

# LLOYD A. FRY FOUNDATION



2024 Annual Report

## 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.

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(she/her/hers)  
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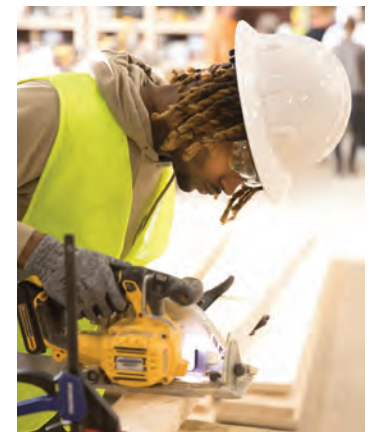
Photography: Roark Johnson  
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## Centering Lived Experiences: Stories of Empowerment



In this year's annual report, we spotlight the women, men, and children served by our grantees. While the Lloyd A. Fry Foundation provides grants to a wide range of organizations, we recognize that the true beneficiaries are the individuals whom those organizations

support. Consider the primary school teacher who saw her students struggling with math and reading, then formed a team of teachers to improve the school's instruction. Or the jobseeker who became a construction safety specialist, a career that provides her and her child with a family-sustaining income. Or the high school student who spent years acting and writing in the theater, gaining skills that helped her earn a college scholarship. These individuals,



all highlighted in this year's annual report, have made their impressive achievements in part because of the committed and enduring work of Fry Foundation grantees. There are thousands more Chicagoans like them.

## Letter from the Chair



After the excitement of our 40th anniversary, an occasion that enabled us to publicly celebrate the thoughtful work and significant impact our grantees have made on Chicago, the staff and board of the Lloyd A. Fry Foundation quickly refocused our efforts

on the core of our work—supporting organizations that diligently work to address some of the greatest needs in our city—notably ensuring quality public education, providing broad access to learning in the arts, training for employment opportunities, and for a final year, advancing innovations in access to health care services. Considering the essential work our grantees do for Chicago, a few words quickly come to mind. **Service. Innovation. Partnership. Possibility.** These principles bind our grantees and the Fry Foundation together in our approach to our work.

The need for the support we provide has, if anything, continued to escalate. Chicago continues to grapple with lingering effects of Covid, including learning loss, ongoing student challenges, and the need to support educational leaders striving to enhance student engagement. To meet these needs, our staff works in close partnership with organizations supporting school leaders instituting changes in curricula and implementing approaches that better address the needs of their students. Arts learning has witnessed schools struggling to sustain arts programming, complicating the goal of making arts access possible in every CPS classroom. Our staff partners with arts organizations, school administrators, and other funders to strategize on closing the access gaps and elevating the standards for teaching and learning in the arts. They listen to the needs of manufacturers and closely observe the changing nature of work to help our employment program partners fine-tune their training offerings. We share a goal—to increase the successful placement of jobseekers with

opportunities that provide a living wage and the potential for advancement.

Since the earliest years of the Fry Foundation, the focus has always been on addressing urgent needs that can improve the quality of life for Chicagoans. At 40+ years, the challenges we attempt to meet have become more complex, a reality that has only deepened our resolve to listen to and learn from our partners in a shared effort to build a community “in which all individuals and families have the opportunity to thrive,” as our mission compels us to do.

In this shared ambition, I have the great privilege of serving as Chair of this venerable Foundation, stepping into the big shoes left by my predecessors, notably Howard (Scott) McCue III, who served for 18 years, and most recently, Lloyd (Chip) A. Fry III, who capably led the Foundation since 2016. As a new chair, I am well-served by the pursuit of innovation and service established by these board leaders. I am grateful to be well-supported by a committed, thoughtful, and engaged board that includes Stephanie Marshall, Graham Grady, and Librada Killian. Now completing her 20th year as Foundation President, Unmi Song continues to bring rigor, deep knowledge of the sectors we support, and an abiding concern for the sustainability of organizations that partner with us in this work. She is supported by a talented and dedicated program staff: Sherly Chavarria, Jennifer Miller Rehfeldt, Joe Panganiban; and by our capable administrative team that includes Merrill Prager and Carrie Roche. As we consider trends, issues, and opportunities through rich and probing discussions of the board, Unmi often reminds all of us of the need to center the grantees, their perspectives, and the array of challenges they face to advance their work in service to Chicago. It is through them that we understand what is possible and what is necessary.

Amina Dickerson, Chair

## Letter from the President



“Narrative trumps data every time.” This quote, shared by our board member Dr. Stephanie Pace Marshall, the founder of Illinois Math and Science Academy, captures the essence of how we understand and communicate the work that matters most. While data

is undeniably important—providing the metrics to gauge success, track progress, and identify opportunities for growth; it is narrative that brings these numbers to life. They show us who is being impacted, how they are being affected, and why the work of our grantee partners matters.

For our 2024 Annual Report, we highlight three exemplary organizations: **Revolution Workshop**, **Teach Plus**, and **Albany Park Theater Project**. Each excels in its field of work and reflects the broader impact of all our grantee partners. As you read about their efforts, you will encounter data on outcomes and success, but more importantly, you will hear firsthand from those who are truly at the heart of this work: the individuals directly impacted by our grantee partners.

**Revolution Workshop** trains individuals for careers in construction, offering not just skills, but a pathway out of poverty. The numbers show that the employment rates and wages of its participants are among the best in the field, but it is the powerful words of Co-Founder and Executive Director Manny Rodriguez that encapsulates the heart of the mission: “We break people out of poverty.” The ultimate impact of Revolution Workshop is far more than about a job—it is about empowering people to break generational cycles of hardship and create stable futures.

**Teach Plus** helps teachers to become leaders who shape the culture and success of their schools. The data shows that 83% of teachers in its Change Agent program have improved student outcomes. But the real story lies in the descriptions of profound shifts in schools where teachers and principals are finding new ways to inspire and create learning environments where both students and teachers thrive.

**Albany Park Theater Project (APTP)** has long been a beacon for young artists, using the transformative power of theater to amplify the stories of first-generation immigrant families. APTP’s productions do more than entertain. At a time when divisions are deep, APTP brings people together through shared experiences that create opportunities for dialogue, empathy, and connection, reminding us of our common humanity and the power of community in times of uncertainty.

We will continue to rely on data. The numbers are essential—they tell us what is working, where we need to improve, and how we can better support our grantee partners. But it is the stories behind those numbers—the stories of people, families, and communities—that remind us why this work is so vital. And it is those stories that continue to drive us forward.

As we mark the end of our year, we reflect with gratitude on the leadership that has shaped our work. We welcomed Amina Dickerson in her new capacity as Board Chair and are thrilled about the energy and passion she brings to our work. We also welcomed Librada Killian, an enthusiastic new member of the Board. And we continue to be deeply grateful to our steadfast board members Chip Fry, Graham Grady, Stephanie Pace Marshall, and Scott McCue for their wisdom, leadership, and on-going dedication to the Foundation.

We said a heartfelt good-bye to Jennifer Miller Rehfeldt, who very ably guided our Employment grantmaking with insight and compassion for eight years (over two tours of duty). And we are excited to welcome Gabrielle Caverl-McNeal to take over our Employment grantmaking and Olivia May who ensures our administrative operations run smoothly. The coming year will be a challenging one and the Fry Foundation will continue to strive to be of service to the people, families, and communities of the City of Chicago.

With gratitude and hope,

Unmi Song



Arts Learning

# Albany Park Theater Project

The Fry Foundation ...

“... constantly collaborates with us to help us think about how we can continue to expand our impact... We would not exist if not for the generosity of the Fry Foundation.”

*Miguel Angel Rodriguez, Co-Executive Director, Albany Park Theater Project*



The theatrical production *Port of Entry* played to sold-out audiences starting in 2023, with some of the hardest-to-get tickets in Chicago. About 3,000 audience members saw the show—with another 3,000 on its waiting list. These were stats that any Chicago theater company would be thrilled to achieve. But *Port of Entry's* actors weren't seasoned professionals; they were middle and high school students performing with **Albany Park Theater Project (AFTP)**.

Founded in 1997, APTP teaches students to create and perform original productions based on the real-life experiences of residents in the students' community of Albany Park, one of Chicago's most diverse neighborhoods. The students devise and rehearse the productions after school, on weekends, and during their summers. Along the way, the students learn about acting, movement, and theatrical language; they also take trips to see theater productions throughout Chicago and beyond. "The shows at APTP are transformative for the youth performing them," says Miguel Angel Rodriguez, Co-Executive Director. "They learn new



**“Port of Entry shows kids the power of telling stories from their community and from people who look like them.”**

*Miguel Angel Rodriguez, Co-Executive Director, Albany Park Theater Project*

skills of performance and storytelling, and the experience strengthens their pride in their identity and their families' and community's identities.”

In 2017, in partnership with New York-based theater company Third Rail Project, APTP created *Learning Curve*, its first immersive production—which turns audiences into active participants by immersing them within the show's world. Following the success of *Learning Curve*, which took place in a Chicago school building, APTP and Third Rail Project joined forces again, in 2018, to begin devising another immersive show, *Port of Entry*, set in an apartment building.

To represent diverse people living in a multifamily building, APTP's youth ensemble first conducted extensive interviews with Albany Park residents—delving into their life stories, walking through their homes, and asking about treasured items that reflect who they are and where they're from. At APTP's home base in Eugene Park's fieldhouse, the students analyzed the interview transcripts just as they would texts in school—exploring themes, imagery, and the use of language. To help develop the physical and emotional world of *Port of Entry*, students drew layouts of apartments and imagined how theatrical stories might unfold inside them. They then created scenes taking place in bedrooms, kitchens, porches, and other apartment spaces.

“The students used everything they learned about artmaking to put the story onstage,” Rodriguez says. “*Port of Entry* shows kids the power of telling stories from their community and from people who look like them.”

For *Port of Entry*, just 28 audience members at a time walk through various apartments while encountering four families, such as a refugee family displaced from Myanmar by war.



**“I joined Albany Park Theater Project's school program in the seventh grade, and I stayed with it. Something I found unique about the company was their goal to tell true stories of the people who lived in my neighborhood, Albany Park.”**

*Samantha Gallegos, CICS Northtown Academy, class of 2024*

For the immersive production, the students learn to interact with and react to their live audiences. “When even our shyest kids pull audience members into the performance space and share intimate moments with them, the students awaken, and they see the possibilities of their own potential,” Rodriguez says. “That's a life skill for the students: being human with another human.”

In addition to its youth ensemble, the organization runs the APTP@School program, an in-school program that teaches students about live performance and helps them create original productions. Most of the students who join the youth ensemble get introduced to APTP through its in-school program. In the 2023-24 school year, APTP@School reached about 750 middle and high school students, almost triple the number from just two years earlier. “Every day, I get an email from a teacher or school asking for our help getting students to connect more with themselves and each other,” Rodriguez says.



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*Miguel Angel Rodriguez, Co-Executive Director,  
Albany Park Theater Project*

## Through Their Eyes: Samantha Gallegos

CICS Northtown Academy, class of 2024

“I joined Albany Park Theater Project’s school program in the seventh grade, and I stayed with it. Something I found unique about the company was their goal to tell true stories of the people who lived in my neighborhood, Albany Park.

“For *Port of Entry*, we interviewed people who have a connection to the neighborhood. We asked them about their cultures, traditions, and objects that are important to them. I made a scene about this girl who tells you about her brother who’s been sent to jail multiple times. At APTP, we find ways to make the stories so people can relate to them. Not everyone has had a family member who’s been in gangs, but everyone has experienced a difficult relationship with someone where you think about giving up on them.

“We had a ton of rehearsals. We learned how to manage the audience because the audience

becomes part of the scene, and not every audience reacts the same way. You have to learn to adapt. In one of the homes, I play a daughter who gets really angry with her mother. Afterward, you hold hands with the audience, and I notice whenever I do that scene the audience members’ hands get tighter as a form of reassurance that it’ll be okay.

“Through these stories, you find out what other people are going through, and you see them through a different lens. Because of APTP, I learned to keep a more open mind. And I’ve learned more about myself. I was always that kid who was shy and not outspoken. But as I made these scenes and performed, I saw myself grow. And I saw others around me grow as well.

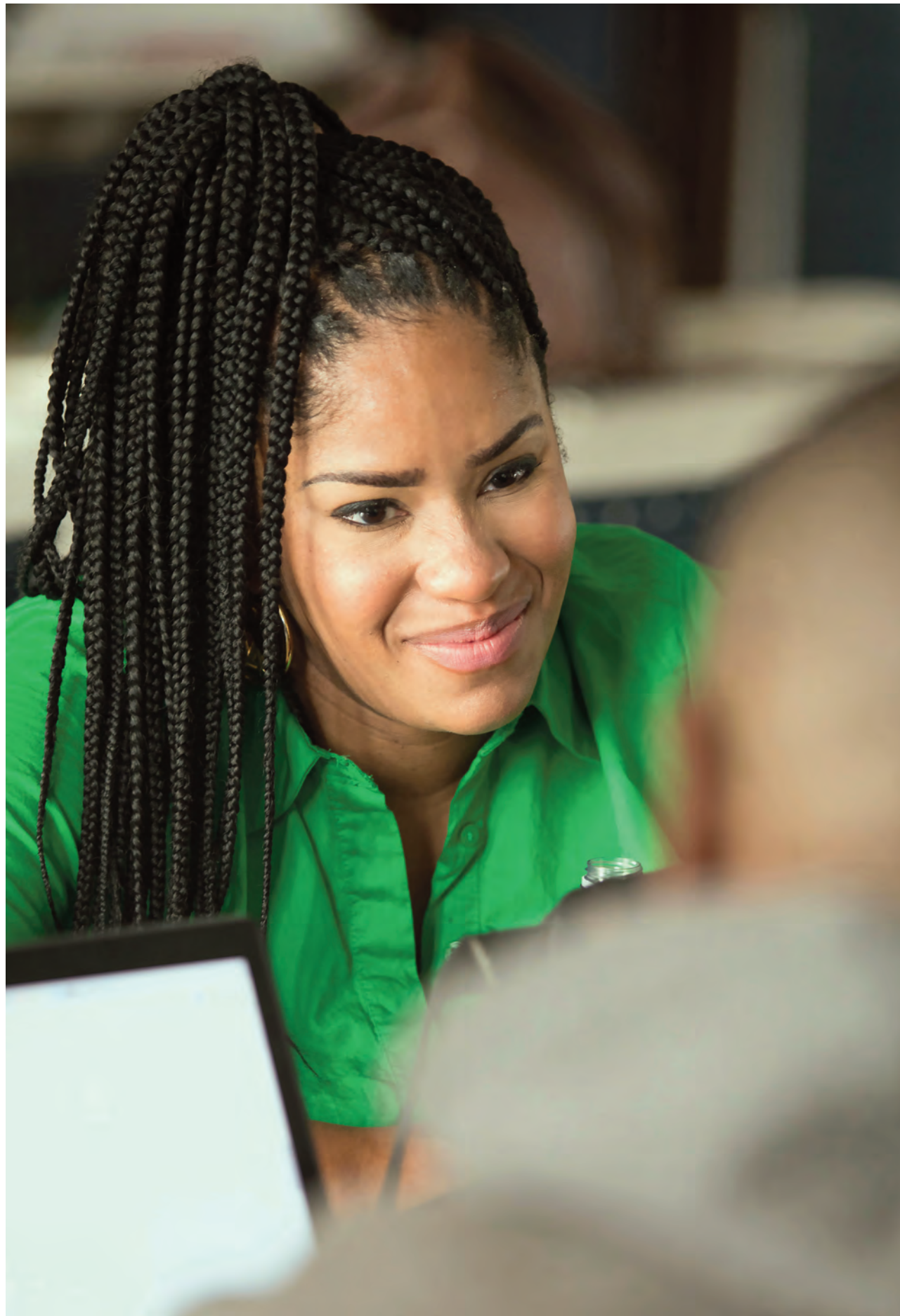
“I didn’t know if I’d go to college. My dad had to help his family and started working when he was six. My parents really value education, but they never got the chance to go to college, and I didn’t have anyone to look to for that sort of thing. APTP taught me the skills I needed for the scholarship interview process. Now, I’m attending Oberlin College on a scholarship.”



“Through these stories, you find out what other people are going through, and you see them through a different lens. Because of APTP, I learned to keep a more open mind. And I’ve learned more about myself. I was always that kid who was shy and not outspoken. But as I made these scenes and performed, I saw myself grow. And I saw others around me grow as well.”

*Samantha Gallegos, CICS Northtown Academy, class of 2024*





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## Education

# Teach Plus

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The Fry Foundation ...

“... encouraged us to be formalized, rigorous, and clear as we honed a set of metrics for what it means to be successful, while also understanding we needed flexibility because different schools have different problems. As the initial funder of Change Agent, the Fry Foundation took a chance on us and since then has deepened its commitment.”

*Josh Kaufmann, Senior Executive Director, Teach Plus*



Even when school leaders fully recognize their students' learning challenges, principals have so much on their plates they cannot pursue all the needed improvements on their own. Principals need to share and distribute leadership so that their teachers can take the lead on instructional initiatives, such as bolstering students' math or reading literacy. Through its Change Agent program, **Teach Plus**, a national nonprofit founded in 2009, helps teachers take on instructional leadership roles in their schools.



“Change Agent allows the school to address its critical needs while building up its leadership pipeline and without having all the burden rest on the principals,” says Josh Kaufmann, Senior Executive Director, Teach Plus.

Change Agent, which has been in Chicago since 2017, helps teachers identify and address their schools’ instructional needs. At the same time, Change Agent also ensures the schools’ principals support the teacher leaders and the changes they want to enact—for example, by giving teachers permission to observe each other’s classrooms or granting funds for programs outside school hours.

“Because of Change Agent, we leveraged every individual we could to provide tutoring sessions to the students.”

*Elva Bahena, Principal, Talcott Fine Arts and Museum Academy*



“I taught second and third grade for many years, but I realized that many students struggled with reading or math and needed additional support beyond the classroom. So, I formed and now lead our school’s team of teachers who provide more intensive educational support.”

*Damaris Cami, Instructional Coach, Talcott Fine Arts and Museum Academy*

“We don’t just bring change into the school; we bring sustainability so that the change spreads like fire and encourages other teacher leaders to do this work.”

*Crystal Jameau, Education Leadership Coach, Teach Plus*

“Principals have to be involved to make the change happen,” says Crystal Jameau, Education Leadership Coach, Teach Plus. “We don’t just bring change into the school; we bring sustainability so that the change spreads like fire and encourages other teacher leaders to do this work.”

The Change Agent program starts by interviewing and selecting Chicago teacher candidates who work at schools with the most need. Teach Plus makes sure the problems that the teachers identify align with their principals’ and schools’ priorities. The teachers’ Change Agent projects, for example, might aim to improve math scores or attendance rates. Or they might want to enhance the school’s dedicated team of educators who assist students requiring more intensive support.

Each summer, Teach Plus works with the teachers and principals to identify the root causes of the issues they want to address. Throughout the school year, the Change Agent coaches meet regularly with the teachers and principals to help them work together in creating, implementing, and tracking sustainable solutions. The teachers hone various skills, such as communication and time management, while also learning to use data to monitor and measure their work. “The teachers have to show they’re going to make the change happen,” Jameau says. On a monthly basis, the Change Agents come together to learn from each other’s experiences. And the year culminates in the teachers’ presentation of their work, which the new cohort of Change Agents attends.



“Along with my principal and Change Agent coach, we recruited parents and supervisors, trained them, and paired them one on one with the students to help them learn to read. By the end of the year, the students could read in Spanish, their primary language.”

*Damaris Cami, Instructional Coach, Talcott Fine Arts and Museum Academy*

Throughout the process, Change Agent encourages teachers and principals to keep their eye on the ultimate prize: improving student performance. “We want to create an education system that ensures all students have equal access to opportunity, regardless of their background or zip code,” Kaufmann says. At least 83 percent of Change Agent projects have been effective in achieving their student outcome goals, and 100 percent of the principals say they would work with Teach Plus again.





“We want to create an education system that ensures all students have equal access to opportunity, regardless of their background or zip code.”

*Josh Kaufmann, Senior Executive Director, Teach Plus*

## Through Their Eyes:

### Damaris Cami

Instructional Coach, Talcott Fine Arts and Museum Academy

### Elva Bahena

Principal, Talcott Fine Arts and Museum Academy

**Cami:** “I taught second and third grade for many years, but I realized that many students struggled with reading or math and needed additional support beyond the classroom. So, I formed and now lead our school’s team of teachers who provide more intensive educational support. But I wanted to create more cohesion so that the other teachers on this team would help improve our school’s instruction together, not in isolation, and with more consistency. In the 2023-24 school year, I joined Change Agent to strengthen the educational team. I met weekly with my Change Agent coach to discuss the problem and roadblocks and how to resolve them. And I met monthly with other Change Agents to share our experiences.

“Before Change Agent, I had to lead every team meeting. Now, the team members have taken on their own leadership responsibilities as they help

other teachers address the issues in their classrooms with interventions, like an after-school math tutoring program. The team comes together every six weeks, and it’s something they want to do versus something they have to do. We give each other feedback and measure the data, and we see growth in each other and improvement in student assessments.

“But we also had a curveball. We had over 100 students from migrant families join our school, which is dual language. Many of these students had not been schooled and did not know how to read. Along with my principal and Change Agent coach, we recruited parents and supervisors, trained them, and paired them one on one with the students to help them learn to read. By the end of the year, the students could read in Spanish, their primary language.”

**Bahena:** “We know there are many gaps in students’ learning, especially with the new students who had varying degrees of education experience, if any. Because of Change Agent, we leveraged every individual we could to provide tutoring sessions to the students. And Damaris has developed the leadership of the educational team members, who at first were passive but now are more engaged in the work. Before Change Agent, I could feel Damaris’s leadership skills just waiting to come out. Now, I see her skills have sharpened, and this is just the beginning for her.”



“The team comes together every six weeks, and it’s something they want to do versus something they have to do. We give each other feedback and measure the data, and we see growth in each other and improvement in student assessments.”

*Damaris Cami, Instructional Coach, Talcott Fine Arts and Museum Academy*



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## Employment

# Revolution Workshop

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### The Fry Foundation ...

“... has helped us on our trajectory of tremendous growth. The Fry Foundation provides flexible operating funds that allow us to be innovative. And when you have a funder that thinks about what else they can do for you beyond the money, that’s just gold.”

*Manny Rodriguez, Co-Founder and Executive Director, Revolution Workshop*



As members of the construction industry, **Revolution Workshop’s** founders wanted to tackle two problems: Their industry struggled to replace its aging workforce, and many Chicagoans lacked opportunities to earn family-sustaining wages. Launched in 2017, Revolution Workshop addresses both challenges by training mostly Black and Brown men and women on Chicago’s South and West Sides to gain employment in construction. “We break people out of poverty,” says Manny Rodriguez, Co-Founder and Executive Director.

Every weekday for 12 weeks, Revolution Workshop's hands-on training program teaches participants foundational construction skills, mostly in carpentry but also in the electrical and plumbing trades, in both classroom and workshop settings. The students also execute construction projects, such as framing drywall and laying tiles, and they end the program by working on a community project, such as painting for a nonprofit.

The training also extends beyond construction. In addition to one-on-one coaching sessions, the participants take classes that teach construction-related math as well as traditional employment skills, such as how to write a resume; executive-functioning skills, such as setting goals; and financial literacy, including how to budget one's finances with seasonal construction work. "There's nothing soft about these skills—they're life skills," Rodriguez says of the nontechnical training. Other supports include assistance with food, housing, mental health, and transportation; for instance, Revolution Workshop partners with a local bank that provides students with car loans, so they can travel to dispersed job sites.

All the training and support would be for naught, however, if the jobseekers didn't ultimately get jobs. To that end, about a dozen local construction companies meet at least quarterly to evaluate

**“We need to get out of the mindset that college is the only way to get jobs that, frankly, don't need bachelor's degrees. We need multiple career pathways for people.”**

*Manny Rodriguez, Co-Founder and Executive Director, Revolution Workshop*

and offer input on Revolution Workshop's training. In response to employers' feedback, for example, Revolution Workshop adjusted its curriculum so that students spend less time learning about construction through books. "Now, they spend way more time in the shop, and we've seen much better results. The employer perspective informs all our programming," says Jackie Gallo, Senior Program Director, Revolution Workshop. The employers also conduct mock interviews to prepare participants for their job searches—and sometimes they hire students on the spot.



**“I was a cosmetologist and I loved doing hair because it's art, but I always wanted to be part of construction because it's a bigger art that helps your community.”**

*Jamara Fleming, graduate, Revolution Workshop*

In 2023, Revolution Workshop responded to its students' and employers' evolving needs by launching a second training program for entry-level construction-office roles, such as assistant project engineers and project coordinators. During the 14-week program, the students learn about construction technologies and project management principles, among other topics. Since the first cohort completed the program in late 2023, employers have been clamoring for more graduates. "Our employers are excited about this program. It's been a resounding success," Rodriguez says.

Revolution Workshop's first facility opened in East Garfield in 2018. To meet the growing demand for its services, the organization opened a second facility in Roseland in 2022. Today, Revolution Workshop runs at full capacity, with about 75 students at each location.

About 86 percent of Revolution Workshop's graduates get placed in construction work. Some graduates return to Revolution Workshop to share their experiences with current students, mentor them, and in some cases hire them. "We need to get out of the mindset that college is the only way to get jobs that, frankly, don't need bachelor's degrees," Rodriguez says of his organization's objective. "We need multiple career pathways for people."





“There’s nothing soft about these skills—they’re life skills.”

*Manny Rodriguez, Co-Founder and Executive Director*

## Through Their Eyes: Jamara Fleming

Graduate, Revolution Workshop

“I was a cosmetologist and I loved doing hair because it’s art, but I always wanted to be part of construction because it’s a bigger art that helps your community. I started Revolution Workshop’s program on May 2, 2022, the same day my baby started daycare and two weeks before he turned one.

“When I first went to Revolution Workshop, I was a hothead. I didn’t listen. But Revolution Workshop taught me to have patience and self-control and not get upset. In the neighborhoods we come from, there are always fights. But in the classroom, the neighborhood didn’t matter anymore. Revolution Workshop taught us that no matter what goes on outside, when we build, we have to come together. They made a home, and we felt safe.

“Five days a week for 12 weeks, they got us ready for a real-world job in construction. They made sure our math and reading were on point. They taught us things like the different tools and how to use them. And toward the end, I built my baby a toy chest and a little chair so he could sit there while I read to him. After 12 weeks, a bunch of companies came out and gave us practice interviews.

“On February 8, 2023, Walsh gave me a full-time offer to become a safety specialist. I’ve worked on

the Lawson House in downtown Chicago and Northwestern University’s new football stadium. I make sure everyone does their job properly and safely. To be a boss, you have to lead by example. My boss calls me ‘change culture’ because I check in with the workers and make sure their mental health is okay, instead of just telling them what to do.

“Revolution Workshop still gives me help. My car went out, and Revolution Workshop helped me get a loan so I could get a new car. They have me go back and talk to their students, and I tell them about working in the real world. And I can show my son that there are people and programs out there to support him. Now, I can provide for my son not just for a little while but forever.”

**“To be a boss, you have to lead by example. My boss calls me ‘change culture’ because I check in with the workers and make sure their mental health is okay, instead of just telling them what to do.”**

*Jamara Fleming, graduate, Revolution Workshop*





# Building Safe Communities: Spotlight on Community Violence Intervention

In 2016, Chicago experienced a shocking 60 percent increase in homicides. In response to the spike in gun violence, the Fry Foundation joined the Partnership for Safe and Peaceful Communities (PSPC) funder collaborative and began providing funding to community violence intervention (CVI) organizations working to reduce violence in Chicago.

Over the last eight years, new program models and collaborations emerged to address the significant increase in violence. The number of CVI organizations has tripled and the field of street outreach has evolved significantly. Relationships between CVI organizations and law enforcement have improved, services have become more robust, and programs have been rigorously evaluated.

## Partnership for Safe and Peaceful Communities' Violence-Reduction Strategies

PSPC is a coalition of more than 50 funders, including the Fry Foundation, that work together to identify and support community-led, evidence-based solutions that the public sector can scale to help address gun violence. Since its founding in 2016, PSPC has committed over \$300 million to anti-violence efforts in Chicago and has helped develop a comprehensive approach to violence reduction through five strategies. The Fry Foundation's violence-reduction grantmaking sits within PSPC's first strategy: street outreach, support services, and jobs.

## Lloyd A. Fry Foundation's Violence-Reduction Funding and Strategies

When we first set out to learn about violence-reduction strategies, we found that research pointed to street outreach as one of the most effective ways to reduce violence in large cities. Chicago had some strong street-outreach organizations, but funding was sporadic and there was a lack of infrastructure, coordination, and collaboration. The Fry Foundation's funding of CVI has focused on supporting the development of and improvements to street-outreach approaches. The Foundation's grantee partners are broadly considered to be leaders in street-outreach development in Chicago.

CVI organizations provide a range of services, including outreach, life coaching, cognitive behavioral therapy, individual and group therapy, and workforce services. The most effective street-outreach work is conducted by community members who are known and trusted by high-risk youth or young adults and who understand how to engage and work with these individuals and their families. CVI organizations hire street-outreach workers who occupy dangerous locations during the highest-risk hours.

### Street-outreach workers:

- Deter gun violence;
- Intervene in and mediate disputes among high-risk individuals;
- Negotiate non-aggression agreements and peace treaties among active street factions;
- Support gun violence victims and their families;
- Help individuals and families with housing, substance use, legal issues, and emergency expenses;
- Support the City of Chicago in managing large youth gatherings;
- Recruit and train the next generation of outreach workers.

The Foundation provides support to the Institute for Nonviolence Chicago, READI (Rapid Employment and Development Initiative), the Restorative Justice Hubs collaborative coordinated by Adler University, and the Metropolitan Peace Academy operated by Metropolitan Family Services. The Foundation has also supported the North Lawndale Collaborative and the Scaling Community Violence Intervention for a Safer Chicago Initiative (SC2)—which coordinate services among multiple organizations to serve individuals most at risk of gun violence. All of the Fry Foundation's CVI grantee partners are connected to larger violence-reduction efforts in the city.

Today, violence-reduction efforts in Chicago are much more coordinated than seven years ago, when the Foundation began grantmaking in this area. Since 2017, the Foundation has invested over \$3.6 million in the important work of CVI in Chicago.



# 2024 Grants and Awards

**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.

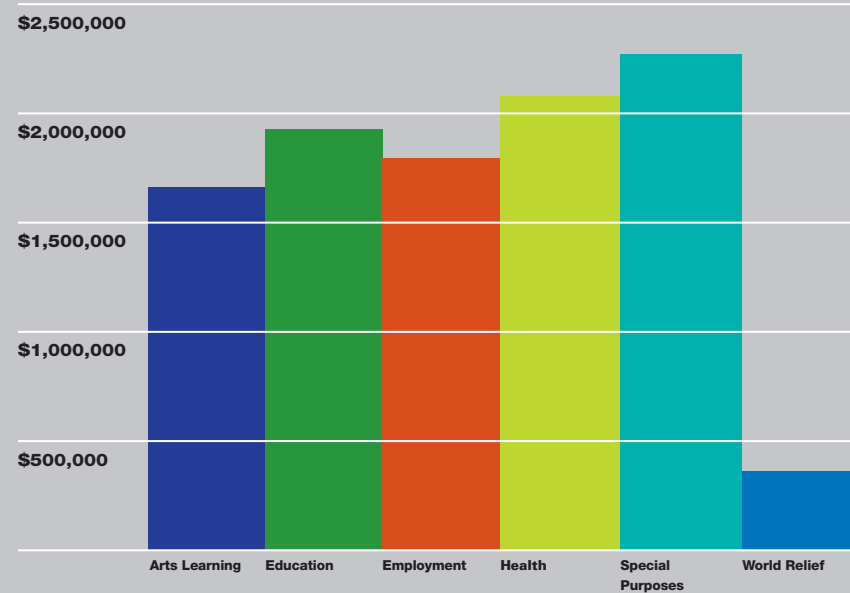
Grants are awarded in three major areas: **Arts Learning, Education, and Employment.** Across all of our funding areas, our focus is on helping organizations:

**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.

## 2024 Grants and Awards Totals



Arts Learning	\$ 1,535,000
Education	\$ 1,873,000
Employment	\$ 1,599,927
Health	\$ 2,130,000
Special Purposes	\$ 2,557,292
World Relief	\$ 300,000
<b>Total</b>	<b>\$ 9,995,219</b>

For FY2024, \$964,927 of the grant award total supported convening and collaborations in the Education, Employment, Health and Special Purposes Programs.

Please visit our website at [www.fryfoundation.org](http://www.fryfoundation.org) to see our 2024 audited financials.

# 2024 Grantees

## Arts Learning

### Instruction

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

**Black Ensemble Theater Corporation**  
Chicago, IL  
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 In-School Arts Education Programming in Under-Resourced Chicago Public Schools \$35,000

**Chicago Center for Music Education**  
Chicago, IL  
2nd and final payment of a two-year, \$70,000 grant for music programs in Chicago Public Schools \$35,000

**Chicago Jazz Philharmonic**  
Chicago, IL  
2nd and final payment of a two-year, \$80,000 grant for the Jazz Alive music education program in Chicago Public Schools \$40,000

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

**Chicago Poetry Center**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Poetry Residency Program \$35,000

**Congo Square Theatre Company**  
Chicago, IL  
2nd and final payment of a two-year, \$70,000 grant for the Curriculum Objectives Residency Enrichment (CORE) Program and Congo After School Theatre (CAST) Program \$30,000

**Court Theatre Fund**  
Chicago, IL  
2nd and final payment of a two-year, \$60,000 grant for the Court Theatre Education Initiative \$30,000

**Forward Momentum Chicago NFP**  
Chicago, IL  
2nd and final payment of a two-year, \$90,000 grant for education programs and professional learning \$45,000

**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 general operating support \$30,000

**Jazz Institute of Chicago Inc.**  
Chicago, IL  
First payment of a two-year \$80,000 grant for support of the Jazz Links Educational Program \$40,000

**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 of a two-year, \$70,000 grant to support 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 \$40,000

**Musical Arts Institute**  
Chicago, IL  
2nd and final payment of a two-year, \$60,000 grant for Chicago Music Reach/Music Conservatory \$30,000

**Peoples Music School Inc.**  
Chicago, IL  
2nd and final payment of a two-year, \$130,000 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 Community Engagement and Education Partnerships (CEEP) Program and after-school dance education program \$30,000

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

**South Chicago Dance Theatre**  
Chicago, IL  
First payment of a two-year \$50,000 grant for Dance and Theatre Creative Process Residencies \$25,000

**TimeLine Theatre Company**  
Chicago, IL  
First payment of a two-year \$60,000 grant for support of the Living History Program in Chicago Public Schools and TimeLine South \$30,000

**Uniting Voices**  
Chicago, IL  
2nd and final payment of a two-year, \$130,000 grant for the Neighborhood Choirs & Dimension Ensemble \$65,000

**Urban Gateways**  
Chicago, IL  
2nd and final payment of a two-year, \$80,000 grant for Multi-Disciplinary Arts Education Residencies 2022/2023 School Year \$40,000

**West Point School of Music**  
Chicago, IL  
2nd and final payment of a two-year, \$80,000 grant for Urban Music Makers \$40,000

**Young Chicago Authors**  
Chicago, IL  
First payment of a two-year \$80,000 grant for Education Partnerships \$45,000

**Teacher Professional Development**

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

**Chicago Shakespeare Theater**  
Chicago, IL  
For Team Shakespeare Bard Core Curriculum program and Chicago Shakespeare Slam Educator Professional Development \$45,000



# 2024 Grantees



**Chicago Symphony Orchestra**  
Chicago, IL  
2nd and final payment of a two-year, \$100,000 grant for CSO-Connect CPS Partnerships \$50,000

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

**Marwen Foundation**  
Chicago, IL  
First payment of a two-year \$120,000 grant for general operating support \$60,000

**Museum of Contemporary Art**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Teacher Institute \$35,000

**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 support of the Music Discovery Program and Sistema Ravinia Programs \$50,000

**Steppenwolf Theater Co.**  
Chicago, IL  
For Steppenwolf Education's In-School Residency and Educator Training Programs \$25,000

## Special Opportunities

**Ingenuity Incorporated Chicago**  
Chicago, IL  
First payment of a two-year \$200,000 grant for Data, Research, and Professional Learning Initiatives \$100,000

## Education

### Principal Leadership & Development

**ANet**  
Chicago, IL  
For Assessment, Coaching, and Curriculum Implementation Support to Increase Student Achievement \$100,000

**Chicago Public Education Fund**  
Chicago, IL  
2nd and final payment of a two-year, \$250,000 grant for Professional Learning Communities and the Priority School Pilot \$125,000

**The Leadership Academy Inc.**  
Long Island City, NY  
For the Chicago Partnership for Culturally Responsive Leadership \$125,000

**National Equity Project**  
Oakland, CA  
First payment of a two-year \$200,000 grant for NEP District Redesign Network (Chicago Public Schools): Redesigning Systems to Transform the Student Experience \$100,000

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

**UIC College of Education Center for Urban Education Leadership**  
Chicago, IL  
First payment of a two-year \$250,000 grant for the Center for Urban Education Leadership's support to CPS Network Chiefs \$125,000

**University of Chicago Crown Family School of Social Work, Policy, and Practice**  
Chicago, IL  
2nd and final payment of a two-year, \$250,000 grant for the Network for College Success: Fostering Principal Leadership and Whole School Improvement \$125,000

### Teacher Professional Learning

**Leading Educators Inc.**  
New Orleans, LA  
First payment of a two-year \$250,000 grant for Chicago School Based Supports: Accelerating Student Learning and Developing Teacher Leaders \$125,000

**New Teacher Center**  
Santa Cruz, CA  
First payment of a two-year \$160,000 grant for Building Strong Instructional Cultures to Transform Learning in CPS \$80,000

**Teach for America Inc.**  
New York, NY  
For the Aspire Fellowship \$50,000

**Teach Plus Incorporated**  
Chicago, IL  
First 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 Teachers Supporting Teachers Impact Team Initiative \$50,000

## Academic Enrichment

**Chicago Botanic Garden**  
Glencoe, IL  
First payment of a two-year \$60,000 grant for the Science First and College First programs \$30,000

**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 the LINK Unlimited Scholars Fellowship Program \$45,000

**The Posse Foundation Inc.**  
Chicago, IL  
For support of Posse Chicago's Pre-Collegiate Training and Writing Program \$45,000

**Target Hope**  
Matteson, IL  
For the STEM Initiative/Saturday Academy \$50,000

**Thrive Scholars**  
Boston, MA  
First payment of a two-year \$50,000 grant for support of the Thrive Scholars Summer Academy \$25,000

## Special Opportunities

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

**Bellwether Education Partners Inc.**  
Sudbury, MA  
First payment of a two-year \$200,000 grant for Continuous Improvement and Data Transparency Policy Support \$100,000

**Civic News Company**  
New York, NY  
First payment of a two-year \$120,000 grant for Chalkbeat Chicago and its expanded coverage of the Chicago Public School's transition to an elected school board \$60,000

**Kids First Chicago for Education**  
Chicago, IL  
2nd and final payment of a two-year, \$150,000 grant for Kids First Chicago: Building Parent Understanding of Universal Curriculum and District Governance \$63,000

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

## Employment

### Vocational Training

**Association House of Chicago**  
Chicago, IL  
2nd and final payment of a two-year, \$80,000 grant for Financial Careers Training \$40,000



**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  
For the Culinary Training Program \$40,000

**Greater West Town Community Development Project**  
Chicago, IL  
2nd and final payment of a two-year, \$130,000 grant for Occupational Skills Training Programs \$65,000

**Inner-City Computer Stars Foundation**  
Chicago, IL  
2nd and final payment of a two-year, \$120,000 grant for Business, Leadership and Technology Training in Chicago \$60,000

**Instituto del Progreso Latino**  
Chicago, IL  
First payment of a two-year \$120,000 grant for the Basic Nursing Assistant program and accreditation support \$65,000

**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  
First payment of a two-year \$100,000 grant for the Chicago IT Career Lab for students who do not have a college degree and SNAP E&T Intermediary \$60,000

**OAI Inc.**  
Chicago, IL  
First payment of a two-year \$80,000 grant for vocational training in environmental industries \$40,000

**Per Scholas Inc.**  
Bronx, NY  
For the IT Support and End User Desktop Support Training Program \$30,000

**Poder Learning Center**  
Chicago, IL  
First payment of a two-year \$90,000 grant for the Latinos in Finance program and strategic planning \$50,000

**Polish American Association**  
Chicago, IL  
First payment of a two-year \$80,000 grant for support of the Certified Nurse Assistant Training Program \$40,000

**Project Hood Communities**  
Chicago, IL  
For the Construction Training Program \$30,000

**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 support of Year Up Chicago \$50,000

### Pre-Employment Training

**Cara Collective**  
Chicago, IL  
First payment of a two-year \$130,000 grant for general operations in Chicago \$65,000

**Inspiration Corporation**  
Chicago, IL  
2nd and final payment of a two-year, \$80,000 grant for Food Service Training Program \$40,000

**Manufacturing Renaissance**  
Chicago, IL  
2nd and final payment of a two-year, \$70,000 grant for the Young Manufacturers Association Training Bootcamp \$35,000

**New Moms, Inc.**  
Chicago, IL  
First payment of a two-year \$80,000 grant for the Job Training Program \$40,000

**North Lawndale Employment Network**  
Chicago, IL  
First payment of a two-year \$80,000 grant for U-Turn Permitted and Moving Forward \$40,000

### Policy Advocacy

**Chicago Jobs Council**  
Chicago, IL  
2nd and final payment of a two-year, \$150,000 grant for Workforce Development Advocacy, Organizational Development, Capacity Building and Training Programs \$75,000

**Illinois Partners for Human Service**  
Chicago, IL  
For Supporting Advocacy and Investment in the Human Services Workforce \$100,000

**Women Employed**  
Chicago, IL  
First payment of a two-year \$110,000 grant for Advocacy for High-Quality Career Pathway Policies and Systems Alignment for Low-Skilled Adults and Women of Color \$55,000

# 2024 Grantees

## Young Invincibles

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

## Community Violence Intervention

### Heartland Alliance for Human Needs & Human Rights

Chicago, IL  
First payment of a two-year \$250,000 grant for support of the Rapid Employment and Development Initiative (READI)  
\$54,927

## Special Opportunities

### Chicagoland Workforce Funder Alliance

Chicago, IL  
2nd and final payment of a two-year, \$250,000 grant for support of the Chicagoland Workforce Funder Alliance  
\$125,000

### scaleLIT

Chicago, IL  
First payment of a two-year \$180,000 grant for Advocacy, Career Pathway Navigators, and Training & Technical Assistance  
\$90,000

### Skills for Chicagoland's Future

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

### Upwardly Global

Chicago, IL  
First payment of a two-year \$70,000 grant for Boosting Workforce Resiliency and Employability for Chicago's Vulnerable Immigrants and Refugees  
\$35,000

## Health

### Primary Health Care

#### Access Community Health Network

Chicago, IL  
First payment of a two-year \$130,000 grant for the Integrated Health Home program, care coordination for patients with serious mental illness  
\$65,000

#### Alivio Medical Center Inc.

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

### Asian Human Services Family Health Center, Inc.

Chicago, IL  
First payment of a two-year \$100,000 grant for Sustaining Integrated Health Services for Improved Patient Outcomes  
\$50,000

### Beloved Community Family Wellness Center

Chicago, IL  
First payment of a two-year \$120,000 grant for Enhancing the Quality of Life 4 Patients with Chronic Disease Program  
\$60,000

### Brightpoint

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

### Center on Halsted

Chicago, IL  
First payment of a two-year \$60,000 grant for Youth and Family Services & Youth Behavioral Health Services  
\$30,000

### Chicago Children's Advocacy Center

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

### Chicago Family Health Center, Inc.

Chicago, IL  
First payment of a two-year \$110,000 grant for support of the Performance Improvement Initiative  
\$55,000

### Chicago Family Health Center, Inc.

Chicago, IL  
First payment of a two-year \$110,000 grant for the FQHC-Population Health Collaborative  
\$55,000

### Christian Community Health Center

Chicago, IL  
First payment of a two-year \$110,000 grant for the Scaling Community Violence Intervention for the CCHC Comprehensive Care Coordination and Integration Initiative  
\$55,000

### Community Counseling Centers of Chicago

Chicago, IL  
2nd and final payment of a two-year, \$200,000 grant for support of the C4/CountyCare Behavioral Health—Primary Care Integration Learning Collaborative  
\$100,000

### Community Health Nfp

Chicago, IL  
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 Leveraging Epic for Patient Outreach, Engagement, and Assistance  
\$60,000

### Esperanza Health Centers

Chicago, IL  
2nd and final payment of a two-year, \$250,000 grant for support of the Chicago Safety Net Learning Collaborative  
\$125,000

### Esperanza Health Centers

Chicago, IL  
To establish Care Coordination for two new facilities  
\$50,000

### Gads Hill Center

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

### Hamdard Health Alliance

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

### Howard Brown Health Center

Chicago, IL  
First payment of a two-year \$80,000 grant for Howard Brown Health's DPI and PCMH Programming  
\$40,000

### Illinois College of Optometry

Chicago, IL  
For Vision of Hope for Underserved Adults and Children  
\$50,000

### Infant Welfare Society of Chicago

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

### Juvenile Protective Association

Chicago, IL  
2nd and final payment of a two-year, \$90,000 grant for individual therapy services provided as part of the Treatment & Counseling Program  
\$45,000

### La Rabida Children's Hospital

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

### Lawndale Christian Health Center

Chicago, IL  
First payment of a two-year \$120,000 grant for Care Coordination and Integration  
\$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  
2nd and final payment of a two-year, \$80,000 grant to support the Chronic Care Coordination Program  
\$40,000

### PCC Community Wellness Center

Oak Park, IL  
First payment of a two-year \$120,000 grant for Leveraging Data for Coordinated Care  
\$60,000

### St. Bernard Hospital

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

### Tapestry 360 Health

Chicago, IL  
First payment of a two-year \$140,000 grant for Improving Quality of Care Through MCO Revenue Measure Maximization  
\$70,000

### UIC College of Dentistry

Chicago, IL  
2nd and final payment of a two-year, \$150,000 grant for an integrated home for enhanced oral health for at-risk pediatric populations (CASA Program)  
\$75,000

### YWCA Metropolitan Chicago

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

## Community Outreach / Prevention

### Enlace Chicago

Chicago, IL  
For the Community Health Workers Initiative  
\$45,000

### TPA Network Incorporated

Chicago, IL  
For the Total Care Portal  
\$40,000

### White Crane Wellness Center Inc.

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  
For support of the Health Care Justice Program  
\$110,000

## Special Opportunities

### The Night Ministry

Chicago, IL  
2nd and final payment of a two-year, \$70,000 grant for The Night Ministry's Outreach and Health Ministry Program  
\$35,000

### Sinai Health System

Chicago, IL  
For support of the Community Health Worker Support Program  
\$60,000

## Program Special Purposes

### The Barack Obama Foundation

Chicago, IL  
3rd payment of a four-year, \$1,000,000 grant for support of the Obama Presidential Center  
\$250,000

### The Chicago Community Trust

Chicago, IL  
For the Illinois Immigration Funder Collaborative's Special Initiatives Fund  
\$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

### Civic Federation

Chicago, IL  
For general operating support, in memory of Laurence Msall  
\$10,000

### Crossroads Fund

Chicago, IL  
For the Solidarity Fund to support asylum seekers  
\$100,000

### Heartland Human Care Services Inc.

Chicago, IL  
For Transition Support  
\$50,000

### Lambda Legal

New York, NY  
For general operations of the Chicago office, in memory of Patricia Logue, beloved wife of Marcia Festen  
\$10,000



### National Immigrant Justice Center

Chicago, IL  
For Transition Support  
\$50,000

### The Night Ministry

Chicago, IL  
In memory of Tom Behrens  
\$10,000

### United Way of Metropolitan Chicago Inc.

Chicago, IL  
2nd payment of a three-year, \$150,000 grant for 211 Metro Chicago  
\$50,000

### University of Chicago Harris School of Public Policy

Chicago, IL  
2nd and final payment of a two-year, \$150,000 grant for the Evaluation of the Chicago Resilient Communities Pilot  
\$75,000

### Window to the World Communications Inc.

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

## Community Violence Intervention

### The Chicago Community Trust

Chicago, IL  
First payment of a two-year \$100,000 grant for the Scaling Community Violence Intervention for a Safer Chicago initiative  
\$100,000

### Community Restorative Justice Hubs

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

### Institute for Nonviolence Chicago

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

### Metropolitan Family Services

Chicago, IL  
First payment of a two-year \$400,000 grant for the Metropolitan Peace Academy and the Rapid Employment and Development Initiative (READI)  
\$200,000

### Other Grants

Grants made to 182 organizations upon the recommendation of the board of directors, the Fry family, and employee matching gifts program totaling \$919,875.

## Membership and Program Discretionary

### AllianceChicago

Chicago, IL  
For the Social IMPACT Research Center  
\$10,000

# 2024 Grantees

## American Alliance for Theatre and Education

Washington, DC  
For AATE's 37th Annual Conference for Theatre Education  
\$5,000

## Asian Americans Advancing Justice—Chicago

Chicago, IL  
For the national summit in Chicago  
\$5,000

## Association of Black Foundation Executives

New York, NY  
Membership grant  
\$5,000

## Chicago Arts Partnerships in Education

Chicago, IL  
For the Young Audiences Arts for Learning national conference in Chicago  
\$5,000

## Chicago Council on Global Affairs

Chicago, IL  
Membership grant  
\$1,000

## Council on Foundations, Inc.

Washington, DC  
Membership grant  
\$10,000

## Fathers Families Healthy Communities

Chicago, IL  
For conducting focus groups of Black men  
\$10,000

## Forefront

Chicago, IL  
For CAAIP membership  
\$3,500

## Forefront

Chicago, IL  
For Foundations on the Hill  
\$1,000

## Forefront

Chicago, IL  
Membership grant  
\$23,117

## Forefront

Chicago, IL  
For support of the two-part funder engagement series on school choice in Chicago Public Schools  
\$3,000

## Forward Momentum Chicago NFP

Chicago, IL  
For Forward Momentum in celebration of the Fry Foundation's 40th anniversary  
\$1,000

## Funders for LGBTQ Issues

New York, NY  
Membership grant  
\$7,500

## Grantmakers Concerned with Immigrants and Refugees

Petaluma, CA  
Membership grant  
\$3,750

## Grantmakers for Education

Portland, OR  
Membership grant  
\$8,700

## Grantmakers for Effective Organizations

Washington, DC  
Membership grant  
\$6,000

## Grantmakers in the Arts

Bronx, NY  
Membership grant  
\$1,100

## Grantmakers in the Arts

Bronx, NY  
For support of the 2024 Grantmakers in the Arts annual conference  
\$5,000

## Greater West Town Community Development Project

Chicago, IL  
For the Spanish translation of its Occupational Skills Training program materials and curriculum  
\$10,000

## The Hana Center

Chicago, IL  
For support of the leadership transition  
\$10,000

## Independent Sector

Washington, DC  
Membership Grant  
\$9,000

## Intonation Music Workshop

Chicago, IL  
For development of a new programming space  
\$2,500

## Marwen Foundation

Chicago, IL  
For Marwen in celebration of the Fry Foundation's 40th anniversary  
\$1,000

## Mujeres Latinas En Acción, Inc.

Chicago, IL  
For support of the 20th anniversary of the Breakin' It Down conference  
\$5,000

## National Committee for Responsive Philanthropy

Washington, DC  
Membership grant  
\$3,000

## New Moms, Inc.

Chicago, IL  
For repairs and other expenses related to its Transformation Center  
\$10,000

## The New Press Inc.

New York, NY  
For the "Forbidden Books" initiative  
\$5,000

## PEAK Grantmaking

Washington, DC  
Membership grant  
\$750

## Puerto Rican Arts Alliance

Chicago, IL  
For the Latin Music Project in celebration of the Fry Foundation's 40th anniversary  
\$1,000

## Red Clay Dance Company Inc.

Chicago, IL  
For strategic planning of its educational programs  
\$4,500

## University of Illinois Foundation

Champaign, IL  
For support of the National Council on Measurement in Education (NCME) 2024 special conference on classroom assessment  
\$5,000

## Young Chicago Authors

Chicago, IL  
For Young Chicago Authors in celebration of the Fry Foundation's 40th anniversary  
\$1,000

## World Relief

### CARE, Inc.

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 Emergency Preparedness  
\$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

### World Central Kitchen, Inc.

Washington, DC  
First payment of a two-year \$100,000 grant for the Emergency Food Relief Fund  
\$50,000

### World Food Program USA

Washington, DC  
First payment of a two-year \$100,000 grant for the Emergency Response Fund  
\$50,000



# Grantmaking Program Areas

## Our Mission

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

The Foundation focuses on programs that improve conditions for low-income, underserved communities in Chicago, and we are especially interested in efforts that will foster learning and innovation.

We award grants in three major fields: Arts Learning, Education, and Employment. 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 three 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

After strategic analysis and much difficult deliberation, the Lloyd A. Fry Foundation made the decision to phase out funding in the Health program. Our current Health program grantees will receive one to two years of final support to allow time to plan for the reduction in funding.

In 2008, when the Foundation adopted the current Health program funding strategy, it was a unique time when a convergence of factors—strong research, supportive public policy, and innovative clinics interested in overhauling their operations—merged into an opportunity. Fifteen years on, the Fry Foundation has awarded more than \$30 million in grants to Health organization grantees, care coordination is now standard practice across the field, and there is a road map for clinics that want to advance their practice.

The Fry Foundation is pleased to have supported our Health program grantee partners in their vital work and we wish them continued success as they address the critical needs of Chicago's most vulnerable individuals and families.

## 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, and Employment**. 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](http://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 two of the three 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](http://www.fryfoundation.org).

Proposals and letters of inquiry also may be submitted by email to [applications@fryfoundation.org](mailto: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
June 1	August	Proposals reviewed	Proposals reviewed	Proposals reviewed
September 1	November	Proposals reviewed	Proposals not accepted	Proposals reviewed
December 1	February	Proposals not accepted	Proposals reviewed	Proposals reviewed
March 1	May	Proposals reviewed	Proposals reviewed	Proposals not accepted





# LLOYD A. FRY FOUNDATION

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