</p>
<p><b>Centro Comunitario Juan Diego</b> Chicago, IL For the Community Health Promoter Program \$10,000</p>	<p><b>Community Counseling Centers of Chicago</b> Chicago, IL For the Parent Education Program \$20,000</p>	<p><b>Infant Welfare Society of Chicago</b> Chicago, IL For the Women's Whole Wellness Project \$40,000</p>	<p><b>Swedish Covenant Hospital</b> Chicago, IL For the school-based clinic at Roosevelt High School \$30,000</p>
<p><b>Centro San Bonifacio</b> Chicago, IL For the Multipliers Program \$15,000</p>	<p><b>CommunityHealth</b> Chicago, IL For general operating support \$30,000</p>	<p><b>Interfaith House</b> Chicago, IL For the Assessment/ Respite Program \$35,000</p>	<p><b>University of Illinois at Chicago</b> Chicago, IL For the Healthy Steps for Young Children Program \$40,000</p>
<p><b>Chicago Health Connection</b> Chicago, IL For the Peer Counselor Training and Placement Program \$10,000</p>	<p><b>Counseling Center of Lake View</b> Chicago, IL For the Latino Family Violence Project \$20,000</p>	<p><b>Juvenile Protective Association</b> Chicago, IL For the Building Bridges to Enrich the Family Program \$25,000</p>	<p><b>Vital Bridges</b> Chicago, IL For the South Side Program \$25,000</p>
<p><b>Chicago House and Social Service Agency</b> Chicago, IL For the Family Support Program \$30,000</p>	<p><b>Erie Family Health Center</b> Chicago, IL For the Depression Collaborative Program \$30,000</p>	<p><b>La Rabida Children's Hospital and Research Center</b> Chicago, IL For the Community Asthma Program for Children \$20,000</p>	<p><b>Mobile C.A.R.E.</b> Chicago, IL For school outreach to provide asthma management care \$20,000</p>
<p><b>Chicago Women's Health Center</b> Chicago, IL For Outreach and Education Programs \$20,000</p>	<p><b>The Family Institute</b> Evanston, IL For the Community Outreach Program \$40,000</p>	<p><b>Planned Parenthood of the Chicago Area</b> Chicago, IL For the Community Partnership with Chicago Public Schools \$20,000</p>	



### Urban Leadership Award

**Carole Robertson Center for Learning**  
Chicago, IL  
Year-three of a four-year grant to establish the Center for Adult Learning  
\$100,000

**Women Employed Institute**  
Chicago, IL  
Year-three of a four-year grant to research, develop, implement and disseminate career development tools to help low-income women move out of poverty  
\$204,743



### High School Initiative

For the fourth year's activities of a multi-year initiative to improve student achievement and create lasting improvements in the learning environments at six Chicago public high schools  
\$1,309,806

### World Relief

**CARE**  
Chicago, IL  
For the Emergency Response Fund  
\$50,000

**Church World Service**  
Elkhart, IN  
For the Emergency Response Disaster Fund  
\$50,000

**Doctors Without Borders USA**  
New York, NY  
For the Emergency Relief Fund  
\$50,000

### Special Purposes

**Independent Sector**  
Washington, DC  
For the annual meeting  
\$7,500

**Other Grants**  
Grants made to 92 organizations upon the recommendation of the members of the Board of Directors and the Fry family  
\$517,500

## Independent Auditor's Report

Board of Directors of the Lloyd A. Fry Foundation

We have audited the statements of financial position of Lloyd A. Fry Foundation as of June 30, 2004, and 2003 and the statements of activities and of cash flows for the years then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on the financial statements based on our audits.

We conducted our audits in accordance with the U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Lloyd A. Fry Foundation as of June 30, 2004 and 2003 and its activities and cash flows for the years then ended in conformity with the U.S. generally accepted accounting principles.



Chicago, Illinois  
September 10, 2004

## 2004 Financial Statements

### Statements of Financial Position

	June 30, 2004	June 30, 2003
<b>Assets</b>		
Cash and equivalent	\$ 7,034,648	\$ 6,845,606
Accrued dividends and interest receivable	357,334	248,178
Excise tax refund receivable	216,670	42,374
Prepaid expenses	19,291	10,269
Marketable securities	156,890,936	141,080,563
Mutual fund		83,935
Investment partnerships	156,250	
Furniture and equipment	124,175	173,084
	<u>\$ 164,799,304</u>	<u>\$ 148,484,009</u>
<b>Liabilities and Net Assets</b>		
Accrued expenses	\$ 58,403	\$ 26,029
Unconditional grants payable	902,045	1,407,241
Deferred federal excise tax	260,425	171,000
	1,220,873	1,604,270
Unrestricted net assets	163,578,431	146,879,739
	<u>\$ 164,799,304</u>	<u>\$ 148,484,009</u>

See accompanying notes.

### Statements of Activities

	June 30, 2004	June 30, 2003
<b>Revenue</b>		
Fixed income investments	\$ 1,715,583	\$ 1,976,797
Dividends	1,539,737	1,488,346
Distributions from Lloyd A. Fry Trusts	1,039,539	1,105,162
	<u>4,294,859</u>	<u>4,570,305</u>
<b>Expenditures</b>		
Grants authorized	7,402,483	8,014,725
Administrative and other expenses	2,182,530	1,929,487
Federal excise tax (benefit)	248,469	(90,930)
	<u>9,833,482</u>	<u>9,853,282</u>
<b>Expenditures over revenue</b>	<u>(5,538,623)</u>	<u>(5,282,977)</u>
Net gains (losses) on investments		
Realized	13,409,653	(4,190,429)
Unrealized	8,827,662	(3,700,780)
	<u>22,237,315</u>	<u>(489,649)</u>
<b>Net increase (decrease) in unrestricted net assets</b>	<u>16,698,692</u>	<u>(5,772,626)</u>
Unrestricted net assets		
Beginning of year	146,879,739	152,652,365
<b>End of year</b>	<u>\$ 163,578,431</u>	<u>\$ 146,879,739</u>

See accompanying notes.

<b>Statements of Cash Flows</b>	<b>June 30, 2004</b>	June 30, 2003
<b>Operating activities</b>		
Net increase (decrease) in unrestricted net assets	\$ 16,698,692	\$ (5,772,626)
Depreciation	55,342	57,026
Net realized and unrealized (gains) losses on investments	(22,237,315)	489,649
Changes in:		
Accrued dividends and interest receivable	(109,156)	248,354
Excise tax refund receivable	(174,296)	17,127
Other assets	(9,022)	12,907
Unconditional grants payable	(505,196)	(689,133)
Deferred federal excise tax	89,425	(99,000)
Accrued expenses	32,374	14,780
<b>Net cash used in operating activities</b>	<b>(6,159,152)</b>	<b>(5,720,916)</b>
<b>Investing activities</b>		
Additions to furniture and equipment	(6,434)	(1,963)
Proceeds from sales of investments	121,212,980	128,523,914
Purchases of investments	(114,858,352)	(120,814,511)
<b>Net cash provided by investing activities</b>	<b>6,348,194</b>	<b>7,707,440</b>
<b>Increase in cash and equivalent</b>	<b>189,042</b>	<b>1,986,524</b>
<b>Cash and equivalent</b>		
Beginning of year	6,845,606	4,859,082
<b>End of year</b>	<b>\$ 7,034,648</b>	<b>\$ 6,845,606</b>

See accompanying notes.



## Notes to the Financial Statements

### 1. Nature of Activities and Significant Accounting Policies

**Nature of Activities** Lloyd A. Fry Foundation (the "Foundation") is a nonprofit private charitable foundation that distributes grants principally to charitable organizations.

The Foundation is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and applicable state law.

**Investments** Investments are stated at market value. The fair values of investment partnerships are estimated by management based on the fair value of the assets owned by the partnerships (as determined by managing partners of the partnerships) and the liquidity of the Foundation's investments in those partnerships. The market value of corporate bonds and equity securities traded on national securities exchanges is the last reported sales price. Purchases and sales of securities are accounted for on the trade date. Interest is recorded as earned and dividends are recorded on the exdividend date.

**Cash Equivalents** The Foundation considers all investments purchased with a maturity of three months or less to be cash equivalents. The Foundation maintains its cash in bank accounts which, at times, may exceed federally insured limits. The Foundation has not experienced any losses in such accounts. Management believes that the Foundation is not exposed to any significant credit risk on cash.

### 4. Marketable Securities

Marketable securities consisted of the following:

	2004		2003	
	Cost	Market	Cost	Market
Equity securities	\$ 96,952,002	\$ 122,538,313	\$ 95,646,586	\$ 110,613,108
Fixed income investments	34,253,796	34,352,623	28,576,501	30,467,455
	\$ 131,205,798	\$ 156,890,936	\$ 124,223,087	\$ 141,080,563

**Furniture and Equipment** Furniture and equipment are stated at cost. Depreciation is being computed over the estimated useful lives of the assets using the straight-line method.

**Use of Estimates** The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions affecting the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

### 2. Distributions from Lloyd A. Fry Trusts

The Foundation has a residual interest in several trusts established by the Estate of Lloyd A. Fry. The Trusts made distributions to the Foundation of \$1,039,539 during fiscal year 2004 (2003-\$1,105,162). Future residual amounts to be received by the Foundation cannot be determined.

### 3. Investment Partnerships

Investment partnerships consist of limited partnership interest in venture capital funds, buyout funds, mezzanine and subordinated debt funds, and restructuring and distressed debt and securities funds. The Foundation had open commitments to make additional partnership investments of \$4,843,750 at June 30, 2004.

**5. Grant Commitments**

Total unconditional grants payable at June 30, 2004 are estimated to be distributed as follows:

2005	\$ 647,045
2006	255,000
	<u>\$ 902,045</u>

The Foundation had approved grants amounting to approximately \$4,430,000 at June 30, 2004 (2003—\$5,650,000) which are subject to the satisfaction of prior conditions by the intended recipients before payments will be made. These conditional grants are not reflected in the financial statements.

During fiscal 2001, the Foundation established the Chicago Public High School Initiative. This five-year funding initiative is directed at six high school principals who have demonstrated leadership skills. The Foundation anticipates supporting each school with a grant of approximately \$250,000 per year for a five-year period. The grants will be used to support programming designed by each school's principal that should result in improved student achievement and a more rigorous learning environment. Annual grants to be made by the Foundation under this initiative are included in the amount of conditional grants specified in the preceding paragraph and are to be supplemented by matching contributions from the schools.

**6. Other Commitments**

The Foundation is required to make the following minimum annual rental payments under a noncancelable lease for office space through 2010:

2005	\$ 131,894
2006	135,840
2007	139,918
2008	144,149
2009	148,453
Thereafter	88,075
	<u>\$ 788,329</u>

Rental expense (primarily for office space) was approximately \$186,000 for fiscal year 2004 (2003—\$186,000).

**7. Federal Excise Taxes**

The Foundation is classified as a private foundation pursuant to Section 509(as) of the Internal Revenue Code and, therefore, is subject to an excise tax on net investment income, including realized net gains on sales of securities. A liability for deferred excise taxes is provided on the unrealized gain on investments and accrued investment income. The tax was provided for at a 1 percent rate for fiscal year 2004 and 2003. Private foundations are also required to make minimum annual distributions of grants in accordance with a specified formula. The Foundation met the distribution requirement for fiscal years 2004 and 2003.

**8. Grant Distributions**

During the current year, grants totaling \$7,907,679 were paid, including Foundation Grants of \$6,167,500, Scholarship Grants of \$6,370, Urban Leadership Awards of \$304,744 and payments relating to the High School Initiative of \$1,429,065. Unconditional grants authorized but not distributed as of June 30, 2004 totaled \$902,045, which included Foundation Grants of \$710,000 and Urban Leadership Grants of \$192,045. Grant expense for fiscal year 2004 consisted of the following:

Unconditional grants payable at June 30, 2003	\$(1,407,241)
Grants approved from July 1, 2003 to June 30, 2004	7,907,679
Unconditional grants payable at June 30, 2004	902,045
	<u>\$ 7,402,483</u>

**9. Employee Benefit Plan**

The organization maintains a Section 403(b) salary reduction retirement plan. The plan covers all full-time employees. The plan agreement provides for employer contributions based on a set percentage of salary up to the annual maximum. The Foundation's contributions for 2004 and 2003 were \$57,124 and \$72,429, respectively.

## Grantmaking Programs

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

The Foundation is specifically interested in programs that improve conditions for low-income, underserved communities. We award grants in four major fields: education, community services, health, and arts and culture.

Generally, we give priority to proposals for the initiation of new programs or the strategic expansion or enhancement of existing programming. We also favor programs that build the capacity of the individuals served.

In all program areas, for organizations which are or have been grantees of the Foundation, we also will consider proposals for projects that strengthen an organization's capacity to develop, implement and sustain a high level of quality services. These projects might include: strategic planning, program evaluation, board and staff development, fundraising and the application of technology.

We are also interested in funding advocacy activities that focus on ensuring that low-income communities and individuals in Chicago are being treated fairly and are getting the services they deserve.

The program descriptions listed below provide general information on the types of activities we most commonly fund within each category. They are not intended to serve as a comprehensive or exhaustive list of our grantmaking programs. For instructions on how to apply for a grant, please see our *Grant Application Procedures*.

### Education

Education has been the cornerstone of our grantmaking since the Foundation's inception. Our interest in education relates to improving public education and expanding opportunities for inner-city youth in Chicago. School reform and school improvement, school leadership, teacher training, policy and advocacy, education outreach, adult literacy and enrichment programs for disadvantaged youth are among the activities we fund. For further examples, see our list of *2004 Education grants*.

### Community Services

Community Services funding addresses the Foundation's commitment to helping families and individuals move out of poverty. We are especially interested in efforts which help low-income individuals prepare for, find and keep jobs. We support programs that provide employment-related services to low-income individuals. These services can include: adult education, employment-related literacy and English as a second language, vocational training, and job placement and job retention services. We support efforts to improve the quality and effectiveness of employment programs

serving low-income workers and job seekers. We also support advocacy work to improve public policies that affect job training and employment opportunities.

The Foundation recognizes that some of the most effective employment services are not stand-alone programs. Job training, placement and retention success frequently depend on access to a range of interconnected services that can include case management, counseling, or assistance with child care, health care, housing or transportation. The Foundation encourages the submission of proposals that address the complex factors which contribute to long-term employment success. See our list of *2004 Community Services grants*.

### Health

Our grantmaking in health focuses on improving access to quality care for Chicago's low-income residents. We provide support for primary health care services, community health outreach activities, advocacy, and prevention-based health education programming to Chicago's underserved neighborhoods and communities. See our list of *2004 Health grants* for further examples.

### Arts and Culture

Our arts and culture funding focuses on outreach and education programs serving inner-city Chicago youth. We are especially interested in arts education programs that include a training and professional development component for classroom teachers.

## Grant Application Procedures

### Grantmaking Programs (cont'd)

Other activities funded in this category include performance and arts education programs for students in the Chicago Public Schools, special outreach projects of the city's major cultural institutions, and efforts to make the arts accessible to children throughout Chicago, regardless of their economic situation. For further examples, see our list of *2004 Arts and Culture grants*.

In general, we do not make grants for: individuals, general operating support for new grantees, capital, endowments, governmental entities, fundraising events, political activities, medical research, or religious purposes. We rarely fund unsolicited proposals from outside Chicago.

### How to Apply

The Lloyd A. Fry Foundation makes grants in the following broad fields: education, community services, arts and culture, and health. We make grants only to tax-exempt organizations and rarely fund organizations outside Chicago. We give priority to proposals for specific projects rather than for general operating support.

### Letters of Inquiry

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

### Proposal Application Procedures

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

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

1. A brief history of the organization, including a general statement of its primary functions and goals.
2. A project description which includes:
  - 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 and reporting the results and impact of the project's activities (for further information, see *Outcomes and Assessments* on our website)
  - A timeline for project activities
3. An income and expense budget for the project during the duration of the proposed grant.
4. An operating budget for the organization with income and expense projections that pertain to the fiscal year in which the project will take place.
5. A list of current and projected funding sources and amounts (government, corporate and foundation sources) for both the organization and the project, for the fiscal year in which the project will take place.
6. A copy of the organization's most recent audited financial report.
7. A list of board members and their affiliations.

- 8. A list of professional staff of the organization and resumes of key personnel involved in the project. Proposals for organizational capacity-building activities that involve outside consultants should include a copy of the consultant's resume and a list of clients.
- 9. A copy of the organization's 501(c)(3) tax exemption letter from the Internal Revenue Service.
- 10. Returning grantees must submit a full narrative and financial report on the previous grant before a new request is considered. We ask that final reports and proposals be submitted under separate cover. For more information on this subject, see our *Grant Reporting Requirements* on our website.

**Renewal Policy**

An organization which has received three years of funding for either general operating support or a specific project will generally be asked to take a year off in seeking support during the following year. The Board of Directors recognizes that there may be unusual circumstances in which ongoing support for more than three consecutive years will be appropriate, but there will be a high hurdle after three years.

Following a year off, organizations may resubmit proposals for either general operating support or specific project support. These proposals will be evaluated under the Foundation's grantmaking priorities.

For further clarification of the Foundation's grantmaking priorities, please refer to the *Grantmaking Programs* page of the Fry Foundation's web site.

**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. We must receive your proposal by 5 p.m. on the deadline date in order to review it at the corresponding board meeting:

Board Meeting	Proposal Deadline
February	December 1
May	March 1
August	June 1
November	September 1

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.

With one exception, we review grant requests representing all of the Foundation's fields of interest at each quarterly meeting. We review proposals for theater outreach in May only.

**Proposals and letters of inquiry should be sent to:**

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

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