

LLOYD A. FRY FOUNDATION



2022 Annual Report

Since March 2020, Lloyd A. Fry Foundation grantee partners demonstrated resilience and flexibility to stay afloat throughout the instability of the COVID-19 pandemic. Their tenacity and strength meant that critical supports were provided for Chicago’s most vulnerable communities across the arts learning, education, employment, and health sectors. While innovative ideas were born out of that time of uncertainty, organizations are still looking for a sense of normalcy and are working to rebuild—not just to where they once were, but for a sustainable future. The Lloyd A. Fry Foundation is grateful to the work of its grantee partners and is optimistic for a stronger tomorrow.

Mission Update Process

The Lloyd A. Fry Foundation Board of Directors recognizes that we are living in a moment of dynamic change in Chicago and in philanthropy. With those changes, the meaning and intention behind words and phrases can evolve, providing us with an opportunity to use language that reflects new conditions. With that in mind, the Fry Foundation Board engaged in conversations to update the Foundation’s mission statement. In addition to internal discussions, the Board invited staff and grantee partners to share how they see the Fry Foundation’s values reflected in funding priorities and how the work gets done. Those conversations consistently emphasized the Foundation’s guiding principles of racial equity, learning, and fairness. Ultimately the Board wanted an updated mission

statement that offered aspirational and hopeful language reflecting the challenges the Fry Foundation aims to address in partnership with our grantees.

We are grateful to all those who contributed their time to helping us develop this updated mission statement.

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.

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.

Officers and Directors

Amina J. Dickerson
(she/her/hers)
Vice Chair

Lloyd A. Fry III
Chair

Graham C. Grady
(he/him/his)
Treasurer

Stephanie Pace Marshall
(she/her/hers)
Director

Howard M. McCue III
(he/him/his)
Director

Unmi Song
(she/her/hers)
President and Secretary

Staff

Unmi Song
(she/her/hers)
President

Sherly Chavarria
(she/her/hers)
Senior Program Officer
Education

Brittany McCoy
(she/her/hers)
Administrative
Assistant

Jennifer Miller Rehfeldt
(she/her/hers)
Senior Program Officer,
Employment

Yadira Montoya
(she/her/hers)
Program Officer, Health

Joe Panganiban
(he/him/his)
Program Officer,
Arts Learning

Merril Prager
(she/her/hers)
Controller

Carrie Roche
(she/her/hers)
Grants and Operations
Manager

Jessica Thompson
(she/her/hers)
Grants and Operations
Manager

Kendahl Wesley
(he/him/his)
Summer Intern

Contact

Lloyd A. Fry Foundation
120 S. LaSalle Street
Suite 1950
Chicago, IL 60603-3419
Phone: 312.580.0310
Fax: 312.580.0980
www.fryfoundation.org

Photography: Roark Johnson
Writing: Novid Parsi
Design: Sam Silvio

Letter from the Chair

“Volatile”—that word is often heard in the boardroom of the Fry Foundation these days when my fellow Directors and I discuss the stock market. In my opinion, it's also the perfect word to describe the conditions in our society right now as we adjust to the aftermath of COVID-19 and the pandemic moves to the endemic stage. The definition of “the new normal” is still in flux.

As an individual, family member, student, employee or leader of a business, school or nonprofit, we have all struggled in one way or another during the past two and a half years. Today, a mental health crisis, sharply lower test scores and behavioral problems in schools, unprecedented gun violence, trauma and vicious political rhetoric—all these issues and many others—seem to have a direct connection to the uncertainty that we have felt since the pandemic became a reality.

Like all foundations, the Fry Foundation has a special responsibility to use our philanthropic resources to support excellent nonprofit organizations, particularly in difficult times. The four organizations highlighted in this annual report—**Ingenuity, Chicago Public Education Fund, Cara Collective** and **CommunityHealth**—are representative of all of our grantees—they have weathered the Covid storm while demonstrating innovation, determination and resilience in the face of it.

This has also been a time of reflection for the Fry Foundation. This past summer, the Directors spent a great deal of time and thought reviewing our mission statement, which had not been updated in two decades. We sought the input of our staff, selected grantees and consultants. The result, as you will see on the previous page, is a much stronger statement which emphasizes the value of partnership with each one of our grantees and our shared commitment to address the persistent problems driven by long-standing inequity prevalent in so many neighborhoods on the South and West Sides of Chicago.

I am so fortunate to be associated with this wonderful foundation. We have a great Board of Directors and an exceptionally talented staff. I thank you all for your dedication to our ongoing task. We can now push aside Zoom (most of the time, anyway) as we return to the office and finally gather together in the boardroom.



Lloyd A. Fry III
Chair

Letter from the President

After two years of the pandemic, who did not hope that 2022 would signal the end of this unprecedented health crisis? Rather than coming to a close, however, the pandemic entered a new phase. For the organizations that the Fry Foundation supports, this has been a year of rebuilding—not simply re-opening pre-pandemic programs but re-creating them so that they more effectively meet the pressing needs of Chicago residents.

During the pandemic, Chicago Public Schools (CPS) saw a steep decline in the number of arts programs serving students in schools. **Ingenuity** responded by ramping up supports. It added new features to its widely used online platform, artlook® Map Chicago, that made it easier for schools and arts organizations to find each other and develop partnerships. During the pandemic, CPS increased its regulations for working in classrooms, and Ingenuity helped arts organizations navigate those new requirements. Ingenuity also provided a record high number of grants to teacher-designed arts programs.

CPS students were falling behind academically, and their social emotional needs skyrocketed, all while moving learning into remote and hybrid environments. Schools needed new strategies and there was no playbook on teaching during a global pandemic. The **Chicago Public Education Fund** (The Fund) redirected its programs for CPS principals to help them write the new playbook, in order to be more responsive to the urgent needs of students. With The Fund's help, school leaders identified students who had fallen behind, then conducted in-depth interviews with students and their families to pinpoint needs. The Fund helped school leaders develop approaches to help students not just remediate the learning they had missed, but to accelerate learning in order to be prepared for the classes they need to move into.

Cara Collective has a long history of helping Chicagoans experiencing poverty to find and keep jobs. In recent years, it has taken on a new approach. Cara began using all it has learned from job seekers over the past three decades to help employers change their hiring practices to be more diverse and inclusive. With Cara's guidance, these employers recognize the value of candidates who have the necessary job skills, even if they don't fit the companies' standard mold for new hires. Cara also helps employers set up their people for success—for example, by providing appropriate training. The result: Cara has expanded the industries where its job seekers have found rewarding employment.

When the pandemic led **CommunityHealth** to shift from in-person medical visits to telemedicine, it saw a significant

decrease in the number of patients who failed to show up for appointments (“no-shows”). CommunityHealth provides health care to low-income, uninsured adults at no charge. Telemedicine visits can be useful and convenient, but there are some things that cannot be done over the phone, such as taking vitals and drawing blood for lab tests. CommunityHealth recognized an opportunity: It opened a small satellite clinic in Belmont Cragin, where many of its patients live, so these individuals could avoid long travel times to CommunityHealth's West Town location. The microsite, where patients receive both telehealth and routine medical services, has achieved a no-show rate of just 4 percent (down from 19 percent). This means that many more patients are getting the health care they need. The initiative proved so successful that CommunityHealth opened a second microsite in Little Village. I invite you to learn more about each of these stories in the pages that follow.

At the Fry Foundation, we marked several very significant changes at the Foundation this past year. We welcomed Sherly Chavarria to our Education program. Sherly joined us from CPS where she was Chief of Teaching and Learning. She brings extraordinary experience and expertise. We and our grantee partners are fortunate to have her working with us in this new capacity. As we said hello to Sherly, we said good-bye to Sydney Sidwell, as she retired from the Foundation after almost 15 years! Sydney's insights, perspectives, and ideas have shaped much of the culture of the Fry Foundation today. She personified the Foundation's goal of finding ways to be helpful to Chicago's nonprofit community and especially CPS students. And there was no one more excited to see great student art! We continue to benefit from the wisdom of her legacy.

We also updated our mission statement, as Chip mentions in his letter above. It appears on the prior page. We affirmed our core values, as we updated the language and context for our work. We are not making changes to our program areas or priorities. As one of our Board members said, we all are passionate, excited, and committed to the current work of the Foundation and our grantee partners! Our vision is a Chicago that offers education, opportunity, health, and hope for all.



Unmi Song
President



Arts Learning

Ingenuity-Changing Worlds

“The Fry Foundation has been a longtime, very meaningful thought partner for Ingenuity. Our work is better because of the Fry Foundation’s questions, interests, and drive for quality programs. This honest, trusting relationship allows our work to continue to evolve and improve.”

—Nicole Upton, Executive Director, Ingenuity

Data is Ingenuity’s lifeblood. Founded in 2011, Ingenuity works to ensure every student in Chicago Public Schools (CPS) has access to the arts as part of a well-rounded education. One central way it does that? By gathering, analyzing, and disseminating data about arts education via its online platform, artlook® Map Chicago. With data submitted by over 90 percent of CPS schools, Ingenuity’s annual State of the Arts report tracks students’ access to arts education. However, amid numerous pandemic-era challenges, the arts education community needed more frequent data-driven insights. Yet they had even less time to study the detailed State of the Arts report. These educators needed up-to-the-minute information, not just an overview of what had happened during the previous school year.

“For 25 years, our organization has developed in-school and after-school programs focused on oral history and storytelling, whether in writing, dance, or the visual arts. Ingenuity’s Creative Schools Fund has helped drive innovation in our instruction, so we can give students arts experiences they haven’t had before. Ingenuity also has enabled conversations among arts organizations. And it has offered me professional development that I as a nonprofit arts administrator can share with our teaching artists to expand their toolkits, which we as a small organization would never be able to do.”

—Joanne Vena, Director of Programs, Changing Worlds

“In 2021-22, I participated in Ingenuity’s nine-month CONSTELLATION program for teaching artists and arts education administrators, which sharpened my professional development facilitation skills. It was really impactful because it allowed me space to think about professional development for our teaching artists more deeply and in collaboration with people outside our organization. So I was able to offer better-structured professional development for our teaching artists, who are the face of our programs in schools.”

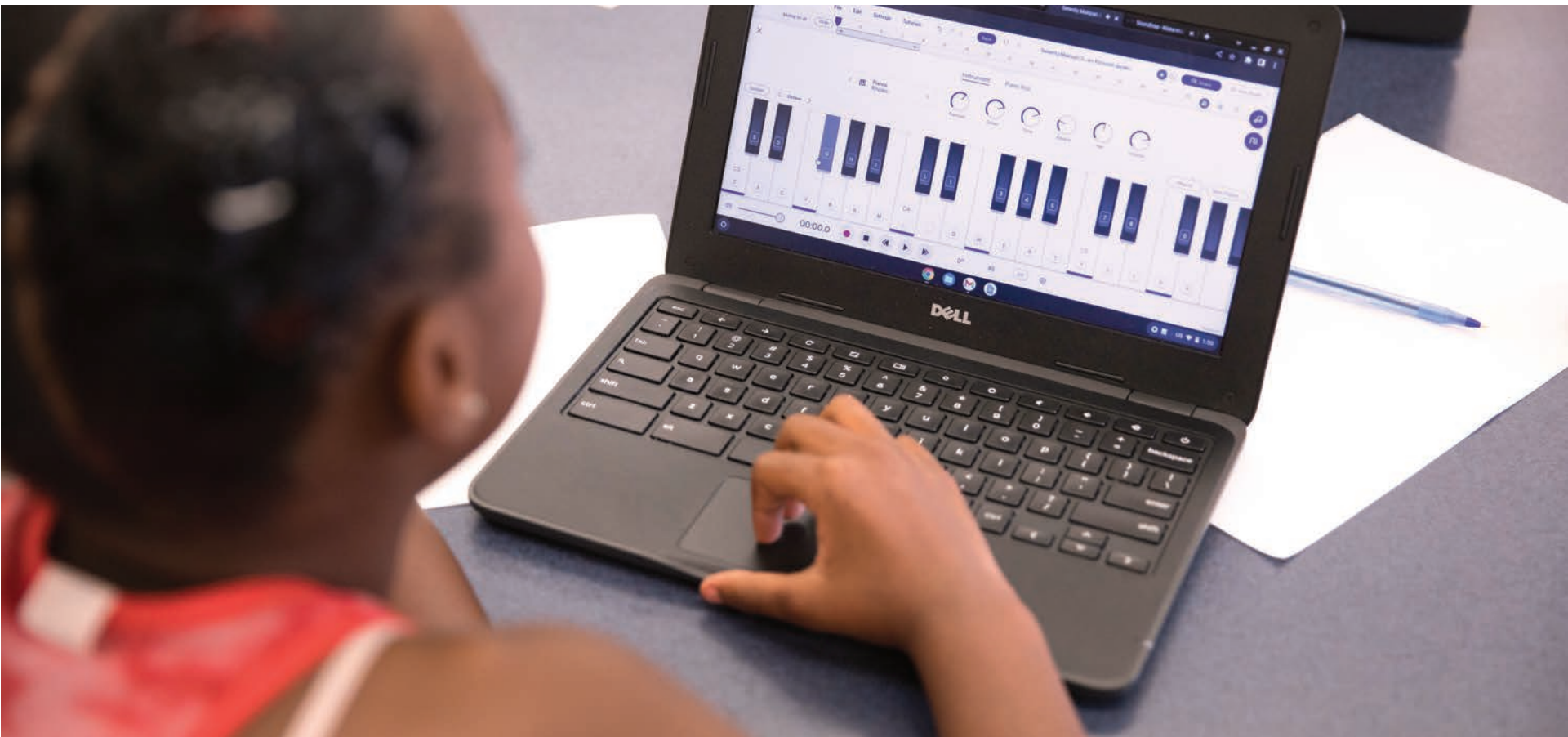
—Karen Shifflett, Professional Learning and Evaluation Director, Changing Worlds

So **Ingenuity** responded. This year, Ingenuity launched its Data Snapshots series—hot-take analyses of artlook® Map Chicago’s data that provide up-to-date insights four to six times a year. These more visual, interactive analyses help inform the arts education community’s everyday practices. One 2022 Data Snapshot, for example, examined BIPOC (Black, Indigenous, and People of Color) representation in arts education organizations’ programming and leadership structures. “The data is not just reflective, looking back in time. It’s of the moment,” says Nicole Upton, Executive Director, Ingenuity. “This is a fundamental shift for us and an exciting evolution in how we

think about data and the use of data.” It will take evolution and innovation to help the arts education sector rebuild. CPS has seen a steep decline in the number of its arts education partnerships. In 2018-19, the last full school year before the pandemic, CPS had 559 arts partners. The following school year, that number dropped to 437. And in 2020-21, it fell further to 295. Most pre-pandemic arts programs had involved in-person experiences, which suddenly couldn’t happen remotely. Many performing arts organizations that offered school programs had relied on ticket sales and field trips, which suddenly dried up. “A large focus for us is rebuilding

those partnerships,” says Courtney Cintrón, Director of Partnerships and Learning, Ingenuity. “We know arts partners are vital to providing students with cross-cultural understandings of the arts and connecting them to a larger arts community.”

The artlook® Map Chicago platform will be critical to the rebuilding work. More than a data hub, artlook® Map Chicago serves to connect schools with arts partners. It allows schools and teachers to showcase their current programs and needs, while arts organizations can share their programs and identify schools to partner with, so they can all better collaborate. This year, Ingenuity has added new



features to enhance artlook® Map Chicago’s power to form connections. One feature connects schools and arts organizations looking to partner at that very moment. Another uses an algorithm to suggest top matches among schools and arts organizations—narrowing down a large mass of names into a small, curated list.

Ingenuity knows that during the pandemic the arts education sector has faced increased administrative challenges in working with CPS, such as heightened background check requirements both for in-person and remote programs. “We needed to step in and offer more tailored

support to decrease the barriers for arts organizations,” Cintrón says. In addition to communicating more extensively with arts organizations about working with CPS, Ingenuity collaborated closely with CPS and its procurement team to simplify its vendor processes.

Over the past few years, the entire arts education sector has experienced a great deal of turnover. Yet Ingenuity understands that the arts teacher—often a school only has one—serves as a champion for the arts, making it much more likely for all students to access arts instruction. To better support these educators, Ingenuity’s Creative

Schools Fund, which gives grants to teacher-designed arts programs, awarded an all-time high of 164 grants in 2021-22, up from an annual average of around 100. And rather than only once a year, the Creative Schools Fund now issues grants twice a year. Also in 2021-22, Ingenuity added a new learning program for arts educators: CONSTELLATION teaches arts education professionals and teaching artists about trauma-informed, healing-centered practices in classrooms.

“Much of our work has continued to focus on building back what was lost during the pandemic, and it will take years to rebuild it,” Upton says.



Education

Chicago Public Education Fund

“The Fry Foundation pushes us to ask what we’re learning and how we can apply it more broadly. We can’t do the work without the resources, but we’re even more appreciative of the Fry Foundation’s thought leadership.”

—Nelson Gerew, Director of Data and Policy, Chicago Public Education Fund

After the pandemic upended the 2020-21 school year, educators and students hoped the following school year would return to normal. But that didn’t happen. “The school year was more complex and difficult than many expected,” says Esther Lee, Manager of Program Investments, Chicago Public Education Fund (The Fund). Schools had to address learning loss while prioritizing students’ social and emotional needs, and principals had to lead all the rebuilding work amid pandemic-related disruptions.

“The Fund’s Summer Design Program gave us the opportunity to reimagine teaching and learning. Last year, after the two-day Summer Design Program, my leadership team and I came together with a cohort of teachers, and we used the previous school year’s data to identify students we knew would need support. Over two weeks, we conducted empathy interviews with those students and their families. It was phenomenal. It gave us the opportunity to listen to families and drill into their needs. We then had all our school’s teachers each identify two or three students who were struggling and use the same empathy-interview process with them.

“During an empathy interview with one family, the teacher learned the intimate reasons they and their child had not engaged in learning over the past school year. We were able to connect them with curricular resources. If we had not conducted that empathy interview, that child would have been lost from our school.

“We might make assumptions about students and their families, about why they don’t show up. As we rebuild, we’re using empathy interviews to elevate their voices.”

—Yasmeen Muhammad-Leonard,
Principal, Nettelhorst School



School leaders found an invaluable partner in **The Fund**. Founded in 1999, The Fund supports principals and aspiring principals in Chicago Public Schools (CPS), in part through programs that serve at least half of the more than 600 CPS school leaders. Recently, as principals faced unprecedented difficulties, The Fund launched a new principal advisory committee to design solutions for schools' current challenges. And, crucially, The Fund pivoted one of its flagship initiatives, the Summer Design Program, to make it more responsive to school leaders' needs.

In the past, the Summer Design Program, which serves an average of 60 schools each year, had focused on sharing established best practices

with school leaders. But the pandemic ushered in a new reality: "There was no playbook or best practices. This was new on all fronts and different for each school," says Nelson Gerew, Director of Data and Policy, The Fund.

For the 2021 Summer Design Program, The Fund created a new playbook. It helped school leaders identify and support students who had fallen behind during the previous school year with the sudden shift to remote learning. The Fund trained 96 school leadership teams to conduct in-depth, empathy-based interviews with these students and their families to better understand their needs and how to address them.

One school realized its Black male students were the least likely to

take advanced courses—even though they performed as well as their peers. After conducting interviews with the students, the school piloted a program that trained seven teachers to make their lesson plans more culturally relevant for Black students. As a result, these students saw connections between their studies and their lives and felt they belonged in the advanced classes. The pilot also addressed teachers' implicit bias when recommending students for honors courses. After the initiative's early success, the school expanded the new lesson-plan approach to all its teachers.

The Summer Design Program continued to evolve in 2022. To make summer school less remedial, the



program worked with 17 schools to identify priority students—“the students furthest from opportunities,” Lee says—and improve their math and literacy performance and their access to advanced courses. The schools interviewed these students to get their input on the summer school that would best prepare them for the following school year.

The Fund’s other main program, Professional Learning Communities, also proved vital for principals facing pandemic-era struggles. Serving more than 200 principals and assistant principals each year, Professional Learning Communities convene peer-led study groups that meet monthly throughout the school year to discuss and address their schools’

difficulties. “The Professional Learning Communities helped principals get through the challenges of the year,” Lee says. Heather Anichini, The Fund’s President and CEO, adds, “They also enabled school leaders to innovate within existing systems and in partnership with their school communities, encouraging collaboration and creativity.”

Still, as The Fund knows all too well, the pandemic has taken a heavy toll on school leaders. As measured by The Fund’s engagement surveys, the proportion of principals who report job satisfaction dropped from 78 percent in 2019 to 66 percent in 2020, falling further to 54 percent in 2021. However, in part because of The Fund’s myriad supports, principals’

retention rate increased slightly from 88 percent in 2019 to 90 percent in 2020—and then peaked at 94 percent in 2021 before returning to a pre-pandemic level of 84 percent in 2022. “We haven’t seen a principal exodus despite everything, and that’s encouraging,” Gerew says. “Our programs have helped keep principal retention at a good level.”

With The Fund’s ongoing support, school leaders have begun to emerge from a constant heads-down, crisis-response mode. Now, these leaders can look up—and look ahead. “Principals are more focused on instruction and social and emotional growth, not just immediate needs,” Gerew says. “The Fund played a role in affecting that transition, and we’re building on that.”





Employment

Cara Collective

“The Fry Foundation has been with us as we have evolved, enabling us to serve more people and have more systemic impact, so that those who want to get ahead have the opportunity to do so.”

—Sara Wasserteil, Managing Director of Expansion and Integration, Cara Collective

For over 30 years, Cara Collective has helped Chicagoans experiencing poverty to build their skills and confidence so they can land and keep employment. Cara has placed about 13,000 individuals into jobs making an average hourly wage of just under \$16. In 2019, the organization saw an opportunity to increase its impact by sharing its model to help other nonprofits get more people into jobs through a new expansion entity, Cara Plus. After a strong first year testing this approach, Cara quickly realized it could leverage its learnings in another way as well: to help employers adopt more inclusive practices, based on the experience of the thousands of job seekers it served. “We wanted to bottle up our learnings, so that when employers want to expand their talent pipeline, they know how,” says Sara Wasserteil, Managing Director of Expansion and Integration, Cara Collective.

“I worked in homecare since I was 18 or 19 and I was good at it, but there was no growth for me there. I’m 56 now. Cara welcomed me in, and oh my goodness, I had never experienced anything like what they offered. Every single person there made me feel at home and at ease. They talked with me and encouraged me. I wanted to work in a hospital, but I thought no one would hire me. Cara told me that I have the skills, and they helped me redo my resume and practice interviewing. Cara asked me if I needed childcare, if I needed housing, food assistance, mental health services—anything I needed to be successful at work. They said, ‘You got this.’”

“Cara helped me get a job with UChicago Medicine in 2020. When I got there, I was so happy someone believed in me. I transport hospital patients to and from procedures, and I take discharged patients to their transportation. Now, they ask me to train other patient transporters. This year they enrolled me in a program to continue my education and have a career as a respiratory therapist. And Cara still calls to check on me, and I call them. Whenever I meet someone looking for a job, I send them straight to Cara. Cara gave me hope.”

—Debra Campbell, patient transporter, University of Chicago Medicine

Cara Plus set an ambitious goal: to transform employers' hiring practices so that they include candidates with barriers to economic and mobility opportunities—candidates that many employers historically haven't considered. These job seekers often don't have college degrees. They may have been affected by the criminal justice system. They may have gaps in their employment history for various reasons, such as working as unpaid caregivers. But they often do have the experience and skills required for good-paying jobs. Employers need help recognizing that.

Starting in 2020, Cara Plus worked with over 20 employers, convening

them in several small cohorts to learn job seeker-informed best practices over several months. The employers learn from Cara Plus, as well as Cara's job seekers and alumni, to think beyond standard candidate profiles. Employers also enjoy the rare opportunity to share their experiences with other companies and industries. "We root the experience in practices we know historically have had good outcomes for job seekers and employees," Wasserteil says.

For instance, Cara Plus helps companies assess their own job postings for entry-level roles, identifying potential obstacles that could prevent people from applying, even if they

have the skills. One obstacle: lengthy job postings. Another: degree requirements for jobs that don't really need them. After partnering with Cara Plus, one financial services firm in Chicago realized it could drop its degree requirements for 10 different roles.

"We ask the employers if they're shaping the job postings in ways that meet their hiring needs but also include talent pools that have gotten their skills through less traditional routes and can be successful on the job," says Liana Bran, Director of Expansion Strategy, Cara Collective.

After their time with the learning cohort, employers embark on a six-month



pilot to implement their new hiring and retention practices. Employers also track their progress—assessing whether they make the intended changes and meet their hiring needs, and evaluating standard metrics such as retention rate. “The biggest challenge is not a lack of enthusiasm among business leaders, but implementation,” Bran says. The transition from ambition to execution can be particularly fraught in a tight labor market: Cara’s employers are changing their hiring practices at the same time that many companies struggle just to get roles filled.

Especially amid the Great Reshuffle, hiring isn’t enough; companies also

must set up their people for on-the-job success so that they stay. Cara Plus works with employers to ensure they’re clear about job expectations and reporting structure, provide adequate training, offer and communicate career advancement opportunities, and measure success each step of the way—from considering more diverse candidates to hiring and retaining them.

Traditionally, Cara has placed individuals in commercial cleaning, customer service, food/hospitality, and health care roles. With its recent focus on bolstering employers’ inclusive hiring practices, Cara has expanded its placement industries, helping to

secure more work for its clients in financial and professional services and new roles in health care, which previously weren’t available to them. Cara Plus’ first company cohort reached its one-year mark this year—and all companies have successfully hired and retained people more broadly and inclusively. That success builds internal buy-in, leading to a virtuous cycle of more inclusive hires.

“We hear from companies whose hiring managers may have been unsure but they made their first hires of people who didn’t have four-year degrees. And the companies ask us to bring in more people like this,” Bran says.



Health

CommunityHealth

“We believed new innovations would work for our communities, but we needed to put them in place to make sure they did. The Fry Foundation allowed us to do that, helping us transform the ways our communities access care.”

—Stephanie Willding, CEO, CommunityHealth

In 2021, CommunityHealth, which provides care to low-income, uninsured adults at no charge, opened its first satellite clinic—but the idea behind the initiative began a year earlier, with the start of the pandemic. In the spring of 2020, the pandemic spurred an overnight adoption of telemedicine. With its shift to telehealth, CommunityHealth saw its patients’ no-show rate (patients who do not show up for appointments) drop significantly from 19 percent to 12 percent—“because we met our patients where they are, rather than requiring them to come to us,” says Stephanie Willding, CEO, CommunityHealth, the nation’s largest volunteer-based health center.

“I’ve been a patient at the West Town location for almost 10 years. They’re the best. I love them. But to get there, I have to take a bus, then the Blue Line, then another bus, and then I walk three or four blocks. I don’t mind because the people at CommunityHealth are perfect. But when they opened the Onward House location, my primary care physician suggested I go there for my lab work and follow-up visits. It’s only one block from my home. That saves me time and money on transportation.

“Now, I go to Onward House every three months because I’m diabetic, so they have to check my bloodwork. Gloria at the Onward House location is the only person who can draw my blood on the first try. If you ask me to grade her 1 to 10, I’d give her a 15. I still go to the West Town location for my doctor to examine me, but I go to Onward House for telehealth follow-ups, like for the doctor to discuss my lab results with me. The telehealth is good. It’s a big TV, and it’s just like you’re in the clinic, sitting down with the doctor.”

—Rizalita Verroya Jagonase, patient, CommunityHealth



 **RUSH**

Manita Tatawarthy, M.D., M.S.

CommunityHealth spotted an opportunity—and began questioning the very idea of a singular healthcare facility. What if CommunityHealth opened a satellite clinic that offers telehealth and some in-person services in a neighborhood where many of its patients live? What if, rather than traveling an hour or two via public transport to get to CommunityHealth’s West Town location, patients instead had to walk just a few blocks to receive care at a microsite? “It doesn’t have to be a huge building. We can bring services to the community in a room,” says Avi Bailey, Manager of Strategy and Innovation, CommunityHealth.

CommunityHealth knew the location of that room would matter.

During the first weeks of the pandemic, as some of its patients became sick or lost work, CommunityHealth witnessed the enormous impact of the economic and social conditions that influence the health of people and communities. Given that, CommunityHealth wanted to locate its microsite within a community-based organization that could help address economic and social conditions that affect health.

CommunityHealth found that organization: Onward Neighborhood House. A nonprofit that provides educational, economic, and support services, Onward House is located in the Northwest Side neighborhood of Belmont Cragin—where many CommunityHealth patients live.

After planning in close collaboration with Onward House from fall 2020 to spring 2021, CommunityHealth opened its microsite—the first of its kind in Chicago—in April 2021. “Instead of patients having to come to us, we come to them,” Bailey says.

Open a few days each week, the microsite provides a trained medical assistant who supports patients throughout their visits by performing triage, taking vitals, and drawing blood for lab tests. In a separate room, patients access a computer and webcam for their telehealth visits. They can pick up their medications at the microsite. And they can easily receive Onward House’s support, such as childcare and a food pantry.



CommunityHealth also has piloted some in-person primary and specialty care services in the telehealth room. “This is not kiosk medicine, where someone goes to a machine to get their blood pressure. This is a medical home,” Willding says.

The patients fully embraced the new site. Through feedback and surveys, patients made clear they greatly appreciated the valuable time saved by not having to travel to the West Town location—time they could spend at work or with their families. And the data bore out the testimonials. The site’s no-show rate has been a mere 4 percent. “That’s truly incredible,” Willding notes. Over 95 percent of patients reported positive affirmation

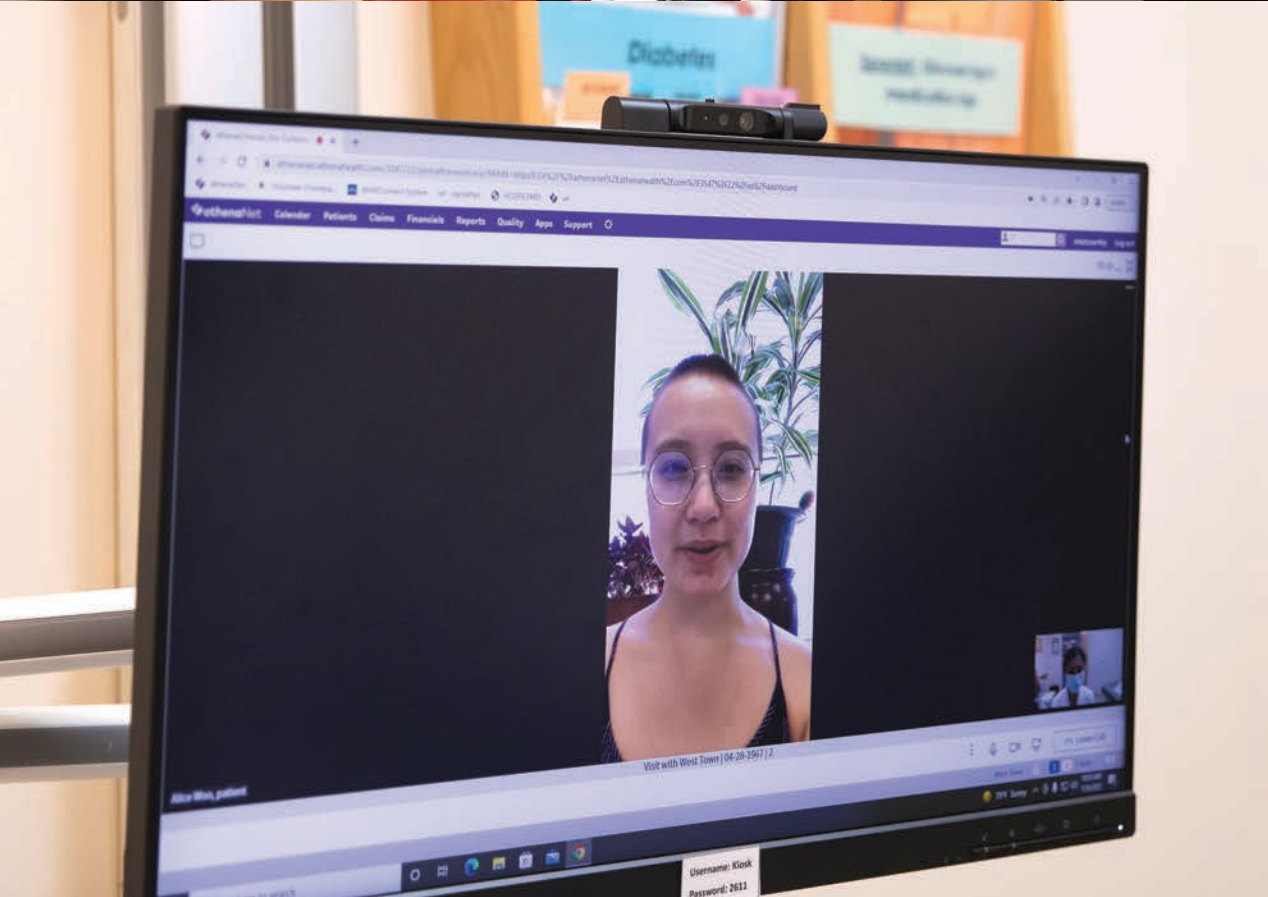
on three measures: their satisfaction with the care, the convenience of the location, and their desire to continue getting care at the site.

Notably, CommunityHealth successfully established the microsite while at the same time addressing the many healthcare challenges brought on by the pandemic. “We had to be both an innovation organization and a frontline provider of necessary Covid-related services,” Willding says.

Soon after the site’s launch, Willding began hearing a common query from CommunityHealth’s other social service partners: “They asked me, ‘Would you open one of these sites at one of our community-based locations?’” she says.

So CommunityHealth did just that. In mid-2022, CommunityHealth opened its second microsite inside Enlace Chicago, a nonprofit and Fry Foundation grantee that provides services to the Southwest Side neighborhood of Little Village.

As it looks to the future, CommunityHealth continues to question the status quo: “What if every person in a community with historical disinvestment only had to travel a few blocks to receive healthcare?” Willding asks. “How would wellness of the community be transformed?” CommunityHealth and its patients have seen firsthand that hyperlocal care can help achieve more equitable care.



2022 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.

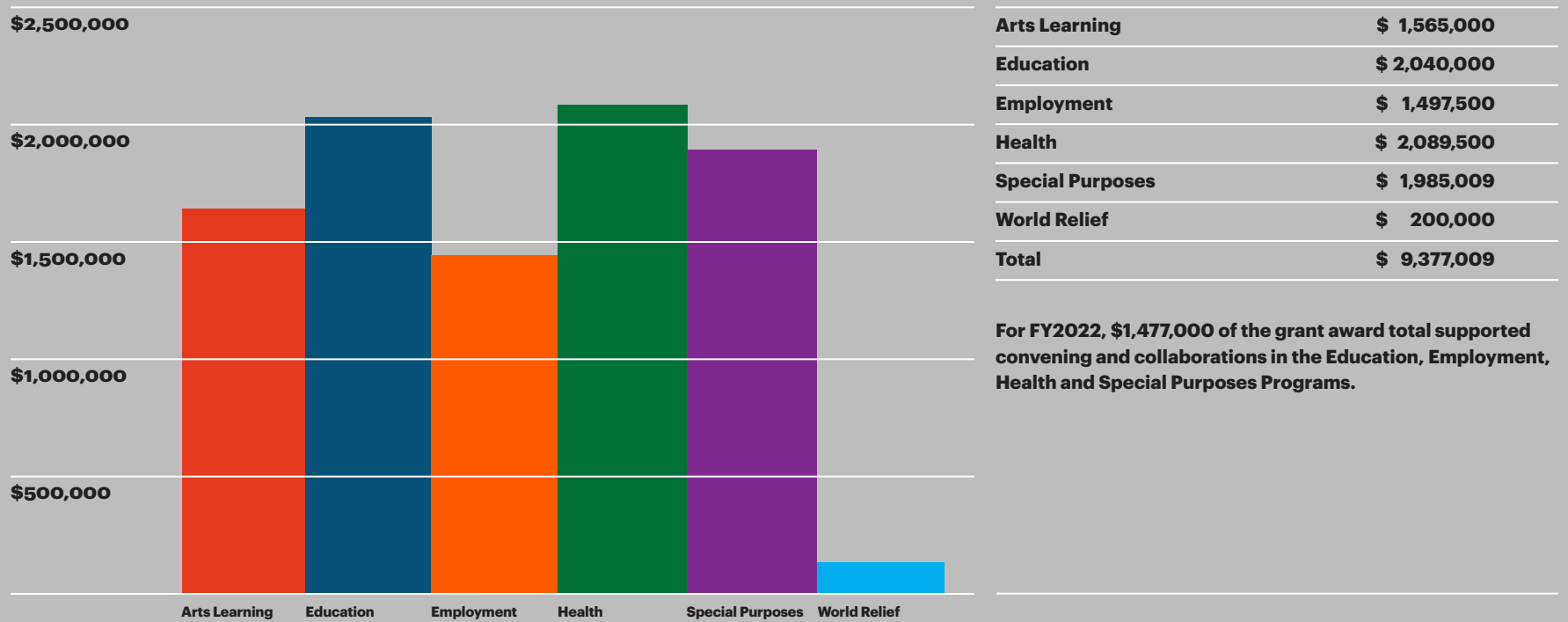
Grants are awarded in four major areas: **Arts Learning, Education, Employment, and Health.** Across all of our funding areas, our focus is on helping organizations:

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.

2022 Grants and Awards Totals



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

2022 Grantees



Arts Learning

Instruction

Albany Park Theater Project

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

Black Ensemble Theater

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

Changing Worlds

Chicago, IL
2nd and final payment of a two-year, \$70,000 grant for the In-School Arts Learning Programs
\$35,000

Chicago Center for Music Education

Chicago, IL
2nd and final payment of a two-year, \$80,000 grant for music programs in Chicago public schools
\$40,000

Chicago Children's Choir

Chicago, IL
2nd and final payment of a two-year, \$130,000 grant for CCC's Neighborhood Choir Program and the DiMension ensemble
\$65,000

Chicago Jazz Philharmonic

Chicago, IL
For Jazz Alive music education in CPS schools
\$40,000

Chicago Opera Theater

Chicago, IL
First payment of a two-year, \$65,000 grant for Opera for All, an educational outreach program in Chicago public schools
\$35,000

Chicago Poetry Center

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

Chicago Sinfonietta, Inc.

Chicago, IL
For 2021-2022 Chicago Sinfonietta Education Outreach Programs, Audience Matters and Student Ensembles with Excellence and Diversity
\$30,000

Congo Square Theatre Company

Chicago, IL
For Education + Outreach Programming
\$20,000

Court Theatre Fund

Chicago, IL
For the Court Education Initiative
\$30,000

Forward Momentum Chicago NFP

Chicago, IL
For dance education programs and professional learning for trauma informed instruction
\$50,000

Hyde Park Art Center

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

Intonation Music Workshop

Chicago, IL
First 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
First payment of a two-year, \$70,000 grant for the Jazz Links Education Program in CPS schools
\$35,000

The Joffrey Ballet

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

Lifeline Theatre

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

Lyric Opera of Chicago

Chicago, IL
2nd and final payment on a two-year, \$70,000 grant for the Opera Residencies for Schools
\$35,000

Merit School of Music

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

Musical Arts Institute

Chicago, IL
For After School Music Program (ASMP)
\$30,000

Peoples Music School Inc.

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

Puerto Rican Arts Alliance

Chicago, IL
First payment of a two-year, \$90,000 grant for the Latin Music Project
\$45,000

Red Clay Dance Company Inc.

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

Silk Road Rising

Chicago, IL
First 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
2nd and final payment of a two-year, \$100,000 grant for Snow City Arts Programming in Chicago Partner Hospitals
\$50,000

TimeLine Theatre Company

Chicago, IL
First payment of a two-year, \$60,000 grant for the Living History Program in CPS and TimeLine South
\$30,000

Urban Gateways

Chicago, IL
For multi-disciplinary arts education residencies
\$40,000

Victory Gardens Theater

Chicago, IL
First payment of a two-year, \$60,000 grant for the Drama in the Schools Residency program
\$30,000

West Point School of Music

Chicago, IL
For Urban Music Makers
\$30,000

Young Chicago Authors

Chicago, IL
2nd and final payment of a two-year, \$70,000 for the Education Partnerships program
\$35,000

Teacher Professional Learning Chicago Arts

Chicago, IL
Partnerships in Education
Chicago, IL
2nd and final payment of a two-year, \$80,000 grant for the Collaboration Laboratory Project
\$40,000

Chicago Shakespeare Theater

Chicago, IL
First payment of a two-year, \$100,000 grant for Bard Core and Chicago Shakespeare SLAM
\$50,000

Chicago Symphony Orchestra

Chicago, IL
For CSO-Connect CPS Partnerships
\$50,000

Hubbard Street Dance Chicago

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

Marwen Foundation

Chicago, IL
2nd and final payment of a two-year, \$100,000 grant for Studio Programs (formerly Teaching and Learning programs)
\$50,000

National Museum of Mexican Art

Chicago, IL
First 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
First payment of a two-year, \$100,000 grant for the Chicago Music Discovery and Sistema Ravinia Programs
\$50,000

Steppenwolf Theater Co.

Chicago, IL
First payment of a two-year, \$50,000 grant for Steppenwolf Education's In-School Residency and Educator Training Programs
\$25,000

Special Opportunities

Enrich Chicago

Chicago, IL
2nd and final payment of a two-year, \$60,000 grant for increasing racial equity in the arts
\$30,000

Ingenuity Incorporated Chicago

Chicago, IL
First payment of a two-year, \$225,000 grant for Ingenuity's Data and Professional Learning Initiatives
\$100,000

Education

Principal Leadership & Development

Achievement Network

Chicago, IL
First payment of a two-year, \$200,000 grant supporting the use of instructional data to deepen skyline implementation
\$100,000

Chicago Public Education Fund

Chicago, IL
2nd and final payment of a two-year, \$250,000 grant for its professional learning supports for CPS principals
\$125,000

National Equity Project

Oakland, CA
2nd and final payment of a two-year, \$200,000 grant for Chicago Leaders for Equity: Leading and Designing for Equity in Complex Systems
\$100,000

National Louis University

Chicago, IL
2nd and final payment of a two-year, \$180,000 grant for the National Louis University/Chicago Public Schools Coaching Program
\$90,000

New Leaders

New York, NY
2nd and final payment of a two-year, \$240,000 grant for the Aspiring Principals and the Leadership Bridge Programs
\$120,000

UIC College of Education Center for Urban Education Leadership

Chicago, IL
First payment of a two-year, \$250,000 grant for diagnosing and addressing Network Chief learning needs: 2022-2024
\$125,000

University of Chicago School of Social Service Administration

Chicago, IL
2nd and final payment of a two-year, \$260,000 grant for the Network for College Success for work with R&D Partner Schools and for the Freshman Success for Equity Collaborative
\$130,000

Teacher Professional Learning Leading Educators Inc

New Orleans, LA
2nd and final payment of a two-year, \$250,000 grant for Skyline Implementation Support to Chicago public schools
\$125,000

New Teacher Center

Santa Cruz, CA
2nd and final payment of a two-year, \$160,000 grant for scaling school-based teacher leadership in CPS
\$80,000

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
First payment of a two-year, \$100,000 grant for support of the Impact Team Initiative
\$50,000

Academic Enrichment

Chicago Horticultural Society

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

Chicago Youth Programs

Chicago, IL
For the Teen Career Program and Middle School Programming Development Initiative
\$40,000

High Jump

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

LINK Unlimited

Chicago, IL
First payment of a two-year, \$90,000 grant for Junior LINK
\$45,000

The Posse Foundation

Chicago, IL
First 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
First payment of a two-year, \$80,000 grant for expansion of Chicago Public Schools High-Impact Tutoring Program
\$40,000

Target Hope

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

Special Opportunities

Advance Illinois NFP

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

Chalkbeat, Inc.

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

2022 Grantees

Equal Opportunity Schools

Seattle, WA
For the Measures That Matter Design Studio and Community of Practice in Chicago public schools
\$100,000

Kids First Chicago

Chicago, IL
2nd and final payment of a two-year, \$200,000 grant for Chicago Connected, and Parent-Informed Education Recovery Planning
\$100,000

Leading Educators Inc

New Orleans, LA
First payment of a two-year, \$250,000 grant for the Leading Educators CPS Skyline Networked Improvement Community
\$125,000

Regents of the University of California at Riverside

Riverside, CA
First 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
2nd and final payment on a two-year, \$100,000 grant for the Chicago Surge Fellowship
\$50,000

University of Chicago Consortium on School Research

Chicago, IL
2nd and final payment on a two-year, \$120,000 grant for the Consortium Investor Council
\$60,000

Employment

Vocational Training

Association House of Chicago

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

Chicago Urban League

Chicago, IL
2nd and final payment of a two-year, \$80,000 grant for the Community Trades and Apprenticeship Program
\$40,000

Chinese American Service League, Inc.

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

Greater West Town Community Development Project

Chicago, IL
2nd and final payment of a two-year, \$135,000 grant for the Occupational Skills Training Programs
\$60,000

Inner-City Computer Stars Foundation

Chicago, IL
For the Business, Leadership and Technology Training in Chicago
\$60,000

Jane Addams Resource Corporation

Chicago, IL
2nd and final payment of a two-year, \$130,000 grant for the Careers in Manufacturing Programs
\$65,000

National Able Network, Inc.

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

OAI, Inc.

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

Revolution Workshop

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

Safer Foundation

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

Year Up Inc.

Chicago, IL
First payment of a two-year, \$100,000 grant for Year Up Chicago
\$50,000

Bridge Programs

Chicago Citywide Literacy Coalition

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

Erie Neighborhood House

Chicago, IL
For the Pathways to Success Program
\$35,000

Heartland Human Care Services Inc.

Chicago, IL
First payment of a two-year, \$120,000 for the Vocational English Language Training (VELT) Program
\$60,000

Instituto del Progreso Latino

Chicago, IL
First payment of a two-year, \$110,000 grant for the Carreras en Salud program
\$55,000

Podar Learning Center

Chicago, IL
First payment of a two-year, \$80,000 grant for the Program Pathway: Building a Stronger Community
\$40,000

Polish American Association

Chicago, IL
For the Healthcare Bridge Program
\$35,000

Women Employed

Chicago, IL
First 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
First payment of a two-year, \$120,000 grant for general operations in Chicago
\$60,000

Inspiration Corporation

Chicago, IL
2nd and final payment of a two-year, \$80,000 grant for the Foodservice Training Program
\$40,000

Manufacturing Renaissance

Chicago, IL
For the Young Manufacturers Association Training Bootcamp
\$30,000

New Moms, Inc.

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

North Lawndale Employment Network

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

Policy Advocacy

Chicago Jobs Council

Chicago, IL
2nd and final payment of a two-year, \$150,000 grant for workforce development advocacy, Frontline Focus Training Institute, and organizational development
\$75,000

Special Opportunities Chicagoland Workforce Funder Alliance

Chicago, IL
2nd and final payment of a two-year, \$200,000 grant for the Chicagoland Workforce Funder Alliance
\$100,000

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 (CBOC)
\$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

Asian Human Services Family Health Center, Inc.

Chicago, IL
First 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
First payment of a two-year, \$120,000 grant for the Enhancing the Quality of Life 4 Patients w/Chronic Diseases (EQL4PWCD) Program
\$60,000

Center on Halsted

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

Chicago Family Health Center, Inc.

Chicago, IL
For the South Side Population Health Collaborative Specialty Care IT-Hub
\$84,000

Chicago Family Health Center, Inc.

Chicago, IL
For the Performance Improvement Initiative
\$50,000

Chicago Children's Advocacy Center

Chicago, IL
2nd and final payment of a two-year, \$220,000 grant for the PATHH (Providing Access toward Hope and Healing) Collaboration
\$110,000

Chicago Children's Advocacy Center

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

Children's Home & Aid Society of Illinois

Chicago, IL
First payment of a two-year, \$90,000 grant for Community-Based Behavioral Health Services
\$45,000

Christian Community Health Center

Chicago, IL
First 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
2nd and final payment of a two-year, \$191,000 grant for support of the C4/CountyCare Behavioral Health—Primary Care Integration Learning Collaborative
\$95,500

Community Health Nfp

Chicago, IL
2nd and final payment of a two-year, \$80,000 grant for the Healthy Together Coordinated Care Program
\$40,000

Erie Family Health Center, Inc.

Chicago, IL
2nd and final payment of a two-year, \$120,000 grant for its Health Outside the Medical Visit in the Time of COVID-19
\$60,000

Esperanza Health Centers

Chicago, IL
2nd and final payment of a two-year, \$200,000 grant for the Chicago Safety Net Learning Collaborative
\$100,000

Gads Hill Center

Chicago, IL
First payment of a two-year, \$90,000 grant for Healthy Minds, Healthy Schools Program
\$45,000

Hamdard Center for Health & Human Services NFP

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

Heartland Health Centers

Chicago, IL
For Improved Care Coordination Initiative—Year 3
\$70,000

Howard Brown Health Center

Chicago, IL
First payment of a two-year, \$80,000 grant for the patient-centered medical home (PCMH) model of primary care
\$40,000

Illinois College of Optometry

Chicago, IL
First 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
2nd and final payment of a two-year, \$100,000 grant for support of Integration and Coordination of Primary and Specialized Care in a Medical Home Model
\$50,000

Juvenile Protective Association

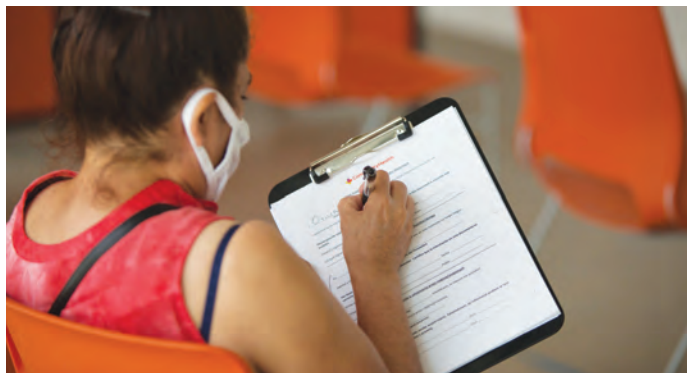
Chicago, IL
2nd and final payment of a two-year, \$90,000 grant for support of the Treatment & Counseling Program
\$45,000

La Rabida Children's Hospital

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



2022 Grantees



Lawndale Christian Health Center

Chicago, IL
First payment of a two-year, \$120,000 grant for the Hypertension Control Initiative \$60,000

Lutheran Social Services of Illinois

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

Mobile CARE Foundation

Chicago, IL
First 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
To support the High-Risk Care Coordination Program \$40,000

PCC Community Wellness Center

Oak Park, IL
First payment of a two-year, \$120,000 grant for its Oral Health Program in Chicago \$60,000

St. Bernard Hospital

Chicago, IL
First 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
2nd and final payment of a two-year, \$150,000 grant for the Care Coordination, Advocacy, Support, and Access (CASA) Program—An Integrated Home for Enhanced Oral Health for At-Risk Pediatric Populations \$75,000

YWCA Metropolitan Chicago

Chicago, IL
2nd and final payment of a two-year, \$100,000 grant for the RISE Children's Counseling Center \$50,000

Community Outreach/Prevention Enlace Chicago

Chicago, IL
First payment of a two-year, \$90,000 grant for its Community Health Workers Initiative \$45,000

Test Positive Aware Network

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

White Crane Wellness Center

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

Special Opportunities Health and Medicine Policy Research Group

Chicago, IL
For Community Health Workers as Vital to the Public Health Workforce in Illinois: Strengthening the Case \$120,000

The Night Ministry

Chicago, IL
2nd and final payment of a two-year, \$70,000 grant for the Health Outreach and Health Ministry Programs \$35,000

Sinai Health System

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

The Chicago Community Trust

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

Chicago Public Media Inc

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

Community Restorative Justice Hubs

Chicago, IL
2nd and final payment of a two-year, \$450,000 grant for the Community Restorative Justice Hubs Infrastructure for Community Healing, Decarceration, and Investment \$225,000

Forefront

Chicago, IL
First payment of a two-year, \$30,000 grant for general operating support \$15,000

Institute for Nonviolence Chicago

Chicago, IL
First payment of a two-year, \$250,000 grant for general operations \$125,000

Metropolitan Family Services

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

Taproot Foundation

Chicago, IL
For Sustained Support Through Taproot Plus for Grantmakers \$65,000

Window to the World Communications Inc.

Chicago, IL
2nd and final payment of a two-year, \$100,000 grant for WTTW News—Chicago Tonight \$50,000

Other Grants

Grants made to 160 organizations upon the recommendation of the board of directors, the Fry family, and employee matching gifts program totaling \$838,475.

Membership and Program Discretionary

Asian Americans / Pacific Islanders in Philanthropy

Oakland, CA
Membership grant \$7,500

Chicago Children's Choir

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Chicago Citywide Literacy Coalition

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Chicago Council on Global Affairs

Chicago, IL
For the President's Circle membership \$1,000

Chicago Public Education Fund

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Christian Community Health Center

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Council on Foundations, Inc.

Washington, DC
Membership grant \$10,000

Crossroads Fund

Chicago, IL
For the Chicago Racial Justice Pooled Fund \$6,500

Enlace Chicago

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Esperanza Health Centers

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Forefront

Chicago, IL
For support of Chicago African Americans in Philanthropy's the Soul of Philanthropy exhibition \$5,000

Forefront

Chicago, IL
For the Illinois Black Advocacy Initiative \$10,000

Forefront

Chicago, IL
Membership grant \$21,554

Forward Momentum Chicago NFP

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Grantmakers Concerned with Immigrants and Refugees

Petaluma, CA
Membership grant \$3,750

Grantmakers Concerned with Immigrants and Refugees

Petaluma, CA
Membership grant \$3,750

Grantmakers for Education

Portland, OR
Membership grant \$2,700

Grantmakers for Effective Organizations

Washington, DC
For support of the organization's 2022 National Conference \$10,000

Grantmakers for Effective Organizations

Washington, DC
Membership grant \$3,590

Grantmakers for Effective Organizations

Washington, DC
Membership grant \$3,590

Grantmakers in the Arts

Bronx, NY
Membership grant \$1,100

Illinois Partners for Human Service

Chicago, IL
For a Human Services Workforce Roundtable \$10,000

Independent Sector

Washington, DC
Membership grant \$8,000

Ingenuity Incorporated

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Inspiration Corporation

Chicago, IL
For technical assistance from Catalyst Kitchens \$7,500

Jane Addams Resource Corporation

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Kids First Chicago

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

La Rabida Children's Hospital

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Lakeside Pride Music Ensembles Inc.

Chicago, IL
For the Pride Bands Alliance Sweet Home Chicago 2022 Conference \$5,000

Latino Policy Forum

Chicago, IL
For the Latino College Landscape Study \$10,000

League of Chicago Theatres Foundation

Chicago, IL
For the August Wilson Monologue Competition \$5,000

Michael Reese Health Trust

Chicago, IL
For the Chicago Funders Together to End Homelessness Collaborative in honor of Jennifer Miller Rehfeldt's contributions to the work \$5,000

National Association of Community and Restorative Justice

San Antonio, TX
To support its 2022 conference in Chicago \$10,000

Revolution Workshop

Chicago, IL
For participation in the focus group discussion for the Lloyd A. Fry Foundation \$500

Young Invincibles

Washington, DC
For the Illinois Apprenticeship Collaborative \$10,000

World Relief

CARE

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

Doctors Without Borders USA Inc.

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

International Rescue Committee, Inc.

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

Grantmaking Program Areas

Mission Update Process

The Lloyd A. Fry Foundation Board of Directors recognizes that we are living in a moment of dynamic change in Chicago and in philanthropy. With those changes, the meaning and intention behind words and phrases can evolve, providing us with an opportunity to use language that reflects new conditions. With that in mind, the Fry Foundation Board engaged in conversations to update the Foundation's mission statement. In addition to internal discussions, the Board invited staff and grantee partners to share how they see the Fry Foundation's values reflected in funding priorities and how the work gets done. Those conversations consistently emphasized the Foundation's guiding principles of racial equity, learning, and fairness. Ultimately the Board wanted an updated mission statement that offered aspirational and hopeful language reflecting the challenges the Fry Foundation aims to address in partnership with our grantees.

We are grateful to all those who contributed their time to helping us develop this updated mission statement.

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

