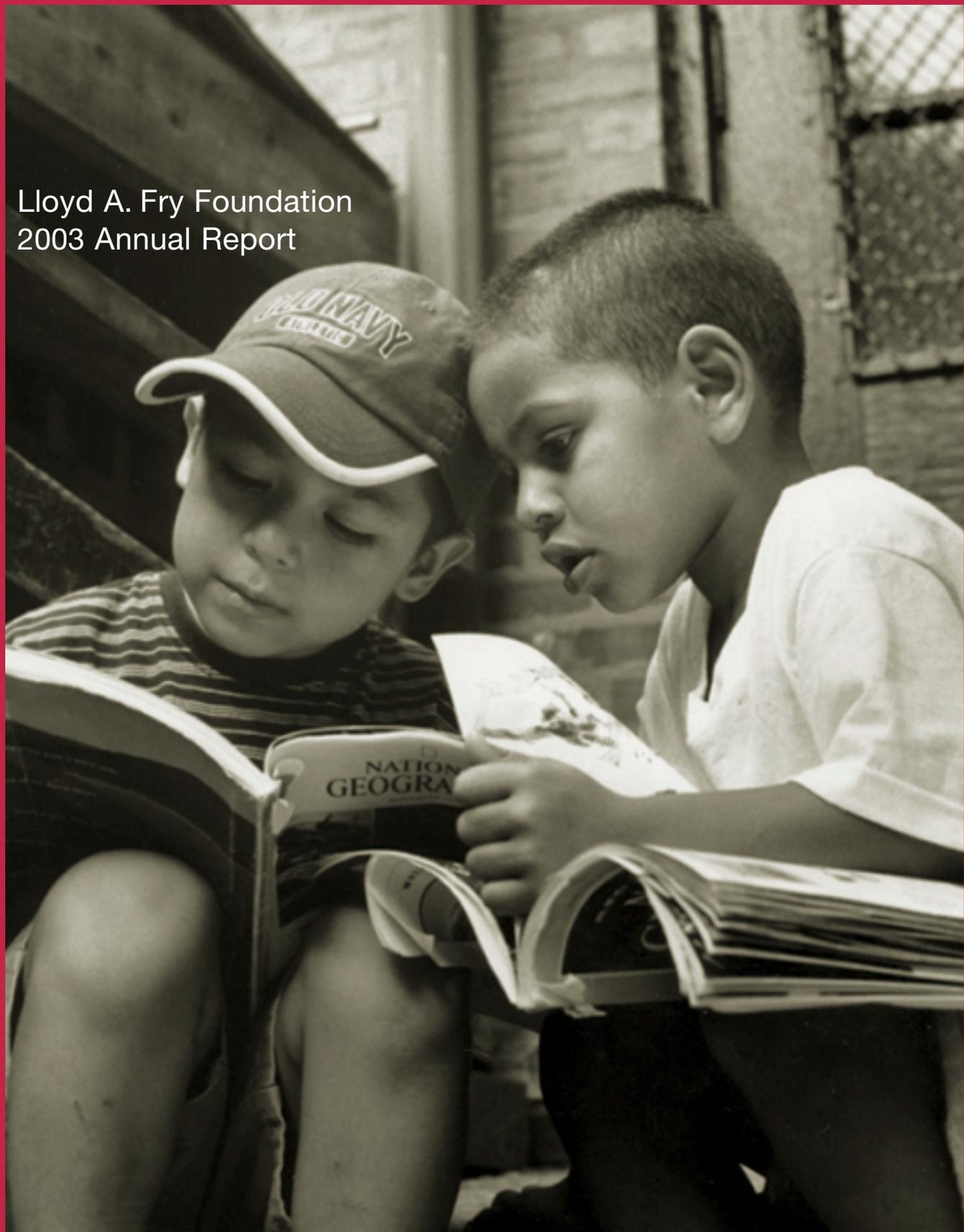


Lloyd A. Fry Foundation
2003 Annual Report



In 1933 Lloyd A. Fry founded the Lloyd A. Fry Roofing Company on the Southwest Side of Chicago. During the next five decades, the company grew to become the world's largest manufacturer of asphalt roofing and allied products, with nearly 5,000 dedicated employees and manufacturing facilities nationwide. The company was sold to Owens-Corning Fiberglass Corporation in 1977. In large part, the proceeds from the sale of the company now serve as the endowment of the Lloyd A. Fry Foundation, addressing the needs of the Chicago community since 1983.

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Mission



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

The past year was challenging but satisfying for the Lloyd A. Fry Foundation. We continue to face increasing demands for funding, but we see some improvement in financial markets and a corresponding increase in the value of our resources.

Just when we thought we saw the light at the end of the tunnel, our executive director, Jill Darrow Seltzer, advised us that she will be retiring at the end of 2003. For reasons that are not yet fully accepted by board and staff, she insists that she wishes to live closer to her husband, whose work with the media keeps him in Los Angeles.

We have started a search for a new executive director. We also searched our own souls a bit, to assess our grantmaking programs. In essence, we have analyzed what is really important to us, with the thought that the analysis may inform our selection of our next executive director.

Our analysis led us to ask our program staff to begin to think about responsive grantmaking in a slightly different way. Essentially, we wish to divide our current responsive grantmaking program into two programs: "Supportive" and "Investment" grantmaking.

The Supportive grantmaking program will be similar in many ways to our existing responsive grantmaking and will remain our largest program for the foreseeable future. We will continue to make grants in Arts and Culture, Community Service, Education and Health. We will continue to treat all of our grantees with dignity and respect, recognizing that they are our partners in all we do. We will be a bit wary about long term funding for general operating support, or for the same program year after year.

The Investment grantmaking will be based more on a venture capital model, and grantees will need to demonstrate that they are building capacity in our target community, beyond the capacities of the individuals served. All the Investment grants will be project oriented. Investment grants will tend to be larger than our Supportive grants. All of the four existing subject areas will be included.

All these changes in our grantmaking will be evolutionary not revolutionary. None of these changes will be implemented overnight. We expect to make relatively few Investment grants before our fiscal year 2005. We are proud of our ongoing High School Initiative. We are not starting any new initiatives at this time.

No new executive director has been hired at this writing. We are not in a hurry. We have an extraordinary program staff, and we will continue down the paths that Jill has cleared for us. She has a buoyant enthusiasm for life that is infectious. When Jill came on board, now nearly a decade ago, she was described by one reference as the most popular person in philanthropy. She still is (at least in this office), and we shall miss her.



Howard M. McCue III, Chairman

Sometimes you're just lucky.

I've spent nine years as executive director of the Fry Foundation. That period of time coincided with a span in the foundation's evolution that began close to its roots and ended with a broader universe of grantmaking.

When I joined the Fry Foundation Ed Stephan, the founding chairman, was at the helm. Ed liked to describe himself as an equal among equals, but we all knew he was more "equal" than the rest of us. Scott McCue, his successor, has always said that when Ed missed a step or two, it only meant we could gain incrementally on the significant lead he already had on us.

Ed, Scott, Roger Anderson, Chip Fry and Jim Termondt—and every one of them knew Lloyd A. Fry—constituted the board of directors leading a dedicated staff in the ever-evolving task of making grants aimed at lessening the debilitating effects of poverty, and encouraging hope. Ed cared a lot about hope.

Following Ed's death, Scott became chairman and with his fellow directors encouraged the staff to design new grantmaking programs to address the intransigent problems facing Chicago's population of financial need. Along the way the directors were joined by Stephanie Pace Marshall and Dave Donovan.

Over the course of the nine years, in addition to the responsive grantmaking program which has always been at the core of the Foundation's grantmaking activities, we created the Urban Leadership Awards program. The directors believe

that talented, dedicated leaders can make important accomplishments if given additional resources.

We mounted a two-year effort to tackle welfare reform issues with decidedly mixed results. (What was it that the board always said? "If you don't fail now and then, you aren't reaching high enough.")

And now the staff and board are in the middle of a five-year \$8 million "relationship" with the principals and leadership of six Chicago public high schools. Our High School Initiative supports multi-year programming designed to improve student achievement and create a vibrant learning environment in each of the schools.

In all of these programs we never strayed from the central goal of the foundation—supporting programs for Chicago's residents of financial need and working with talented practitioners determined to improve people's lives and give them hope. Along with this significant expansion of funding mechanisms, and in spite of reduced resources over the past three years as the result of stock market behavior, the Fry Foundation's directors and staff have maintained the foundation's vision and continued to stay the course.

Sometimes you're just plain lucky.



Jill Darrow Seltzer, Executive Director



Above: Children at Christopher House share reading time.

Opposite: A Christopher House family poses after a daycamp session.

Grant Highlights



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

Snow City Arts Foundation

Low-income children living with serious illness such as cancer or organ failure are often shortchanged when it comes to their education. With their lives organized around long-term hospital stays, intensive medical treatments, and frequent doctor appointments, it is difficult for them to keep up academically. They miss assignments, and have little access to tutoring. Children with long-term illnesses also miss out on the friendship of classmates and the social opportunities that school provides. Snow City Arts Foundation was launched to help children pursue their education in the midst of frequently chaotic lives.

Founded in 1998, Snow City provides hospitalized children with quality learning experiences in Creative Writing, Music and Visual Arts. A core of trained artists provides daily workshops and one-on-one instruction to over 2,000 children at Rush Children's Hospital and John H. Stroger (formerly Cook County) Hospital. Since the program started, over 4,500 children have benefited from workshops and individualized instruction.

Snow City programs differ from other arts programs for hospitalized children in that the program activities focus on learning, not just on exposure to arts experiences. In the Creative Writing Workshops, for example, children practice good writing, grammar and spelling habits, and increase their vocabulary. Through the Visual Arts Workshops, students learn techniques of computer-aided art, filmmaking, photography, painting and drawing. The Music Workshop introduces students to music composition, reading sheet music, and

the history of musical genres. Older students also learn to play instruments such as the guitar and piano.

In addition to quality learning experiences, Snow City can be an effective advocate for hospitalized students. "Next year, we'll be establishing an official partnership with Chicago Public Schools," notes Executive Director Paul Szniewajs. "The partnership will help streamline the process through which our students can receive classroom credit for the work they complete in the hospital."

The social support provided by Snow City programs is arguably as valuable as the academic focus. Interacting with other children and with artists helps to fend off the isolation inherent to long hospital stays. Creating works of art, playing an instrument or writing a story helps students gain a sense of accomplishment when their lives seem out of their control. Observes Mr. Szniewajs, "Programs like ours remind kids that there are many things still right with them."

Planned Parenthood Chicago Area

"Children need to be safe and healthy," insists Rebecca Holbrook, Director of Community Education at Planned Parenthood/Chicago Area (PP/CA). That's the core focus of Planned Parenthood's Community Education Partnership with Chicago Public Schools. The eight-session sexual health program is provided to 5,000 seventh and ninth grade students in 45 Chicago Public Schools in underserved communities with high teen birth rates. The program aims to increase knowledge and awareness of sexual health issues; to help

teens access preventative health care and birth control; and to delay the onset of sexual activity among teens.

The Community Education Partnership is unique in that it reaches students in the seventh grade, the earliest that a sexual health program can reach them in public schools. The program will also reach many of the same students twice. Students who participated in the program in seventh grade will have the lessons about healthy decision-making reinforced in ninth grade.

Through the program, Planned Parenthood educators teach children to be safe and to protect themselves by making healthy choices about sexual activity. The abstinence-based curriculum covers basics such as anatomy and physiology, and provides detailed information on abstinence and all forms of contraception. Students learn about what it means to be a young parent, examining the financial and emotional costs of parenting. They also have an opportunity to role play various situations in which they may have to make decisions about their sexual health.

The overarching health focus is especially relevant for students in these underserved communities. "Many of the students don't see a health provider very often," observes Ms. Holbrook. "It's important for our population that we weave in messages about good health."

"We need to teach sexuality in the context of health. When young people become sexually active, we want them to have the information beforehand—not after they've already started. That is what will make them think twice about starting." Recent evaluations of

the Planned Parenthood program indicate that, after completing the program, most seventh graders think that abstinence is the way to go.

Passages Charter School

Whether they hail from Nigeria or Pakistan, Bosnia or Mexico, India or Somalia, the immigrant parents of students at Passages Charter School all want the same thing for their children—a first rate educational experience. They enroll their children in Passages because the school provides a quality education for immigrant children, and involves their families in the educational process.

Now in its third academic year, Passages Charter School was launched by Asian Human Services to serve a diverse immigrant and refugee student population from pre-Kindergarten (pre-K) to fifth grade. The founders of Passages Charter School recognized that immigrant and refugee students have unique needs related to English literacy and academic readiness. They also understood the importance of engaging immigrant parents in their children's academic lives. Passages developed the Early Literacy Initiative and Parent Involvement Initiative to address these challenges.

Passages' Early Literacy Initiative is a measurable, outcomes-based early reading readiness program for pre-K, Kindergarten and 1st grade students. The program aims to develop reading and English literacy skills through a phonics-based reading/literacy curriculum; Individual Learning Plans for each student; individualized English as a Second Language lessons;

after-school literacy tutoring programs; and an extended school year and school day.

The Parent Involvement Initiative helps Passages families develop a Family Learning Plan, participate in classroom activities, and access comprehensive social services, ESL and GED classes through Asian Human Services.

Passages parents even sign a contract that provides guidelines for parent participation in the school. Last year, 65% of parents volunteered more than 15 hours a year at the school, and 99% of parents participated in parent-teacher conferences three times a year.

"We treat the entire family as a learning unit," notes Principal Sally Ewing. "Our kids and parents are highly motivated and ready to go, so with a small school and dedicated staff, we can work very specifically with individual students and their families, and we can track and monitor what we're doing in the classroom and assess how it impacts each student's education."

Christopher House

At Christopher House, a family with children in the child care program receives family counseling with a social worker. The immigrant parents of a teenager who uses the teen drop-in program sign up for ESL classes. A young mother in the teen parent support program attends adult literacy classes for which she receives free transportation and child care. These are examples of what Christopher House calls its "integrated approach" to social services—collaborative, coordinated interventions with children and families using any of the agency's services.

The integrated approach offers families and children the full range of social, educational and human service programs at Christopher House, including early childhood development programs, after-school activities, adult literacy classes, individual and family counseling, food and clothing assistance, and a health clinic for low-income children.

"When a family comes in for any of our programs, the staff member assesses the child and the family to determine what other services might be appropriate for them," describes Executive Director Lori Ann Baas. "A staff member in the child care program may learn that the family is going through a crisis, and will help connect the family to crisis counseling with one of our social workers. This approach helps us to ensure that we can address all of a family's needs."

Founded in 1905, Christopher House prides itself on responsiveness to family needs. As low-income families moved away from the community where the original site was located at Greenview and Fullerton, Christopher House moved with them, opening new centers in Logan Square, Uptown and Palmer Square. With census data pointing to a rise in the low-income family population in Belmont-Cragin, Christopher House is currently planning a new center in the northwest side community.

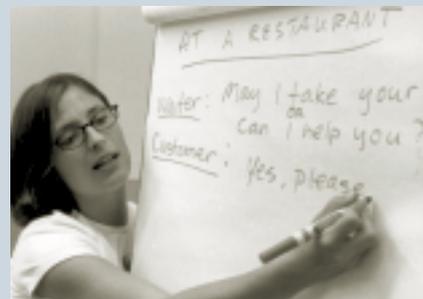
"Families shouldn't have to travel far to access our services," observes Ms. Baas. "As they moved farther west to Logan Square, and now to Belmont-Cragin, Christopher House followed them."



Above: Adult students focus on reading assignments at Carole Robertson Center's Center for Adult Learning.

Opposite: An ESL teacher at the Carole Robertson Center guides students through English conversation exercises.

Urban Leadership Awards



All across Chicago, visionary community leaders tackle the most persistent social problems with creativity, commitment, and persistence. Yet they frequently lack the resources to fully support their innovative programs and solutions. The Fry Foundation created the Urban Leadership Awards in 1995 to strategically focus financial support so that it generates ambitious, creative and innovative solutions to persistent social problems in Chicago. Through the Urban Leadership Awards, the Foundation identifies strong leaders working with strong organizations and invites them to create and implement their most ambitious program ideas — ideas they've always wanted to pursue, but did not have the funds to support.

Carole Robertson Center for Learning

(in its third year of the Urban Leadership Award)

As a respected provider of quality child, youth and family development programs in three centers on Chicago’s west and south sides, the Carole Robertson Center for Learning understands the tremendous value of highly committed and highly qualified workers in early childhood development and education. The Center therefore used its Urban Leadership Award to launch the Center for Adult Learning in 2001.

Now in its second full year, the Center for Adult Learning aims to create a stable, committed and well-trained workforce for early childhood development and education. The Center provides training, education, and personal development opportunities to staff, parents, home child care providers and community residents. Adult learners in the program are primarily women. Most are single and most have children. Participants have generally low-levels of education and limited economic opportunities.

“In its first years, the Center for Adult Learning has become a vehicle for highly motivated adults to advance their education, develop new skills, and earn valuable credentials,” observes Executive Director Gail Nelson. “The program provides these opportunities at the Carol Robertson Center, a

place that is comfortable and familiar to them. It also provides them an opportunity to learn with a cohort of adults who are facing similar challenges.”

The Center for Adult Learning offers a full spectrum of classes and workshops for adult learners at all levels in their education and careers. Basic adult education, GED and ESL classes help adult students develop basic literacy skills. College courses in English and Child Development allow students to earn college credits in their field of expertise. The Child Development Associate (CDA) program helps teachers at the Carole Robertson Center gain certification. This rigorous program involves intensive practice, training, and portfolio development, and leads to the highly valued national CDA certification.

In addition to long-term classes, the Center for Adult Learning also offers in-service classes for child care teachers and workshops of interest to parents, staff and community members. In-service topics in the last year included Kindergarten Transition, Children with Special Needs and Anti-Bias Education. Additional workshops for parents and other community members focused on financial literacy, opening and managing bank accounts, and legal issues that impact parents, students and staff.

Ms. Nelson sees the Center’s individualized approach as a key to its success. With the range of preparedness so

great among adult learners, the Center stays away from one-size-fits-all approaches. “We offer extra support, tutoring in small groups and steady, personal relationships with volunteers, teachers, and fellow students.”

The Center for Adult Learning provided educational opportunities to over 100 adults last year, with demand for programs continuing to accelerate. The participation and retention rate remains high (100% of staff members participate in the Center for Adult Learning, for example). ESL students asked for and received summer classes, and there continues to be a demand for daytime classes for adults. “The demand has really surprised me,” admits Ms. Nelson. “We could easily do three times as much as we are doing, if we had the space and capacity.”

Yet what has really amazed Ms. Nelson is the diligence of the adult students, given the daily challenges they face. “I think people really underestimate adult learners.”

Women Employed Institute

(in its third year of the Urban Leadership Award)

Low-income women deserve jobs that will help their families become economically self-sufficient. They also deserve jobs that are fulfilling and that provide opportunities for advancement.

While this belief may sound basic, it actually goes against the premise of current welfare reform efforts: that low-income women should be happy with any job, even a low-wage job that keeps their families poor and that offers few opportunities to learn new skills that may lead to advancement.

With the belief that low-income women deserve high quality career development and planning services that will lead them to quality jobs, Women Employed continues to develop the Career Building Program, launched through an Urban Leadership Award from the Fry Foundation. The Program will provide low-income women with career-building tools and activities that will increase their knowledge of the labor market, emphasize career paths out of poverty, and provide guidance in planning their education and training.

The development of the Career Building Program greatly accelerated this year as Women Employed partnered with One Economy Corporation to develop the program as a web-based tool. One Economy Corporation is a national nonprofit organization

that uses technology to help lower-income families join the economic mainstream. They bring computers and internet access into the homes of lower-income families, and provide web content that is accessible and relevant to a low-income audience via their consumer web site, www.thebeehive.org.

“We are tremendously excited about working with One Economy,” notes Jenny Wittner, Director of Community Initiatives at Women Employed. “They have the technical expertise to complement our knowledge and internal resources, as well as the enthusiasm and professionalism needed to be a good partner.”

The partnership with One Economy will both increase the capacity and build the quality of the Career Building Program. With internet access, the program can reach thousands more low-income women, and it can be tailored to the needs of people who have limited literacy skills, speak other languages or have disabilities. Interactive tools on the web can be individualized to support a woman's career exploration and planning in ways that static tools cannot. With the ability to frequently update information, and to provide links to other resources, a web-based program will also be more timely and accurate.

Women Employed and One Economy staff are now at the stage of making the web-based program real. They are

writing text and creating exercises for the program, which will be divided into three components: Finding the Right Career; How to Get There; and Personal Plan.

“Finding the Right Career” will help users to find a potential career or careers of interest using both “day in the life” profiles of women from non-traditional backgrounds and a modified career interest inventory. “How to Get There” will guide users to think about how to achieve their career goals, either through education and training or through alternative strategies, and to make specific plans to reach their goal. The “Personal Plan” will be woven throughout the other components. It will help women keep track of decisions made and work done to date and will provide the framework for an overarching career plan (what a user needs to accomplish in the long term, such as return to school).

“A web-based tool really opens up the potential for individualizing the program for low-income women,” observes Ms. Wittner. “Women using this program on the web won't have to join a program with a defined schedule and location. They can follow the program on their own schedule. Each woman will have an on-line notebook that captures her plan and her decisions along the way. She will be able to see her progress to date, and to see where she needs to go next. The tool will follow her choices.”



High School Initiative



Reflect. Plan. Change. Deep into the second year of the Fry Foundation High School Initiative, these were the themes that resonated among the six participating high schools. The schools spent time reflecting on their accomplishments and challenges in the first two years. They learned new ways to plan strategically for the years ahead. And they candidly assessed the impact of change at their schools.

Above: In a Crane High School Biology class, students are amazed to discover the wide variety of organisms living in a tiny drop of pond water.

Opposite: Members of the Kennedy High School Science Club repot plants as they discuss upcoming club activities.

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

In addition to focused work at their individual schools, the six schools came together three times during the year — at two day-long working sessions for the principals and Initiative Team leaders, and at a three-day retreat for all members of the Initiative teams. The working sessions and retreat provided the schools with uninterrupted time to reflect and strategize, and also provided opportunities for the schools to learn from each other.

At the October working session with educator Roland Barth, principals and Initiative Team leaders identified specific issues for their schools to address, and created a plan for tackling these issues. The January working session, facilitated by education consultant Ken Rolling, had the principals and Initiative Team leaders reporting on their progress on the challenges they identified in October. Colleagues at the other schools offered suggestions and feedback, helping each other focus more specifically on the tasks ahead. The participants also identified new challenges, and learned about assessing the impact of their programs through an interactive session with John Ayers of Leadership for Quality Education, Allan Alson, Superintendent of Evanston Township High School, and Al Bennett and Jim Lewis of Roosevelt University.

The March retreat brought together all members of the Initiative Teams from each of the six schools. Attendees heard about their students' dreams and aspirations from a student voices video that had been produced by the Foundation and that included profiles of students from all six schools. Keynote speaker Steve Tozer of the University of Illinois at Chicago reflected on the student voices video and provided a perspective on the student experience in urban high schools. "What's important," he noted, "is that kids in these schools get excited about learning." Ann Stern of Research for Better Teaching spoke to the schools about building professional community. Sharon Damore

of DePaul University discussed student assessment that looks beyond test scores. Communications professional Jennifer Amdur Spitz concluded the day by helping participants shape a message that told their school's story beyond test scores and what's reported in the news. The retreat ended with another planning session with Roland Barth.

At the retreats and in their day-to-day work, the schools analyzed how their programs fared in the first year and created strategies for continuing their progress. After assessing successes and challenges, some of the schools made significant changes to their programs. Others continued on their current track. Observed Principal Melver Scott of Crane High School, "As a result of our assessments to date, we plan to infuse more staff development to improve our team building relationships, cooperative work ethic, and collaboration among colleagues."

Although they are implementing different programs and strategies, all of the schools are focused on the common issue of managing change at their schools. Principal Jerryelyn Jones of Curie High School voices an observation made by many of the schools. "I was surprised that change is so difficult. The best made plans do not always work the way you want or expect them to." It is with the lessons learned from reflection, planning and change that the six Fry high schools re-engage with the ambitious goals they have set out for themselves, their students, and faculty.

George Henry Corliss High School

Principal:	Anthony Spivey
Address:	821 E. 103rd St.
Enrollment:	1,066
Faculty and staff:	138
Attendance rate:	89.3%
Graduation Rate:	68.3%
Low-income:	90.8%
Major programs and initiatives:	Writing Initiative and Writing Center, Project Advisory, Vertical Teams, Literacy Team, smaller learning communities, curriculum mapping

With the explicit goal of improving the quality of instruction, Corliss High School has developed a multi-faceted program for the Fry High School Initiative. Long term objectives at Corliss focus on building leadership capacity of faculty, developing smaller learning communities and improving student success in writing. A professional development program, teacher and student portfolios, and a school-wide writing plan are among the strategies Corliss pursued in the first two years of the Initiative.

“Changes at our school so far have included the strengthening of our instructional program, development of a student-centered learning environment and a fostering of a collaborative professional learning community,” notes Principal Anthony Spivey. “We’ve learned that we can be more effective in achieving our goals of impacting student achievement by building leadership capacity and developing smaller learning communities. Our students are now actively engaged in classroom activities, projects and assessments.”

Richard Crane Technical Prep Common High School

Principal:	Melver Scott
Address:	2245 W. Jackson Blvd.
Enrollment:	1,200
Faculty and staff:	153
Attendance rate:	86.1%
Graduation rate:	62.5%
Low-income:	95%
Major programs and initiatives:	Multi-Purpose Lab, Math, Science and Technology Academy, Education-to-Careers, College Bridge, College Excel

At the heart of Crane's Initiative program, the Multi-purpose Technology Laboratory opened its doors to students and teachers in February 2003. With over 50 work stations, the lab is designed to be used by entire classrooms, and by individual students working on their own. An intensive professional development program has helped Crane faculty enhance their computer skills, and begin to integrate the new technology into the curriculum.

“The Multi-purpose Lab has been used by teachers, students, and parents for research, instruction, workshops and staff development. We’ve already seen a positive impact on the school’s learning environment,” observes Principal Melver Scott. “Our work in creating the lab and in planning and implementing the professional development program has taught us that strong collaboration and commitment are imperative for building a strong integrated initiative.”

Marie Sklowdowska Curie Metro High School

Principal:	Jerryelyn Jones
Address:	4959 S. Archer
Enrollment:	2,923
Faculty and staff:	331
Attendance rate:	88.9%
Graduation rate:	84%
Low-income:	86.3%
Major programs and initiatives:	Chicago Reading Initiative, restructured advisory, Crews, Telecenter, Forefront

An ambitious technology program is also at the core of Curie's Initiative programming. New classroom equipment has linked together the entire school, leading to greater communication, coordination and integrated learning. A new internally-driven professional development program helps Curie faculty build skills and expertise by learning from each other.

“Our Initiative programs represented change, hard work, and risk-taking,” comments Principal Jerryelyn Jones. “We learned that the continued success of our programs requires involvement of the entire staff. Over the next few years, we intend to keep accountability of our Initiative programs school-wide.”

John F. Kennedy High School

Principal:	Dr. Fanchion Blumenberg
Address:	6325 W. 56th St.
Enrollment:	1,561
Faculty and staff:	179
Attendance rate:	93%
Graduation rate:	85%
Low-income:	74.3%
Major programs and initiatives:	Writing Center, College Bridge, Adolescent Drop-Out Prevention Team, Technical Staff Development, After-School, Evening School, Saturday School

Kennedy's Initiative programs are targeted in two areas: Student Support and Teacher Support. Student Support involves increased counseling, skill-building opportunities, and better communication with students and families. Teacher Support programs foster creativity and collaboration and provide technical support for curriculum development.

"We have learned how important it is to communicate with all segments of the school community — students, teachers, parents, and community members," notes Principal Dr. Fanchion Blumenberg. "When each group is an informed stakeholder, the collaboration strengthens the educational process. We have also learned that decision-making for staff development planning must be as inclusive as possible."

C.A. Prosser Career Academy High School

Principal:	Kenneth Hunter
Address:	2148 N. Long
Enrollment:	1,341
Faculty and staff:	157
Attendance rate:	95.09%
Graduation rate:	76.9%
Low-income:	86%
Major programs and initiatives:	International Baccalaureate, Advanced Placement, Education to Careers

Through the Initiative, Prosser has instituted a Freshman Academy to help students meet the challenge of transitioning to high school. Also featured in the Initiative are a Reading Specialist and a professional development program for Prosser faculty.

"With a dedicated faculty and staff and a talented Initiative Team, Prosser is looking forward to building on the accomplishments of the first year of our Initiative programs," notes new Principal Ken Hunter. "It is clear, even at this early stage, that the Freshman Academy and the reading program have been valuable to our students."

Nicholas Senn High School

Principal:	Judith Hernandez
Address:	5900 N. Glenwood
Enrollment:	1,634
Faculty and staff:	154
Attendance rate:	86%
Graduation rate:	65.7%
Low-income:	89.2%
Major programs and initiatives:	Research for Better Teaching professional development, Striving for Excellence Program, TESOL/Multilingual Program, International Baccalaureate

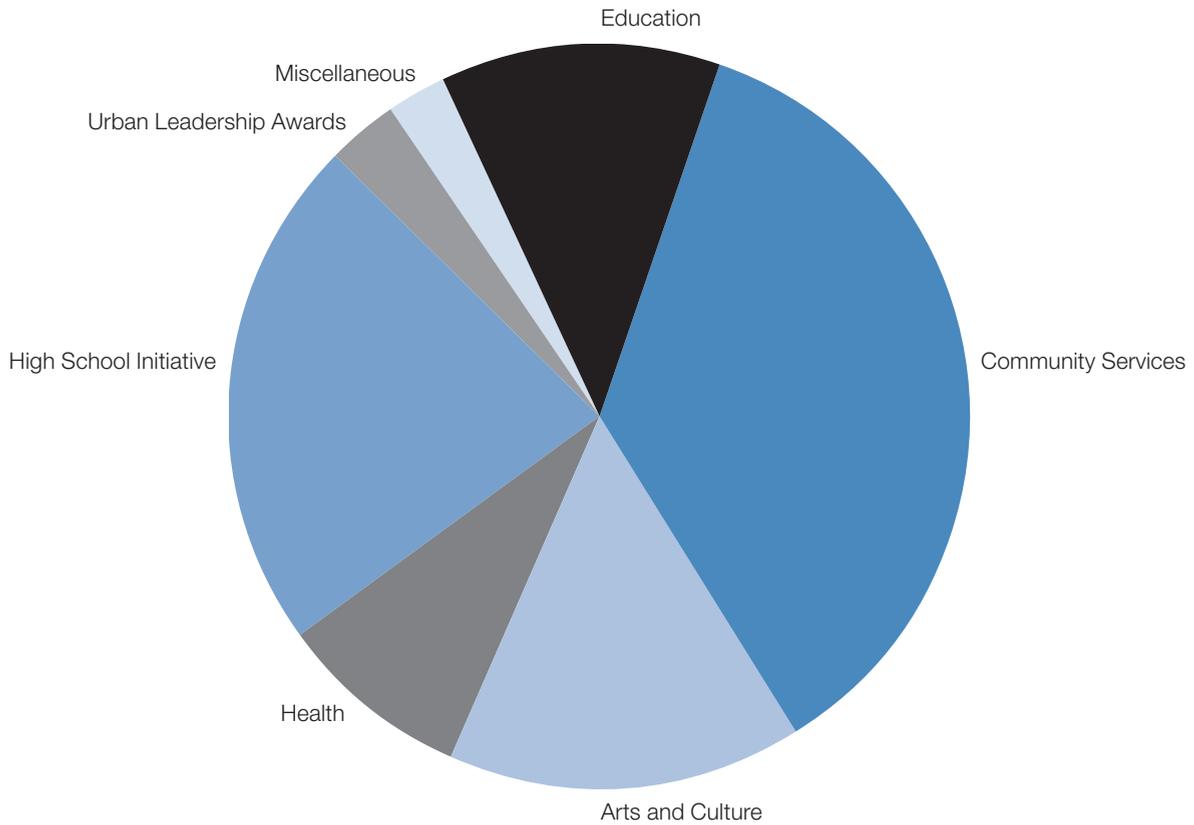
Senn's two-pronged Initiative focuses on at-risk students and professional development for faculty. The Striving for Excellence Program provides smaller classes, tutoring, counseling and additional supports to students struggling in their freshman year at Senn. Almost three-fourths of the Senn faculty has graduated from the Research for Better Teaching professional development program that aims to build teacher skills and to strengthen the professional learning community at Senn.

Principal Judy Hernandez clearly sees the benefits of the professional development program. "As a result of Research for Better Teaching, conversations among teachers are more professional. Beneficial techniques have been incorporated into the classroom. The students are more focused and are aware of the "why" in instruction. Kids now know what the "aha" moment is like."

Lloyd A. Fry Foundation
2003 Grants

2003 GRANTS AND AWARDS TOTALS

Education	\$1,048,990	12.2%
Community Services	3,083,000	35.9%
Arts and Culture	1,329,750	15.5%
Health	723,500	8.4%
High School Initiative	1,922,797	22.3%
Urban Leadership Awards	266,842	3.1%
Miscellaneous	223,500	2.6%
Total	\$8,598,379	100%



2003 GRANTS



Education

Academy for Urban School Leadership
Chicago, IL
For Residents' salaries
\$55,000

Academy of Communications and Technology Charter School
Chicago, IL
For the Development Office
\$25,000

Ariel Education Initiative
Chicago, IL
For the Ariel Community Academy-Roosevelt University Teacher Education Center
\$20,000

Augustana College
Rock Island, IL
To assist economically disadvantaged minority students from Chicago
\$3,240

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

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

Boston Foundation, Inc.
Boston, MA
For the Preparatory Education Fund
\$10,000

Chicago Communities in Schools
Chicago, IL
For general operating support
\$30,000

Chicago Foundation for Education
Chicago, IL
For the Study Groups pilot program
\$5,000

Chicago Metropolitan Association for the Education of Young Children
Chicago, IL
For the Partnerships in Professional Practice Project
\$20,000

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

Chicago Youth Programs
Chicago, IL
For the Higher Education Preparation and Placement Initiative
\$15,000

Choate-Rosemary Hall
Wallingford, CT
Unrestricted
\$1,000

College of DuPage
Glen Ellyn, IL
For the McAninch Art Center
\$1,000
For the Buffalo Theatre Ensemble
\$500

College Summit Chicago
Chicago, IL
For the Teacher Training Initiative in Chicago public schools
\$15,000

Cristo Rey Jesuit High School
Chicago, IL
For general operating support
\$40,000

Cross City Campaign for Urban School Reform
Chicago, IL
To support work with Chicago public schools
\$15,000

Culver Educational Foundation
Culver, IN
Unrestricted
\$9,000

Designs for Change
Chicago, IL
For citywide school improvement initiatives
\$25,000

Dominican University
River Forest, IL
For scholarship support
\$15,000

Drake University
Des Moines, IA
Unrestricted
\$2,500

Elgin Academy
Elgin, IL
Unrestricted
\$5,000

Episcopal High School
Alexandria, VA
Unrestricted
\$10,000

Erikson Institute
Chicago, IL
For the Professional Development Program
\$50,000
For the Chicago Public Schools' Commission on Improving Curriculum-Based Assessment
\$10,000
Unrestricted
\$1,000

Evans Scholars Foundation
Golf, IL
Unrestricted
\$1,000

Francis W. Parker School
Chicago, IL
Unrestricted
\$6,500

Glenwood School
Glenwood, IL
Unrestricted
\$1,000

Golden Apple Foundation
Chicago, IL
For the Teacher Education Program
\$25,000

The Great Books Foundation
Chicago, IL
For the Youth Leadership Program
\$20,000

High Jump
Chicago, IL
For general operating support
\$50,000

HighSight
Chicago, IL
For the Leadership Program
\$20,000

Illinois Mathematics and Science Academy
Aurora, IL
For the Excellence 2000+ Initiative
\$63,000
Unrestricted
\$15,000

Knox College
Galesburg, IL
To assist economically disadvantaged minority students from Chicago
\$5,250

Leadership Greater Chicago
Chicago, IL
For program costs
\$5,000

Literacy Chicago
Chicago, IL
For the Volunteer Tutor Recruitment, Training and Support Services
\$25,000

Literacy Works
Chicago, IL
For expansion of programming to the south and west sides of Chicago
\$10,000

Education (cont'd)

Literature for All of Us

Evanston, IL
For book groups at Simpson
Alternative High School
in Chicago
\$10,000

Midtown Educational Foundation

Chicago, IL
For the Parent Program at
Metro Achievement Center
\$20,000

Noble Street Charter High School

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

North Lawndale College Preparatory Charter High School

Chicago, IL
For Professional Development
Initiatives
\$20,000

Notre Dame High School for Girls

Chicago, IL
Unrestricted
\$3,000

Parents United for Responsible Education

Chicago, IL
For the Early Childhood
Education Project
\$15,000

Partners in Education

Chicago, IL
For the Job Training and
Readiness Program
\$10,000

Perspectives Charter School

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

Princeton University

Princeton, NJ
For the Library and the Black
Dog Fund
\$6,000

Project Exploration

Chicago, IL
For Sisters 4 Science
\$15,000
Unrestricted
\$5,000

Providence-St. Mel School

Chicago, IL
For scholarship support
\$1,000

Sacred Heart Schools

Chicago, IL
For the Children of the
Heart Program
\$12,500

School District 126 Foundation for Educational Excellence

Alsip, IL
Unrestricted
\$1,000

Umjoja Student Development Corporation

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

Visitation Catholic School

Kewanee, IL
Unrestricted
\$500

Whirlwind

Chicago, IL
For the Reading in Motion —
Benchmarks Curriculum
\$25,000

Working In The Schools

Chicago, IL
For the Power Lunch Program
\$15,000

The Young Women's Leadership Charter School of Chicago

Chicago, IL
For teacher training and
professional development
\$20,000



Community Services

Access Living

Chicago, IL
Second payment of a two-year
\$50,000 grant for general
operating support
\$25,000

AIDS Legal Council of Chicago

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

Albany Park Neighborhood Council

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

Alternatives, Inc.

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

American Indian Center

Chicago, IL
For the School Tour Program
\$10,000

Asian Human Services, Inc.

Chicago, IL
For the Early Academic
Readiness and Parent
Involvement Programs at
Passages Charter School
\$20,000

Big Brothers-Big Sisters of Metropolitan Chicago

Chicago, IL
For the School-Based Mentoring
and Tutoring Program
\$15,000

Blocks Together

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

Breakthrough Urban Ministries

Chicago, IL
For the Intensive Outpatient
Treatment Program
\$20,000

Brighton Park Neighborhood Council

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

Broader Urban Involvement and Leadership Development

Chicago, IL
For the Violence/Gang
Prevention Program
\$30,000

Cabrini Green Legal Aid Clinic

Chicago, IL
For the Expungement and
Clemency Program
\$10,000

Cambodian Association of Illinois

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

The CARA Program

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

Career Resource Center

Lake Forest, IL
Unrestricted
\$7,000

Career Transitions Center of Chicago

Chicago, IL
For services for unemployed and
underemployed men and
women of Chicago
\$10,000

Carole Robertson Center for Learning

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

Community Services (cont'd)	Chicago Anti-Hunger Federation Chicago, IL For Oliver's Kitchen \$15,000	Chicago Women in Trades Chicago, IL For general operating support \$20,000	Community Counseling Centers of Chicago Chicago, IL For the Parent Education Program \$15,000
Casa Central Chicago, IL For the Youth Services Program \$20,000	The Chicago Community Foundation Chicago, IL For the Campaign to Expand Community Schools in Chicago \$65,000	Children's Home & Aid Society Chicago, IL For a full-time Peer Education Coordinator \$15,000	Community Media Workshop Chicago, IL For general operating support \$15,000
Cathedral Shelter of Chicago Chicago, IL For the Educational Coordinator position \$25,000	Chicago Coalition for the Homeless Chicago, IL For the Educational Rights of Homeless and At-Risk Youth Programs \$10,000	Chinese American Service League Chicago, IL For the Leadership Generation Program \$20,000	Community Organizing and Family Issues Chicago, IL For the Austin Parent Leadership and Organizing Project \$25,000
Catholic Charities of the Archdiocese of Chicago Chicago, IL For the Workforce Development Department \$30,000	Chicago Community Loan Fund Chicago, IL For the Technical Assistance Program \$10,000	Chinese Mutual Aid Association Chicago, IL For the JumpStart Program \$10,000	Community Renewal Society Chicago, IL For CATALYST: Voices of Chicago School Reform \$20,000
Center for Economic Progress Chicago, IL For the Tax Counseling Project \$25,000	Chicago Jobs Council Chicago, IL For general operating support \$15,000	Christopher House Chicago, IL For general operating support \$25,000	Connections for the Homeless Evanston, IL For health services at Hilda's Place \$20,000
Center for Labor and Community Research Chicago, IL For the Adult Literacy Project \$25,000	Chicago Lawyers' Committee for Civil Rights Under Law Chicago, IL For the Children's Health and Education Project \$20,000	Church World Service Elkhart, IN For humanitarian relief work associated with the conflict in Iraq \$100,000 For the Emergency Management Training Program \$50,000	Coordinated Advice and Referral Program for Legal Services Chicago, IL For the Hispanic Services Program \$20,000
Centro Comunitario Juan Diego Chicago, IL To enhance Community Health Promoter Services \$5,000	Chicago Legal Clinic Chicago, IL For the Pro Bono Program \$25,000	City Year Chicago Chicago, IL For the Literacy Program \$20,000	Deborah's Place Chicago, IL For the Education and Employment Services Program \$25,000
Centro Romero Chicago, IL For the Technology for Latino Children Program \$15,000	Chicago Metropolitan Battered Women's Network Chicago, IL For the Centralized Training Institute \$30,000	Clintonville-Beechwood Community Resources Center Columbus, OH In memory of David D. Mooney and for assistance of disadvantaged children, youth and adults in the community \$2,500	Doctors Without Borders USA New York, NY For humanitarian relief work associated with the conflict in Iraq \$100,000 For the Emergency Relief Fund \$50,000
Centro San Bonifacio Chicago, IL For the Multipliers Program \$15,000	Chicago Mutual Housing Network Chicago, IL For the Training and Technical Assistance Program \$15,000	Community Child Care Center of Delray Beach Delray Beach, FL Unrestricted \$2,000	
Chicago Abused Women Coalition Chicago, IL For the Hospital Crisis Intervention Project at Cook County Hospital \$25,000			

Community Services (cont'd)

Emergency Fund for Needy People
Chicago, IL
For the Bridges to Independence Program
\$15,000

The Employment Project
Chicago, IL
For general operating support
\$25,000

Equip for Equality, Inc.
Chicago, IL
For the Training Institute on Disability Rights
\$25,000

Ethiopian Community Association of Chicago
Chicago, IL
For salary support for an Assistant Director
\$15,000

Executive Service Corps of Chicago
Chicago, IL
For the Education Practice
\$20,000

Family Focus
Chicago, IL
For the Primary Prevention Program at Nuestra Familia
\$15,000

Family Matters
Chicago, IL
For the Community Tutoring Program
\$30,000

Family Rescue
Chicago, IL
For the Court Advocacy Program
\$10,000

Family Services Foundation of New Lenox Township
New Lenox, IL
Unrestricted
\$10,000

Featherfist
Chicago, IL
For the Outreach, Retention and Treatment Program
\$25,000

Friends of Battered Women and Their Children
Chicago, IL
For the Peer Education and Leadership Initiative
\$20,000

Friends of the Parks
Chicago, IL
For the Citizen Advocacy in the Parks Program
\$15,000

Gads Hill Center
Chicago, IL
For Club Learn
\$25,000

Genesis House
Chicago, IL
For the South-Side Residential and Outpatient Treatment Programs
\$25,000

Genesis Housing Development Corp.
Chicago, IL
For the Genesis Homeowner Education College
\$15,000

Girl Scouts of Chicago
Chicago, IL
For the Neighborhood Activity Centers
\$15,000

Girls and Boys Town
Boys Town, NE
Unrestricted
\$1,000

Grandfather Home for Children
Banner Elk, NC
Unrestricted
\$2,000

Greater Chicago Food Depository
Chicago, IL
First payment of a two-year \$100,000 grant for the Produce People Share Program
\$50,000

Greater West Town Community Development Project
Chicago, IL
For the Transition Counselor position
\$25,000

Gulf Stream Council Boy Scouts of America
Palm Beach Gardens, FL
Unrestricted
\$1,000

The Haven
Boca Raton, FL
Unrestricted
\$1,000

Heartland Alliance for Human Needs & Human Rights
Chicago, IL
For the Pathways Home Program
\$30,000

Heifer Project International
Chicago, IL
Unrestricted
\$5,000

Holiday Home Camp
Williams Bay, WI
To honor Mrs. Doris Frentress
\$2,500

House of the Good Shepherd
Chicago, IL
For general operating support
\$15,000

Housing Opportunities and Maintenance for the Elderly
Chicago, IL
For the Upkeep and Repair Services Program
\$25,000
Unrestricted
\$5,000

Housing Opportunities for Women
Chicago, IL
For general operating support
\$25,000

Howard Area Community Center
Chicago, IL
For general operating support
\$30,000

Illinois Facilities Fund
Chicago, IL
For general operating support
\$30,000

Infant Welfare Society of Chicago
Chicago, IL
For the Women's Wellness Project
\$40,000

Inspiration Café
Chicago, IL
For Café Too
\$20,000

Institute for Clinical Social Work
Chicago, IL
For the Clinical Practice Model for Ex-Offenders
\$15,000

Institute of Women Today
Chicago, IL
For salary support for a Development Director position and for accounting software
\$25,000

Interfaith Council for the Homeless
Chicago, IL
For the Shelter Graduates' Network
\$30,000

Interfaith Housing Development Corporation of Chicago
Chicago, IL
For Sanctuary Place
\$15,000

Jane Addams Hull House Association
Chicago, IL
For the Parkway Small Business Development Unit
\$15,000

Community Services (cont'd)

Jane Addams Resource Corporation
Chicago, IL

For strategic planning and for participation in the Documenting Demand Side Outcomes' Project
\$17,500

Jobs for Youth

Chicago, IL
For general operating support
\$50,000

Juvenile Protective Association

Chicago, IL
For the Building Bridges to Enrich the Family Program
\$25,000

Lakefront Supportive Housing

Chicago, IL
For the Employment and Training Program
\$35,000

Lawndale Christian Development Corporation

Chicago, IL
For general operating support
\$35,000

Lawrence Avenue Development Corporation

Chicago, IL
Unrestricted
\$1,000

Lawrence Hall Youth Services

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

Lawyers' Committee for Better Housing

Chicago, IL
For the Attorney of the Day Eviction Defense Program
\$20,000

Leadership Council for Metropolitan Open Communities

Chicago, IL
For the Legal Action Program
\$15,000

Legal Assistance Foundation of Metropolitan Chicago

Chicago, IL
For the Public Benefits Hotline
\$25,000

Life Span

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

Little Brothers/Friends of the Elderly

Chicago, IL
Unrestricted
\$5,000

Local Economic and Employment Development Council

Chicago, IL
For the Entry-Level Industrial Skills Program
\$15,000

Logan Square Neighborhood Association

Chicago, IL
For the Education Program
\$35,000

Marklund Children's Home

Glendale Heights, IL
Unrestricted
\$500

Meals on Wheels for Senior Citizens

Greenville, SC
To honor Al Frasca
\$1,000

Metropolitan Family Services

Chicago, IL
For the Domestic Violence Team of the Legal Aid Bureau
\$15,000

Metropolitan Planning Council

Chicago, IL
For the Public Housing Project
\$40,000

Migrant Association of South Florida

Boynton Beach, FL
Unrestricted
\$2,000

Mujeres Latinas En Accion

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

National Center on Poverty Law

Chicago, IL
Second payment of a two-year \$135,000 grant for local welfare reform activities
\$60,000

Near West Side Community Development Corporation

Chicago, IL
For the Home Visitors Program
\$10,000

Neighborhood Housing Services of Chicago

Chicago, IL
For the Home Ownership Preservation Initiative
\$30,000

New Moms, Inc.

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

The Night Ministry

Chicago, IL
For the Open Door Youth Emergency Shelter Program
\$25,000

Northwestern University Settlement Association

Chicago, IL
For the Vittum Theater's Outreach Programs
\$15,000

Onward Neighborhood House

Chicago, IL
For the Onward Youth Program
\$10,000

Openlands Project

Chicago, IL
For the Urban Greening Program
\$20,000

Organization of the NorthEast

Chicago, IL
For the Parent Leadership Training Project
\$15,000

Oxfam America

Boston, MA
For humanitarian relief work associated with the conflict in Iraq
\$100,000

Partnership to End Homelessness

Chicago, IL
For the No Agency Left Behind Project
\$10,000

People's Resource Center

Wheaton, IL
Unrestricted
\$1,000

The Presbyterian Home

Evanston, IL
To provide medical supplies and equipment to benefit the elderly residents of the Chicago Neighborhood Homes
\$15,000

Pro Bono Advocates

Chicago, IL
For the Civil Court Clinic
\$15,000

Public Allies

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

Public Interest Law Initiative

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

Rainbow House

Chicago, IL
For the Domestic Violence Prevention and Education Program
\$15,000

Rape Victim Advocates

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

Community Services (cont'd)

The Resurrection Project
Chicago, IL
For the Supportive Housing Program
\$20,000

Roger Baldwin Foundation of ACLU
Chicago, IL
For the Children's Initiative
\$10,000

Rogers Park Community Council
Chicago, IL
For the Victim Advocacy Support Program
\$10,000

Safer Foundation
Chicago, IL
For the PACE Institute at the Cook County Jail
\$25,000

Sarah's Circle
Chicago, IL
For general operating support
\$25,000

Scholarship and Guidance Association
Chicago, IL
For the Bella Artes Art Therapy Project
\$20,000

The Soup Kitchen, Inc.
Boynton Beach, FL
Unrestricted
\$1,000

Spanish Coalition for Jobs
Chicago, IL
For the Bilingual Medical Assistant Program
\$35,000

St. Leonard's Ministries
Chicago, IL
For the Director of Operations position and staff development
\$20,000

St. Martin de Porres House of Hope
Chicago, IL
For general operating support
\$35,000

Teen Living Programs
Chicago, IL
For general operating support
\$20,000

Thurber House Incorporated
Columbus, OH
In memory of David D. Mooney and for literacy enrichment and involvement with the marginalized and disadvantaged
\$2,500

The Trust for Public Land
Chicago, IL
For the Chicago Office Urban Parks Program
\$7,500

Tuesday's Child
Chicago, IL
For the Hispanic Family Initiative
\$10,000

Voices for Illinois Children
Chicago, IL
To produce and disseminate the Chicago Kids Count Report
\$35,000

Women's Business Development Center
Chicago, IL
For salary support of a bilingual Child Care Business Initiative Counselor
\$15,000



Arts and Culture

archi-treasures
Chicago, IL
For general operating support
\$15,000

The Art Institute of Chicago
Chicago, IL
For the Photography Exhibition and the Black Dog Fund
\$12,500
Unrestricted
\$1,000

Black Ensemble Theater
Chicago, IL
For the School Outreach Program
\$10,000

Brookfield Zoo
Brookfield, IL
For the Zoo Adventure Passport Program
\$12,000

Changing Worlds
Chicago, IL
For the expansion of the Changing Worlds Project
\$7,500

Chicago Arts Partnerships in Education
Chicago, IL
For general operating support
\$20,000

Chicago Chamber Musicians
Chicago, IL
For the Arts Education Development Initiative
\$5,000

Chicago Children's Choir
Chicago, IL
For the School and Neighborhood Choir Programs
\$20,000

Chicago Children's Museum
Chicago, IL
For the Passport to the World Program
\$10,000

Chicago Cultural Center Foundation
Chicago, IL
Unrestricted
\$1,000

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

Chicago Humanities Festival
Chicago, IL
For the Education Outreach Programs
\$15,000

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

Chicago Opera Theater
Chicago, IL
For program expansion at Suder Elementary School
\$10,000

Chicago Sinfonietta
Chicago, IL
For the Music Matters — Connecting Cultures and Communities Program
\$8,500

Chicago Symphony Orchestra
Chicago, IL
For the Musicians Residency Program
\$30,000

Chicago Now and the Civic Orchestra
Chicago, IL
For scholarship support and for the Affirmative Action Program
\$10,000

Chicago Children's Choir
Chicago, IL
Unrestricted
\$7,500

Arts and Culture (cont'd)

Collaboration Theatre Company
Chicago, IL
Unrestricted
\$10,000

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

The Dance Center of Columbia College
Chicago, IL
For the Art Discovery II Partnership at Stowe Magnet School
\$10,000

ETA Creative Arts Foundation
Chicago, IL
For the Showfolk Daytime Performance Series and Playwriting/Creative Dramatics Programs
\$20,000

Field Museum of Natural History
Chicago, IL
For the Cultural Connections Program
\$30,000

Free Street Theater Programs
Chicago, IL
For the Arts Literacy Program and TeenStreet Theater
\$35,000
Unrestricted
\$1,000

Garfield Park Conservatory Alliance
Chicago, IL
For the Docent Program
\$15,000

The Goodman Theatre
Chicago, IL
For the Education and Community Programs
\$25,000
Unrestricted
\$3,000

Grantmakers in the Arts
Seattle, WA
Unrestricted
\$1,000

Guild Complex
Chicago, IL
For the Writers in the Schools Program
\$15,000

Hubbard Street Dance Chicago
Chicago, IL
Second payment of a two-year \$35,000 grant for the Comprehensive Program
\$17,500

Hyde Park Art Center
Chicago, IL
For the Visual Learners School Program
\$15,000

Illinois Humanities Council
Chicago, IL
For the Odyssey Project
\$25,000

John G. Shedd Aquarium
Chicago, IL
For the ACES Project
\$25,000

Lincoln Park Zoological Society
Chicago, IL
For Project NOAH
\$35,000

Lookingglass Theatre Company
Chicago, IL
For the Education and Outreach Programs in Chicago public schools
\$10,000
To match a challenge grant from the Vince Club Family Foundation
\$5,000

Lyric Opera of Chicago
Chicago, IL
For *OPERAREACH* youth education programs
\$30,000
Unrestricted
\$5,000

Marwen Foundation
Chicago, IL
For the Teacher Training Programs
\$15,000

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

Millennium Park/The Music and Dance Theater of Chicago
Chicago, IL
For the endowment
\$200,000

Muntu Dance Theatre of Chicago
Chicago, IL
Second payment of a two-year \$20,000 grant for the Arts for Community Empowerment Outreach Program
\$10,000

Museum of Contemporary Art
Chicago, IL
For the School Tour Program
\$25,000

The Music and Dance Theater of Chicago
Chicago, IL
Unrestricted
\$5,000

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

Music of the Baroque
Chicago, IL
For the Educational Outreach Program in Chicago public schools
\$15,000

Music Theatre Workshop
Chicago, IL
For the Apprentice Company Program
\$15,000

The Newberry Library
Chicago, IL
For the Teachers as Scholars Program
\$30,000

The Oriental Institute Museum
Chicago, IL
For the Teacher Teaching: On Campus and Online Programs
\$25,000

The Peach Club
Chicago, IL
To expand arts education at James Otis School
\$5,000

The People's Music School
Chicago, IL
For music teacher's salaries
\$15,000

Play For Peace
Chicago, IL
For the India Project
\$15,000

The Poetry Center of Chicago
Chicago, IL
For the Hands on Stanzas Outreach Program
\$15,000

Pros Arts Studio
Chicago, IL
For Arts Partnerships in Pilsen Schools: Readers Theater
\$10,000

Ravinia Festival Association
Highland Park, IL
For the Education and Community Outreach Initiatives
\$40,000
To sponsor Alicia de Larrocha in recital at the Martin Theatre
\$17,500
For the Artistic Innovation Fund
\$1,250
Unrestricted
\$1,500

Science Museum of Virginia Foundation
Richmond, VA
To honor Mrs. James Searle
\$1,000

Arts and Culture (cont'd)

The David and Alfred Smart Museum of Art
Chicago, IL
For the Art in Context Program
\$25,000

Snow City Arts Foundation
Chicago, IL
For the Visual Arts and Creative Writing Workshops
\$10,000

Steppenwolf Theatre Company
Chicago, IL
For the Arts Exchange Outreach Program
\$15,000

Suzuki-Orff School for Young Musicians
Chicago, IL
For general operating support
\$25,000

Theatre of Western Springs
Western Springs, IL
Unrestricted
\$500

Urban Gateways
Chicago, IL
For the Cultural Enrichment Program in Chicago public schools
\$20,000

Victory Gardens Theater
Chicago, IL
For the Educational Outreach Program
\$25,000

WBEZ-FM Chicago Public Radio
Chicago, IL
For the radio broadcast series *Speaking of Sex*
\$15,000

Wheaton Drama Club
Wheaton, IL
Unrestricted
\$8,000

WTTW11
Chicago, IL
For the Artbeat Chicago series
\$70,000
For the July 2003 Ravinia production
\$5,000
For the Chicago Stories episode entitled *Angels Too Soon*
\$3,000
For WFMT and the Black Dog Fund
\$8,500
Unrestricted
\$6,000



Health

AIDS Foundation of Chicago
Chicago, IL
For general operating support
\$25,000

Bethesda Hospital Association
Boynton Beach, FL
Unrestricted
\$3,000

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

Chicago House and Social Service Agency
Chicago, IL
For the Family Support Program
\$30,000

Chicago Women's Health Center
Chicago, IL
For the Outreach and Education Program
\$20,000

Children's Memorial Medical Center
Chicago, IL
For the Teen Health Clinic
\$30,000
For the Endocrinology Department
\$5,000
Unrestricted
\$1,000

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

Counseling Center of Lake View
Chicago, IL
For the Latino Family Violence Program
\$20,000

Duke University Medical Center
Durham, NC
Unrestricted
\$1,000

The Family Institute
Evanston, IL
For the Community Outreach Program in Chicago
\$40,000

Gilead Outreach & Referral Center
Chicago, IL
For the Health Outreach Program with Logan Square Neighborhood Association
\$12,000

Health & Disability Advocates
Chicago, IL
For Project Access
\$40,000

Health and Medicine Policy Research Group
Chicago, IL
For the School Health Initiative
\$25,000

Hospice-by-the-Sea
Boca Raton, FL
Unrestricted
\$2,000

Illinois Health Education Consortium
Chicago, IL
For Chicago Health Corps Members' stipends
\$15,000

Illinois Poison Center
Chicago, IL
For the Latino Outreach Program
\$10,000

Health (cont'd)

Interfaith House

Chicago, IL
For the Assessment/Respite Program
\$35,000

Juvenile Diabetes Foundation

Chicago Chapter
Chicago, IL
Unrestricted
\$11,000

Mobile C.A.R.E.

Chicago, IL
For data collection, management and review processes
\$20,000

Myasthenia Gravis Foundation of Illinois

Blue Island, IL
Unrestricted
\$11,500

Oak Park-River Forest

Infant Welfare Clinic
Oak Park, IL
For the Dental Clinic
\$10,000

Planned Parenthood of the Chicago Area

Chicago, IL
For Community Partnerships with Chicago Public Schools
\$20,000

Rehabilitation Institute of Chicago

Chicago, IL
For the Domestic Violence Services Program
\$40,000

The Research and Education Foundation of the Michael Reese Medical Staff

Chicago, IL
For the Educando a Mamá Project
\$20,000

Rush Presbyterian-St. Luke's Medical Center

Chicago, IL
For the Rush-Interfaith House Nurse Practitioner Program
\$20,000
For scholarship aid to minority students enrolled in the College of Health Sciences and/or the College of Nursing
\$22,000

Schwab Rehabilitation Hospital and Care Network

Chicago, IL
For the Critical Pathways to Education Program
\$15,000

Swedish Covenant Hospital

Chicago, IL
For the health clinic at Roosevelt High School
\$30,000

The University of Chicago Hospitals & Health System

Chicago, IL
For the Pediatric Care Van Program
\$50,000

University of Illinois at Chicago

Chicago, IL
For the Healthy Steps for Young Children Program
\$50,000

Vital Bridges

Chicago, IL
For the South Side Program
\$25,000



High School Initiative

For the third year's activities of a five-year initiative to improve student achievement and create lasting improvements in the learning environment at six Chicago public high schools
\$1,922,797



Urban Leadership Awards

Carole Robertson Center for Learning

Chicago, IL
Year-two of a four-year grant to establish a center for adult learning
\$147,000

Women Employed Institute

Chicago, IL
Year-two of a four-year grant to research, develop, implement and disseminate career development tools to help low-income women move out of poverty
\$119,842

Miscellaneous

Assistance Dogs of America

Jupiter, FL
Unrestricted
\$1,000

Association of Fundraising Professionals

Chicago, IL
For scholarship support
\$4,500

The Berkana Institute

Provo, UT
Unrestricted
\$15,000

Chaordic Alliance

Olympia, WA
Unrestricted
\$10,000

Donors Forum of Chicago

Chicago, IL
For general operating support
\$15,000
For the Handy Lindsey Lecture
\$1,000

Episcopal Diocese of Virginia

Richmond, VA
Unrestricted
\$5,000

First Presbyterian Church of Delray

Delray Beach, FL
Unrestricted
\$20,000

First Presbyterian Church of Lake Forest

Lake Forest, IL
For endowment of the Anderson-Fry Lectureship
\$50,000
Discretionary funds to be directed by the Rev. Arthur Webster, Sr. Minister
\$15,500

Miscellaneous (cont'd)

Fourth Presbyterian Church
of Chicago
Chicago, IL
For general operating support
and for the Senior Center
\$10,000
For the Partners in Education
Scholarship Fund
\$10,000

The Friends of Sandoway
House Nature Center
Delray Beach, FL
Unrestricted
\$1,000

Grace and Holy Trinity
Richmond, VA
For the Child Care Center
and for the Rector's
Discretionary Fund
\$18,000

Media Research Center
Alexandria, VA
Unrestricted
\$2,000

New Stories
Spokane, WA
Unrestricted
\$2,500

Outreach Community Ministries
Wheaton, IL
Unrestricted
\$500

St. John the Divine
Episcopal Church
Burlington, WI
For the organ fund
\$8,000

St. Petronille Church
Glen Ellyn, IL
For youth activities
\$6,000
For scholarship programs
\$1,500
State of the World Forum
San Francisco, CA
Unrestricted
\$15,000

Westminster-Canterbury
Foundation
Richmond, VA
Unrestricted
\$1,000

Wheaton History Center
Wheaton, IL
Unrestricted
\$500

Willowbrook Wildlife
Foundation
Glen Ellyn, IL
Unrestricted
\$500

2003 Grants Paid

Education	\$1,048,990
Community Services	3,083,000
Arts and Culture	1,329,750
Health	723,500
High School Initiative	1,922,797
Urban Leadership Awards	266,842
Miscellaneous	223,500
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Total	\$8,598,379

Board of Directors of the Lloyd A. Fry Foundation

We have audited the statements of financial position of the Lloyd A. Fry Foundation as of June 30, 2003 and 2002 and the statements of activities and of cash flows for the years then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on the financial statements based on our audits.

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

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Lloyd A. Fry Foundation as of June 30, 2003 and 2002 and its activities and cash flows for the years then ended in conformity with the U.S. generally accepted accounting principles.



Chicago, Illinois
September 9, 2003

Statements of Financial Position	June 30, 2003	June 30, 2002
Assets		
Cash and equivalent	\$ 6,845,606	\$ 4,859,082
Accrued dividends and interest receivable	248,178	496,532
Excise tax refund receivable	42,374	59,501
Prepaid expenses	10,269	23,176
Marketable securities	141,080,563	149,290,623
Mutual fund	83,935	72,929
Furniture and equipment	173,084	228,147
	148,484,009	\$ 155,029,990
Liabilities and Net Assets		
Accrued expenses	\$ 26,029	\$ 11,251
Unconditional grants payable	1,407,241	2,096,374
Deferred federal excise tax	171,000	270,000
	1,604,270	2,377,625
Unrestricted net assets	146,879,739	152,652,365
	148,484,009	155,029,990
Statements of Activities		
	June 30, 2003	June 30, 2002
Revenue		
Fixed income investments	\$ 1,976,797	\$ 2,417,955
Dividends	1,488,346	1,693,712
Distributions from Lloyd A. Fry Trusts	1,105,162	4,830,835
	4,570,305	8,942,502
Expenditures		
Grants authorized	8,014,725	7,334,771
Administrative and other expenses	1,929,487	1,812,929
Federal excise tax benefit	(90,930)	(43,362)
	9,853,282	9,104,338
Expenditures in excess of revenue	(5,282,977)	(161,836)
Net gains (losses) on investments		
Realized	(4,190,429)	(6,562,974)
Unrealized	3,700,780	(10,634,277)
	(489,649)	(17,197,251)
Net decrease in unrestricted net assets	(5,772,626)	(17,359,087)
Unrestricted net assets		
Beginning of year	152,652,365	170,011,452
End of year	\$ 146,879,739	\$ 152,652,365

Statements of Cash Flows

	June 30, 2003	June 30, 2002
Operating activities		
Net decrease in unrestricted net assets	\$ (5,772,626)	\$ (17,359,087)
Depreciation	57,026	56,007
Net realized and unrealized losses on investments	489,649	17,197,251
Changes in		
Accrued dividends and interest receivable	248,354	(123,837)
Excise tax refund receivable	17,127	(2,255)
Other assets	12,907	5,591
Unconditional grants payable	(689,133)	(1,049,058)
Deferred federal excise tax	(99,000)	(136,000)
Accrued expenses	14,780	5,284
Net cash used in operating activities	(5,720,916)	(1,406,104)
Investing activities		
Additions to furniture and equipment	(1,963)	(10,450)
Proceeds from sales of investments	128,523,914	101,521,297
Purchases of investments	(120,814,511)	(98,431,939)
Net cash provided by investing activities	7,707,440	3,078,908
Increase in cash and equivalent	1,986,524	1,672,804
Cash and equivalent		
Beginning of year	4,859,082	3,186,278
End of year	\$ 6,845,606	\$ 4,859,082

1. Nature of Activities and Significant Accounting Policies

Nature of Activities The Lloyd A. Fry Foundation is a nonprofit private charitable foundation which distributes grants principally to charitable organizations.

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

Investments Investments are stated at market value. The market value of corporate bonds and equity securities traded on national securities exchanges is the last reported sales price. Purchases and sales of securities are accounted for on the trade date. Interest is recorded as earned and dividends are recorded on the exdividend date.

Cash Equivalents The Foundation considers all investments purchased with a maturity of three months or less to be cash equivalents.

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

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

2. Distributions from Lloyd A. Fry Trusts

The Foundation has a residual interest in several trusts established by the estate of Lloyd A. Fry. The Trusts made distributions to the Foundation of \$1,105,162 during fiscal year 2003 (2002-\$4,830,835). Future residual amounts to be received by the Foundation cannot be determined.

3. Marketable Securities

Marketable securities consisted of the following:

	2003		2002	
	Cost	Market	Cost	Market
Equity securities	\$ 95,646,586	\$ 110,613,108	\$ 100,448,485	\$ 112,271,948
Fixed income investments	28,576,501	30,467,455	34,929,106	36,183,575
Multistrategy Alternative Fund			756,334	835,100
	\$ 124,223,087	\$ 141,080,563	\$ 136,133,925	\$ 149,290,623

4. Grant Commitments

At June 30, 2003, grant amounts of \$1,460,138, with a present value of \$1,407,241 using a 6 percent discount factor, are estimated to be distributed as follows:

2004	\$ 718,093
2005	511,148
2006	178,000
	<hr/>
	\$ 1,407,241

The Foundation had approved grants amounting to approximately \$5,650,000 at June 30, 2003 (2002 — \$9,668,000) which are subject to the satisfaction of prior conditions by the intended recipients before payments will be made. These conditional grants are not reflected in the financial statements.

During fiscal 2001, the Foundation established the Chicago Public High School Initiative. This five-year funding initiative is directed at six high school principals who have demonstrated leadership skills. The Foundation anticipates supporting each school with a grant of approximately \$225,000 per year for a five-year period. The grants will be used to support programming designed by each school's principal which should result in improved student achievement and a more rigorous learning environment. Annual grants to be made by the Foundation under this initiative are included in the amount of conditional grants specified in the preceding paragraph and are to be supplemented by matching contributions from the schools.

5. Other Commitments

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

2004	\$ 128,059
2005	131,894
2006	135,840
2007	139,918
2008	144,149
Thereafter	236,528
	<hr/>
	\$ 916,388

Rental expense (primarily for office space) was \$186,000 for fiscal year 2003 (2002 — \$186,000).

6. Federal Excise Taxes

The Foundation is classified as a private foundation pursuant to section 509(as) of the Internal Revenue Code and, therefore, is subject to an excise tax on net investment income, including realized net gains on sales of securities. A liability for deferred excise taxes is provided on the unrealized gain on investments and accrued investment income. The tax was provided for at a 1 percent rate for fiscal year 2003 (2002 — 2 percent). Private foundations are also required to make minimum annual distributions of grants in accordance with a specified formula. The Foundation met the distribution requirement for fiscal years 2003 and 2002.

7. Grant Distributions

During the current year, grants totaling \$8,703,784 were paid, including Foundation Grants of \$6,400,250, Scholarship Grants of \$8,490, Urban Leadership Awards of \$266,842 and payments relating to the High School Initiative of \$2,028,202. The present value of unconditional grants authorized but not distributed as of June 30, 2003 totaled \$1,407,241, which included Foundation Grants of \$910,453 and Urban Leadership Grants of \$496,788. Grant expense for fiscal year 2003 consisted of the following:

Unconditional grants payable	
at June 30, 2002	\$ 2,096,374
Grants approved from July 1, 2002	
to June 30, 2003	7,325,592
Unconditional grants payable at	
June 30, 2003	(1,407,241)
	<hr/>
	\$ 8,014,725

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

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

Generally, we give priority to proposals for the initiation of new programs or the strategic expansion or enhancement of existing programming. For a full description of the Foundation's application procedures, please see our Grantmaking Guidelines.

In all program areas, we also will consider proposals for projects that strengthen an organization's capacity to develop, implement and sustain a high level of quality services. These projects might include: strategic planning, program evaluation, board and staff development, fundraising and the application of technology. We also favor programs that build the capacity of the individuals served.

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

The program descriptions listed below provide general information on the types of activities we most commonly fund within each category. They are not intended to serve as a comprehensive or exhaustive list of our grantmaking programs.

Education

Education has been the cornerstone of our grantmaking since the Foundation's inception. Our interest in education relates to improving public education and expanding opportunities for inner-city youth in Chicago. School reform and school improvement, school leadership, teacher training, policy and advocacy, education outreach, adult literacy and enrichment programs for disadvantaged youth are among the activities we fund. For further examples, see our list of 2003 Education grants.

Community Services

Community services is the broadest of the Foundation's funding categories, encompassing a wide range of programs and services that help sustain individuals and families within their communities and promote an improved quality of life.

As part of our mission to alleviate poverty, we support a variety of activities offering immediate relief as well as long-term solutions that create opportunities for a better life for Chicago's most disadvantaged residents. We support programs such as: job training, case management, homeless services, supportive housing, youth services, violence prevention, legal assistance, community development, and advocacy. We are also

interested in programs that creatively address the retention and professional development of early childhood educators and child care workers serving children in disadvantaged communities. For further examples, see our list of 2003 Community Services grants.

Health

Our grantmaking in health focuses on improving access to quality care for Chicago's low-income residents. We provide support for primary health care services, community health outreach activities, advocacy, and prevention-based health education programming to Chicago's underserved neighborhoods and communities. See our list of 2003 Health grants for further examples.

Arts and Culture

Our arts and culture funding focuses on outreach and education programs serving inner-city Chicago youth. We are especially interested in arts education programs that include a training and professional development component for classroom teachers. Other activities funded in this category include performance and arts education programs for students in the Chicago Public Schools, special outreach projects of the city's major cultural institutions, advocacy, and efforts to make the arts accessible to children throughout Chicago, regardless of their economic situation. For further examples, see our list of 2003 Arts and Culture grants.

In general, we do not make grants for: individuals, general operating support for new grantees, capital, endowments, governmental entities, fundraising events, political activities, medical research, or religious purposes.

How to Apply

The Lloyd A. Fry Foundation makes grants in the following broad fields: education, community services, arts and culture, and health. We make grants only to tax-exempt organizations and rarely fund organizations outside Chicago. We give priority to proposals for the initiation of new programs or strategic enhancements to existing programs rather than for general support of ongoing programs.

Letters of Inquiry

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

Proposal Procedures

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

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

1. A brief history of your organization, including a general statement of its primary functions and goals.
2. A program description including:
 - 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
3. An income and expense budget for the project during the duration of the proposed grant
4. Your organization's operating budget with income and expense projections that pertain to the fiscal year in which the project will take place.
5. A list of current and projected funding sources and amounts (government, corporate and foundation sources) for both your organization and the project, for the fiscal year in which the program will take place.
6. A copy of your organization's most recent audited financial report.
7. A list of board members and their affiliations.
8. A list of professional staff of the organization and resumes of key personnel involved in the project.
9. A copy of the organization's 501(c)(3) tax exemption letter from the Internal Revenue Service.
10. Proposals for organizational capacity building activities that involve outside consultants should include a copy of the consultant's resume and a list of clients.

11. Returning grantees must submit a full narrative and financial report on the previous grant before a new request is considered. We ask that final reports and proposals be submitted under separate cover. For more information on this subject, see our grant reporting requirements.

Submission Dates and Board Meetings

The Board of Directors meets quarterly to consider requests for grants. These meetings are held in February, May, August and November. We must receive your proposal by 5:00 p.m. on the following deadline in order to review it at the following board meeting:

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

In the event that a deadline falls on a weekend or holiday, requests may be submitted by 5pm on the following business day.

With two exceptions, we review grant requests representing all of the Foundation's fields of interest at each quarterly meeting. We review proposals for theater outreach in May only, and consider legal services requests at the November meeting only.

Proposals and letters of inquiry should be sent to:

Jill Darrow Seltzer
 Executive Director
 Lloyd A. Fry Foundation
 120 S. LaSalle, Suite 1950
 Chicago, IL 60603

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Lloyd A. Fry Foundation

120 S. LaSalle Street
Suite 1950
Chicago, Illinois 60603

Telephone: 312.580.0310
Fax: 312.580.0980
www.fryfoundation.org

