



# LLOYD A. FRY FOUNDATION



**With resources short and demand for their services increasing, nonprofit groups are working harder and harder these days. But sometimes the key to success is not just working harder, but finding ways to work smarter. The Fry Foundation has been supporting collaborations among groups with a common mission to explore how to coordinate their work, share resources, make a stronger case for what they do, and serve people more effectively. This report showcases collaborative efforts to improve arts education, adult literacy training, and counseling for abused children, as well as investments to build strong, smart leadership for Chicago’s schools.**

#### 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.

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.

**M. James Termondt, our colleague and friend, died on December 19, 2009. Jim was a distinguished member of our board of directors for more than 20 years. At his death he was serving as our President and Treasurer. He will be sorely missed by all who worked with him.**

#### Directors and Officers

**David A. Donovan**  
Director

**Lloyd A. Fry III**  
Vice Chair

**Graham C. Grady**  
Treasurer

**Stephanie Pace Marshall**  
Vice President

**Howard M. McCue III**  
Chair

**Unmi Song**  
Executive Director and Secretary

**Lloyd A. Fry Foundation**  
120 South LaSalle Street  
Suite 1950  
Chicago, Illinois 60603-3419  
Telephone: 312.580.0310  
Fax: 312.580.0980  
www.fryfoundation.org

Photography: Jean Clough  
Writing: Mary O’Connell  
Design: Sam Silvio

#### Staff

**Unmi Song**  
Executive Director

**Sharon Bush**  
Senior Program Officer  
Employment

**Regina Dixon-Reeves, Ph.D.**  
Program Officer  
Education

**Soo Na**  
Program Officer  
Health

**Sydney R. Sidwell**  
Director of Administration,  
Senior Program Officer  
Arts Education

**Diane Sotiros, CPA**  
Controller

**Nicholas Burt**  
Grants Administrator

**Lisa Torres**  
Program Assistant

## Message from the Chairman

The past fiscal year was better than it might have been.

We started in July of 2009 with apprehension. The possibility of a double-dip recession looked real. Our grantees were all trying to respond to a financial crisis that disproportionately struck the most disadvantaged. Our Board of Directors was trying to temper with prudence its strong desire to maintain or even increase existing grant levels to the extent possible. Our program staff struggled to find the most efficient ways to use diminishing resources.

The worst economic nightmares did not materialize. Markets rose through the year with only moderate volatility. (And indeed at this writing they are up further.) We are breathing a little easier now about our economic concerns, and grantmaking levels should stay up. But we recognize that the most disadvantaged of our community have enjoyed relatively little of what has been described as a “recovery.” Needs are as great as ever, if not greater.

We are approaching the 30th anniversary of the Lloyd A. Fry Foundation as we know it today. Our founder, who referred to himself as “Fry Senior,” died on February 19, 1981. While the Foundation was in existence for some years during Fry Senior’s lifetime, it was only nominally funded prior to his death. He left a big portion of his substantial estate to his Foundation, with little instruction to those who came after him as to the specifics of how the funds should be used.

All our board members, and particularly the two of us who knew him—his grandson, Lloyd A. (“Chip”) Fry III, and I (we still refer to him as the “chief”)—feel a special responsibility to honor the chief’s philanthropic generosity, and his faith in those who would follow him, by using his funds with great care. We decided that we might best honor his gift to our community, and recognize the Foundation’s 30th anniversary, with a careful strategic review of what we do—rather than a celebratory event. That strategic review is now in process, with the thoughtful assistance of Michael Krauss and his able team of strategic planners at Market Strategy Group. It is taking a lot of our time and attention.

We cannot say at this point exactly where this strategic review will take us. It is safe to predict that there will be some changes in our guidelines. We will place a greater emphasis on grantmaking that will promote advancements in the several program areas we fund. We will continue to focus upon measuring outcomes—“metrics that matter” in our parlance. When we reach an internal consensus about any tactical or strategic changes, we will be forthright with the grantee community about what we are doing. Keep checking our website.

Having cut the target levels for our grantmaking in fiscal years 2009 and 2010, before restoring some of the cuts in the current year (2011), it is likely that we will modestly increase those targets again for fiscal year 2012. With our extraordinarily knowledgeable, thoughtful and caring program staff, we will try to be smart and effective in our grantmaking.

We hope to make the chief proud.



Howard M. McCue III

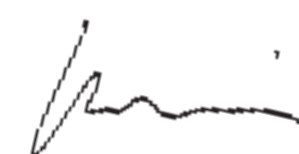
## Message from the Executive Director

We are pleased to report that the Lloyd A. Fry Foundation’s grantmaking budget will increase by 10 percent this upcoming fiscal year, which will end June 2011. Even though the growth in our endowment is not yet commensurate, we are optimistic about early signals that the economy is turning around. Over the past two years (and during volatile economic times before), the Foundation’s Board of Directors has chosen to have the Foundation’s grantmaking be less volatile than the financial markets. As a result, our grantmaking budgets were reduced by far less than the drop in value of our endowment. And we are happy now to return to a more robust giving level.

The harsh economy brought to the surface once again the pressure for nonprofits to do more, but with fewer resources. The stories in our annual report this year highlight collaborations amongst organizations which are both innovative and pragmatic. Collaboration is a popular idea and sometimes it seems everyone wants to be part of one. Indeed, collaboration is a rich and powerful concept that can produce extraordinary results not achievable by any one person or group alone. But when foundations bring up collaboration with grantees, you can almost feel the nonprofit organizations take in a collective sharp breath. That is because collaboration sounds so elegant and easy, but is in fact difficult to achieve. Coming to consensus, ensuring a common understanding, defining goals—all the things required in a successful collaboration—requires time, resources and compromise. There needs to be a chemistry that creates energy and strong commitment to a common goal that is integral to the work of each participating organization. With this in place, collaborators are better able to navigate the difficult, inefficient parts of collaboration to get to the other side: the new, efficient whole that is more than the sum of its parts. And so, collaboration is talked about a lot more frequently than it is achieved. That is why, when you see a successful collaboration, you should step back, look beyond the apparent results and gain a deeper appreciation for what it took to achieve that success. And be thankful that a dedicated group of people had the vision and tenacity to see it through.

In the pages that follow, you will see examples of extraordinary collaborations at all levels of development, in a diverse set of arenas. The Network of Treatment Providers for Child Sexual Abuse is a set of gifted mental health providers who truly think out-of-the-box to completely redesign the city’s system of responding to children who are victims of sexual abuse, so that these children and their families no longer have to wait six to nine months for the crucial help they need to cope with trauma. The Chicago Arts Learning Initiative (CALI) is organizing an extremely diverse and disconnected community of arts educators, schools, and cultural groups to coordinate information and resources in order to expand arts experiences for all Chicago’s children. The Chicago Citywide Literacy Coalition is a dedicated group of adult education providers who are working with their peers to be more effective at helping adult students gain the job skills they need to get better jobs and improve the lives of their families. And New Leaders for New Schools is training principals in how to nurture and support the complex collaborative efforts that are needed for schools to be successful.

In challenging economic times, successful collaborations can leverage limited resources and develop new ways of achieving goals. We hope you enjoy learning about these dedicated and creative organizations that we are so proud to support.



Unmi Song

## Education, prosperity, and hope for all.

That is the vision behind the Fry Foundation's grantmaking. We provide support to nonprofit organizations that have the strength and commitment to improve conditions for low-income, underserved Chicago residents.

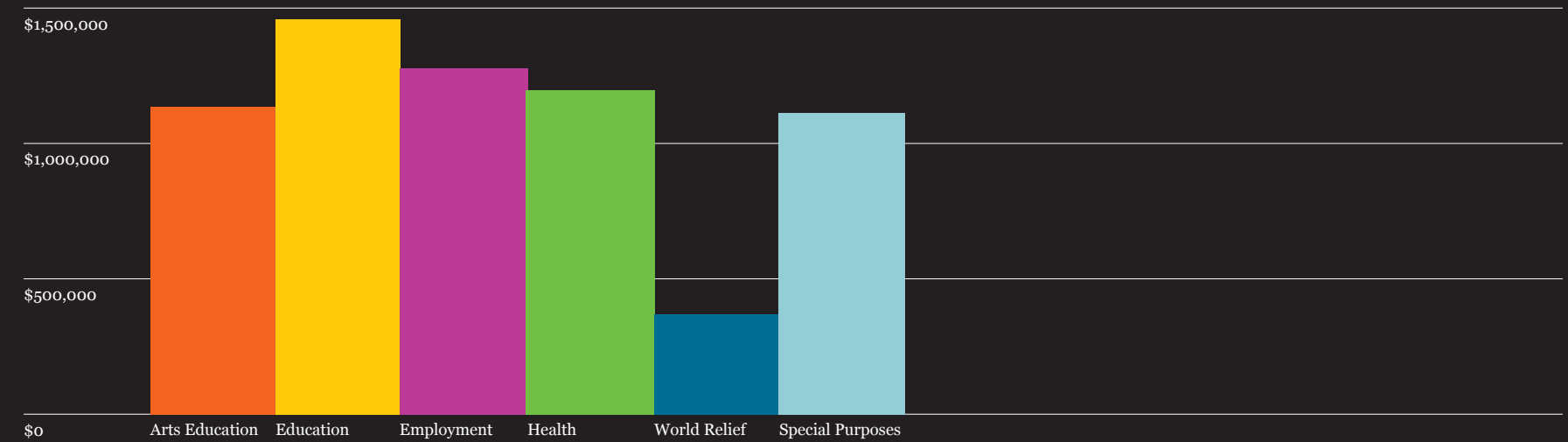
Grants are awarded in four major areas: **Education, Arts Education, Employment, and Health.** Across all of our funding areas, our focus is on helping organizations:

**Build** capacity to enhance the quality of services and better assess the impact of programs;

**Develop** successful program innovations that other organizations in the field can learn from or adopt; and

**Share** knowledge so that information which can help low-income communities and individuals is widely and readily available.

## 2010 Grants and Awards Totals



Arts Education	\$1,207,000	18%
Education	\$1,493,100	22%
Employment	\$1,284,500	19%
Health	\$1,241,000	18%
World Relief	\$375,000	5%
Special Purposes	\$1,232,815	18%
<b>Total</b>	<b>\$6,833,415</b>	<b>100%</b>

Please visit our Web site at [www.fryfoundation.org](http://www.fryfoundation.org) to see our 2010 audited financial reports.



## Expanding options for low-skilled workers

Training programs for good-paying jobs require solid literacy and math skills—a challenge for high school dropouts and immigrants with limited English. Literacy programs to boost skills are poorly coordinated with job training and inadequate to meet the need. Chicago Citywide Literacy Coalition is stepping up to coordinate services and resources to help Illinois workers get started on the path to better jobs.



Stubbornly high unemployment and fierce global competition are putting increasing pressure on Illinois workers to develop solid job skills. The best prospects are in “middle skill” jobs, from health care to construction to public safety, which make up the biggest portion of the Illinois labor market and are projected to do well in the future. Preparing for these good-paying careers requires vocational training and some postsecondary education. In many cases, potential workers must first improve their basic skills before they can learn the technical skills necessary for these good jobs. This process can take years.

The process can be lengthy because adult literacy programs are often not aligned with job training programs. Many students enroll in adult literacy programs expecting to improve skills for work. Adult literacy programs, however, are not always designed to meet the employment goals of students. “Literacy services are not plugged into larger initiatives in workforce development,” says Becky Raymond of the Jane Addams Resource Corporation (JARC), one of the city’s top community job training organizations. Vocational training and postsecondary education programs generally require students to have high school level reading and math skills. JARC’s manufacturing program, for example, teaches workplace math (measurements, computer skills, etc.) and literacy focused on technical vocabulary. Students who enroll in its manufacturing program must read at or above the ninth grade level. Unfortunately, many potential workers read below the ninth grade level and cannot immediately qualify for technical training and education.

“We need to align our literacy training with workforce development, so that people can get into those programs,” says Raymond.

Raymond is coordinating the 48-member **Chicago Citywide Literacy Coalition**. For many years the Coalition was dedicated to sharing ideas and building relationships among literacy providers. Over the last two years, the Coalition has been organizing to improve adult education to meet the overwhelming demand for services from people seeking to improve job related skills. Out of discussions among providers and funders emerged a proposal to redesign the Coalition and focus on coordinating literacy services with employment and job training programs, improving the quality of literacy programs for job-seeking students, and advocating for resources to support coordination efforts and high quality programs. The Fry Foundation is providing funding to help the Coalition move in this new direction.

The Coalition is off to a strong start. Chicago has been selected to participate in the Great Cities Summit Initiative, a joint effort of the U.S. Department of Education and the National Literacy Institute that aims to improve adult education nationwide by sharing lessons among five leading cities. The Chicago team includes the Coalition, the Chicago Workforce Investment Council, City Colleges of Chicago, and the Illinois Community College Board. Its priorities are better coordination of services, improved instruction, and effective communication on the importance of adult literacy and basic skills for today’s job market.

**“Literacy services are not plugged into larger initiatives in workforce development.”**

The future of Chicago’s regional economy depends on having an adequately trained workforce to fill job openings projected to result from economic growth and the retirement of the Baby Boom generation. The Coalition will play a key role in workforce preparation. Many of its members are working hard to develop and improve programs for students looking to improve their education and employment prospects. The Coalition will work in partnership with the Chicago Workforce Investment Council to expand the number of adult literacy programs available and promote best teaching practices among adult literacy educators. It is working with the Illinois Community College Board to improve connections between adult literacy programs and postsecondary education. And, the Coalition is helping the Illinois Department of Human Services increase access to adult literacy services for low-income job seekers, public housing residents, and welfare recipients.

The efforts of the Chicago Citywide Literacy Coalition are critical to ensuring that the workforce development system is equipped to work with all residents, including those who need to improve their education and vocational skills. Making the system work better promises to expand job opportunities for all residents and contribute to Chicago’s long-term economic health.







## Organizing resources to help abused kids

The sexual abuse of a child is devastating for both the victim and his or her family. Counseling can help—the sooner the better. When the Fry Foundation discovered that abused children in Chicago face long waiting lists for mental health services, it helped a coalition of mental health providers coordinate efforts to improve systems to get victims the help they need as quickly as possible.



*Kids in these photographs are models and not clients of the Chicago Children's Advocacy Center.*

The building on South Damen Avenue is not at all intimidating—charming, even: low rise, gentle colors, a layout that invites exploration. It hides a brutal reality. This is where Chicago children reported as victims of sexual abuse are brought for help—nearly 2,000 of them each year, or almost five a day. Over half of the children referred here are aged 10 or under; unthinkable as it sounds, a quarter are under the age of six. Most are girls.

The Chicago Children's Advocacy Center (CCAC) brings together resources for responding to the children's tragedies; it handles all child sex abuse cases in the city each year. Detectives from the Chicago Police Department are here, along with prosecutors; so are pediatricians, representatives from the Department of Children and Family Services, and Advocacy Center counselors trained in dealing with abuse. Having all the resources under one roof makes it possible to respond quickly to children in trouble, explains CCAC Executive Director Charlene Rivette, and in a way that minimizes the pain of an already extremely stressful situation.

But in recent years, getting children and families into counseling quickly to help them come to terms with the abuse has become more and more challenging. All the agencies

providing mental health services (including CCAC itself) have long waiting lists—six to nine months on average. With state funding for human services in disarray, that problem isn't going away anytime soon. There was also no way for CCAC, which handles referrals, to tell which agencies might be able to take a child more quickly than others, which agencies were working with which families, or whether a given family was on the waiting list of more than one agency.

Getting help quickly is imperative for abuse cases, says Rivette. "Counseling can help children see that this can be coped with, that the tragedy is part of their life, but not their entire life." Providing support while the crisis is fresh is important, she adds: otherwise, kids paper over the trouble, families get more resistant (or just disappear), and problems fester—only to show up later on in the young person's life.

So, with encouragement from the Fry Foundation, the agencies in the **Network of Treatment Providers for Child Sexual Abuse** are devising a way to improve services. First, they are setting up a triage system to identify the most pressing cases and get them counseling right away. Second, all the referrals and waiting lists are being consolidated into one computerized system that can identify agencies where help can be offered quickly, track where families are referred, and avoid duplication (having children on more than one waiting list, providers realized, had unintentionally exaggerated the scale of the backlog).

For those still on waiting lists for individual counseling, Children's Memorial

Hospital is working with YWCA-Rise Counseling and Catholic Charities to organize group sessions where victims and families can get help in the meantime. Based on a new therapeutic curriculum developed by CCAC, the group sessions for parents teach what to look for in their children (nightmares, bedwetting, aggressiveness) and how to help. For the children, the group sessions teach coping skills and ways to manage difficult feelings. Says Rivette, "We don't minimize their problems, but we teach them to get through the sense of anxiety, and get through the day." More group sessions are planned for the second year of the project to help meet the need while families wait for individual help.

The Juvenile Protective Association will be evaluating the results, exploring such factors as whether a time lag in getting help discourages families from engaging in therapy, how many families referred to group sessions take advantage of the opportunity, how many go on to individualized treatment, and if there are any differences among families in what services they utilize. For some families the immediate group counseling is all they need, but many others benefit from individualized counseling.

Some families find it hard to turn to outsiders for help, especially for dealing with an intrafamily problem (over 80 percent of abusers are relatives or other people known to the child). The group sessions can give such families permission to seek further individual counseling, Rivette says, by showing them how critical it is to confront the problem—and protect the innocent victim from further trauma.

**"Counseling can help children see that this can be coped with, that the tragedy is part of their life, but not their entire life."**



## Training and supporting new school leaders

“There are no great schools without great leaders,” says Maggie Blinn. With Chicago facing another round of principal retirements, Blinn and her team are training a new generation of leaders to take over Chicago schools. These principals in training start from the belief that all kids can learn and set out to manage, lead, and inspire school staffs dedicated to pursuing that vision.



Gone are the days when being a principal was considered primarily a managerial job aimed at creating a smooth-running operation. Research studies, reinforced by successive waves of school reform, have dramatically raised expectations. Today the principal is recognized as the indispensable educational leader of the school: the person who sets goals, hires, mentors, evaluates and leads teachers, while at the same time managing the facility, finances, calendar, and all the other administrative aspects of the school. Principals are increasingly held accountable for advancing student achievement, as evidenced by standardized test scores, dropout rates, and the ability of students to transition into jobs or college after graduation.

“Next to teaching, the most important factor in student success is having an outstanding principal,” says Maggie Blinn, executive director of the **Chicago Program of New Leaders for New Schools**. “The two are related: an outstanding principal will attract great teachers, and without an outstanding principal, great teachers won’t stay. Outstanding principals are critical to the mission of the school, critical to maintaining high expectations, and critical to closing the achievement gap so all children learn.”

Training principals to take on these challenges and transform urban schools is the mission of New Leaders, started a decade ago in New York and Chicago and operating today in twelve cities. Admission to its programs is highly competitive—only 5 percent of applicants are accepted. Candidates must demonstrate that they have teaching skills, leadership attributes, and a record of improving academic achievement. But the essential starting point for participation is the belief that all children can learn at high levels. “We believe that it’s

up to the adults to provide experiences to help children succeed,” says Blinn. “You can’t blame the system, the home, outside excuses—you take on that responsibility personally for each child.”

Participants spend their first summer in a five-week intensive training for the job. They learn about data-driven instruction, observation and supervision of instruction, how to create a school culture that supports learning, how to advocate for their school, how to motivate adults—all hallmarks of an effective school leader. All along they are taught and coached by national experts and master principals.

At the end of the five weeks, they are placed in a school where there is already a strong leader at the helm, often one who also trained with New Leaders (alumni now head up about 80 Chicago schools). As “resident principals,” the trainees take responsibility for tackling a problem area and developing an intervention strategy—for example, increasing the number of freshman students who pass algebra or increasing the attendance rate at the school. While the issues impact academic achievement, they often focus on school culture and climate, cultivating and motivating staff, and improving administrative systems and operations to better serve students, teachers, and parents. The resident principals continue to get extensive coaching from retired principals and district administrators as well as from their mentor principal. New Leaders monitors their progress and tracks the results in student achievement to help guide their future work. Coaching continues after the year’s internship when they start their first job, either as principal or assistant principal.

New Leaders can point to some strong

results. “On average New Leaders-led schools outperform the rest of the district each year in reading and math; we have at least double the number of schools showing dramatic gains in those areas,” says Blinn.

Most of those gains, however, have been at the elementary level. High schools have seen improved graduation rates, “but we haven’t seen the dramatic gains we’ve been able to achieve at the elementary level,” Blinn says. With support from the Fry Foundation, New Leaders has turned its attention to recruiting and training potential high school principals. Currently 24 high schools are led by New Leaders principals; this year’s cohort includes 11 trainees at that level.

New Leaders is helping its principals and principal residents customize interim assessments for use in their schools. The interim assessments are aligned to the ACT exam, to give school leaders accurate, real-time information on how well kids are learning and preparing students to do college level work. The assessment helps teachers identify concepts that students have not yet mastered and modify instruction accordingly. This year sixteen schools will use interim assessments, administered quarterly, to measure progress. In addition, New Leaders is focusing a spotlight on schools that have achieved dramatic gains to find and codify the secrets behind their success.

One secret, Blinn suspects, is supporting principals over time to help them keep up the momentum for success. “The work is demanding. We need to look at how we structure the job so that it’s doable, so that they’re set up for success. We can’t take them for granted—we need to make sure we and the system support them to be successful over the long term.”

“Next to teaching, the most important factor in student success is having an outstanding principal.”





## Joining forces to save arts education

Budget troubles and relentless testing are putting pressure on arts educators as never before. In Chicago, artists and educators are discovering that there is strength in numbers. By combining forces, they are working to ensure that arts instruction not only survives, but is expanded, improved, and available for all Chicago students.



What makes for a quality education? In recent years, the focus has been overwhelmingly on improving reading and math skills, as measured by standardized tests. When budgets are tight, the arts get short shrift. But arts instruction not only introduces children to the pleasures of art—it also fosters creativity, critical thinking, problem solving, collaboration, communication, and appreciation of other cultures, all attributes that contribute to success in school, in the workplace, and to the development of thoughtful and engaged citizens.

In Chicago, over 300 individuals, including arts teachers, funders, leaders from Chicago Public Schools (CPS) and arts organizations, have organized the **Chicago Arts Learning Initiative** (CALI), with a mission of expanding and improving arts education for the city's children.

Their goal is to ensure that “all Chicago Public School students will have access to innovative and engaging arts education both in and out of the classroom,” so that they can “develop as innovative thinkers and creative problem solvers who are capable of expressing themselves, understanding others and contributing to the culture of their time.”

The key, CALI participants believe, is collaboration—working together to build a mosaic out of the scattered pieces that make up arts instruction in Chicago. Arts organizations, for example, offer many strong programs for schools. But many schools don't know what is available, and the programs are not aligned with school curricula, so that they can reinforce what students are learning in their academic classes. Some schools provide rich arts instruction led by dedicated CPS arts teachers,

while other schools skip arts entirely. But no one has been keeping track. By working together, arts groups, funders, and educators hope to do a better job of identifying and organizing resources, filling gaps, building capacity, improving the quality of instruction, and building public support for the arts as an essential part of every child's education.

CALI is starting by gathering information and mapping the availability of arts education in Chicago public schools. “First we have to look at the big picture, and then look at the art teachers and arts partners already working in the schools,” says Mario Rossero, who until recently oversaw the CPS Office of Arts Education and helped launch CALI. By collaborating with CPS and organizations like Arts Alliance Illinois, which gather information on different aspects of arts education, CALI hopes to help parents find schools with strong programs for their children, help schools find strong arts partners, and to enable the arts community to identify places where additional resources are needed. “For example, the Chicago Children's Choir has a really affordable program to create a school choir, but many schools don't know about it,” Rossero says. Getting that information out there, helping schools find outside resources, exploring ways that schools work together and with the arts community—such steps can expand arts offerings even in the face of budget cuts elsewhere.

CALI has crafted recommendations to improve the quality of arts instruction through better school planning, professional development for teachers and teaching artists, and collaborations aimed at expanding arts experiences for students. At Cooper

**“Develop as innovative thinkers and creative problem solvers who are capable of expressing themselves.”**

Elementary Dual Language Academy, for example, teachers and outside arts groups work together to build learning experiences for children. The vision of arts permeating education is apparent to even a casual visitor at this largely Mexican American school, where the exterior walls feature colorful mosaics of Mexican and Mexican American heroes and where mariachi music, played by fourth and fifth grade musicians, echoes through the hallways. When the fifth graders were studying the U.S. colonial period in social studies class, a local arts group, Pros Arts, helped students create their own “living museum,” complete with displays, costumes, and student docents. “That teacher told me she'd never had such an easy time teaching the colonial period—she'd never seen students internalize the material the way these kids did,” says Principal Martha Monroy, a CALI leader. The example proved contagious, as other teachers looked for ways to use arts to further learning. Says Monroy, “The arts really bring learning to life.”

Ultimately, expanding arts education requires making the case that arts are not a frill but an essential part of education, as they are at Cooper, and deserve to be supported. CALI participants believe that working together is a way to get there.



## Grantmaking Programs

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

The Foundation focuses on programs that improve conditions for low-income, underserved communities in Chicago, and we are especially interested in efforts that will foster learning and innovation. We award grants in four major fields: Education, Arts Education, Employment, and Health. Within these funding areas, we give priority to:

- Programs with a demonstrated record of high quality, effective services
- Efforts to improve the quality and effectiveness of programs and services (these might include program design, evaluation or staff development efforts, among others)
- The development of innovative approaches that will contribute valuable examples, information, and knowledge to others working in the field

The Foundation also considers policy advocacy efforts that help ensure low-income communities and individuals in Chicago are treated fairly and have access to the services they need and deserve.

The Foundation is interested in investing in organizations and ideas that demonstrate exceptional potential for making a difference in one or more of the Foundation's four grantmaking areas. These projects show promise of developing new information or program innovations useful to other organizations, institutions, and policymakers. In these cases, the Foundation will consider grants which represent larger or longer-term commitments than is otherwise typical.

In all reviews of proposals, we look for strong program designs with clear expected outcomes and specific procedures for assessing and evaluating progress.

Our funding guidelines are described below. For instructions on how to apply for a grant, please see our Grant Application Procedures.

### Education

The Education Program has been a cornerstone of our grantmaking since the Foundation's inception. Our interests in education focus on improving public education and expanding educational opportunities in order to increase the academic achievement and college graduation rates of low-income students in Chicago public schools. Teacher professional development, school leadership development, academic enrichment, and college preparation are among the activities we fund to support this goal. The Foundation also considers grant requests for policy advocacy when the connection to academic achievement is clear.

We give priority to programs that measure improvements to academic achievement, instructional quality, or college enrollment rates. The Foundation encourages proposals that include efforts to enhance the quality of programs. These efforts might include professional development for program staff, incorporating new program elements, or the development of evaluation tools, among others.

We generally do not fund unsolicited proposals from individual schools. On occasion, the Foundation will solicit proposals from individual schools for programs that demonstrate exemplary success or a promising innovation in one of the Foundation's priority areas. In soliciting proposals from individual schools, we look for: a record of strong academic performance among students; a focus on improving academic achievement; and indicators that the work funded by the grant will contribute valuable lessons and strategies that can be adopted by other schools. After an initial year of funding, schools may be required to develop plans for making the lessons learned under the grant available to other schools.

### Arts Education

Our Arts Education 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 considers support for arts education for students and professional development for arts educators.

We give priority to arts education programs that provide a combination of arts instruction, performance or exhibition experience, and interaction with professional artists and arts educators. We look for programs that are artistically rigorous, engage students in the creative process, and assess student learning in the arts.

We look for teacher-training 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 look for programs that provide ongoing support, expertise, and resources to 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.

### 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 healthcare, manufacturing, and transportation; and adult education programs which integrate vocational training in order to advance low-skilled job seekers along educational and career pathways. 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 and education training programs and to increase access to education and training for low-income adults.

### Health

The Health Program seeks to improve access to quality care for Chicago's low-income residents. We support programs that target Chicago's underserved neighborhoods and communities with needed primary care (including medical, vision, dental, and mental health care), community outreach and disease prevention programs, and policy advocacy efforts. We give priority to research-based initiatives that: incorporate health education, early disease detection, and treatment interventions for chronic diseases (such as asthma, diabetes, HIV/AIDS, and hypertension); enroll families into government-subsidized health insurance programs (such as All Kids, FamilyCare, Medicaid, and Medicare); include strategic partnerships between a health system and community-based organizations; focus on linguistically and culturally competent programs for limited-English speaking immigrants; and improve knowledge and practice in the health field.

We will consider programs operated by non-profit community service organizations, community health centers, hospitals, and policy advocacy organizations. Programs must demonstrate the ability to measure improvements in access to care and health status within an accessible, culturally and linguistically competent environment.

### 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.

## Grant Application Procedures

### How to Apply

The Lloyd A. Fry Foundation makes grants in the following program areas: Education, Arts Education, Employment, and Health. We make grants only to tax-exempt organizations and rarely fund organizations outside Chicago. We give priority to proposals for specific projects rather than for general operating support. In our review of proposals, we look for strong program design, clear expected outcomes, and procedures for assessing and evaluating 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 project, we highly recommend that you send us a letter of inquiry before you submit a full proposal. This would allow us to give you preliminary feedback concerning your request and its potential fit within our funding priorities. Letters of inquiry should include a brief description of the proposed project, a project budget, and other projected sources of support.

### Proposal Application Procedures

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

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

1. A brief history of the organization, including a general statement of its primary functions and goals.
2. A project description which includes:
  - A statement of the need to be addressed and the population to be served
  - A description of how the planned project will address the identified need
  - Clearly stated goals and objectives
  - Plans for assessing 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, see Outcomes and Assessments on our Web site).
  - A timeline for project activities

3. An income and expense 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.

4. An operating budget for the organization with income and expense projections that pertain to the fiscal year in which the project will take place. Include the percentage of organization income received through earned income, government sources, individual gifts, corporate and foundation grants, and other sources.

5. A list of current and projected funding sources and amounts for both the organization and the project for the fiscal year in which the project will take place.

6. A copy of the organization's most recent audited financial report.

7. A list of board members and their affiliations.

8. A list of professional staff of the organization and resumes of key personnel involved in the project. Proposals for organizational capacity-building activities that involve outside consultants should include a copy of the consultant's resume and a list of clients.

9. The 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.

10. A copy of the organization's employment hiring policy.

### Grant Reports

Returning grantees must submit a full narrative and financial report on the previous grant and these must be approved by the Foundation before a new request is considered. For agencies 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 under separate cover. For more information on this subject, see our Grant Reporting Requirements on our Web site.

### Renewal Policy

An organization which has received five consecutive years of Fry Foundation funding will be asked to take a year off in seeking support for the following twelve-month period. The Foundation recognizes that there may be unusual circumstances in which support for one additional year may be appropriate.

While we wish to be flexible in recognizing the needs of our grantees, there will be few exceptions to this policy. Following a year off, grantee organizations are welcome to apply for renewed support. These proposals will be evaluated under the Foundation's grantmaking guidelines. As with all proposals, these should target Chicago residents in financial need. For further clarification of the Foundation's grant-making priorities, please refer to the Grantmaking Programs section on the preceding page.

### Submission Dates and Board Meetings

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

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

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.

Proposals and letters of inquiry should be sent to:

### Ms. Unmi Song

*Executive Director*

Lloyd A. Fry Foundation  
120 South LaSalle Street  
Suite 1950  
Chicago, Illinois 60603-3419

[www.fryfoundation.org](http://www.fryfoundation.org)



# 2010 Grants & Awards

## Arts Education

**Albany Park Theater Project**  
Chicago, IL  
For Theatre Education Activities  
\$25,000

**American Theater Company**  
Chicago, IL  
For the American Mosaic Program  
\$20,000

**Arts Work Fund for Organizational Development**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Fund's grant-making program  
\$25,000

**Auditorium Theatre of Roosevelt University**  
Chicago, IL  
For the Lincoln Center Institute Summer Workshops and Teacher Fellowship Program  
\$15,000

**Changing Worlds**  
Chicago, IL  
First payment of a two-year \$44,000 grant for the Literacy and Cultural Connections Demonstration Project  
\$22,000

**Chicago Arts Partnerships in Education**  
Chicago, IL  
For Professional Development for Arts Educators  
\$40,000

**Chicago Chamber Musicians**  
Chicago, IL  
Second payment of a two-year \$40,000 grant for the School Residency Program  
\$20,000

**The Chicago Community Trust**  
Chicago, IL  
First payment of a two-year \$100,000 grant for the Chicago Arts Learning Initiative  
\$50,000

**Chicago Shakespeare Theater**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the Team Shakespeare Bard Core Curriculum program  
\$25,000

**Chicago Sinfonietta**  
Chicago, IL  
For Audience Matters and SEED: Student Ensembles with Excellence and Diversity  
\$25,000

**Chicago Symphony Orchestra**  
Chicago, IL  
First payment of a two-year \$90,000 grant for the Music Activity Partnership (MAP) Program  
\$45,000

**Columbia College Chicago**  
Chicago, IL  
For support of Professional Development for Arts Integration Residencies, for convenings to plan training programs for Chicago teaching artists, and for the Museum of Contemporary Photography Picture Me After-School Program  
\$65,000

**ETA Creative Arts Foundation**  
Chicago, IL  
For the Showfolk Daytime Performance Series and the Arts in Education Programs  
\$20,000

**Free Street Programs**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the Performance Ensembles  
\$25,000

**Goodman Theatre**  
Chicago, IL  
For the Student Subscription Series and Teacher Training Initiatives  
\$20,000

**Grantmakers in the Arts**  
Seattle, WA  
For support of the arts education sessions at the October 2010 Annual Conference in Chicago, IL  
\$15,000

**Hubbard Street Dance Chicago**  
Chicago, IL  
First payment of a two-year, \$90,000 grant for Movement as Partnership dance and teacher training in Chicago public schools  
\$45,000

**Hyde Park Art Center**  
Chicago, IL  
For evaluation and assessment of the education programs  
\$25,000

**Illinois Arts Alliance Foundation**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Arts Education Providers Network and the Arts Education Census Project  
\$35,000

**Intuit: Center for Intuitive and Outsider Art**  
Chicago, IL  
For the Teacher Fellowship Program  
\$15,000



**Jeffrey Ballet**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Middle School Dance Clubs  
\$30,000

**Lookingglass Theatre Company**  
Chicago, IL  
For the Education and Community programs in Chicago Public Schools  
\$20,000

**Luna Negra Dance Theater**  
Chicago, IL  
For support of a dance education program in Chicago Public Schools  
\$22,000

**Lyric Opera of Chicago**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the OperaKids program  
\$25,000

**Marwen Foundation**  
Chicago, IL  
First payment of a two-year \$80,000 grant for the Marwen Institute  
\$40,000

**Merit School of Music**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the design and implementation of a new music education program model  
\$35,000

**Muntu Dance Theatre of Chicago**  
Chicago, IL  
Second payment of a two-year \$40,000 grant for Arts for Community Empowerment Programs  
\$20,000

**Museum of Contemporary Art**  
Chicago, IL  
Second payment of a two-year \$80,000 grant for Teacher Education Programs  
\$40,000

**Music of the Baroque**  
Chicago, IL  
For the Educational Outreach Program in Chicago Public High Schools  
\$20,000

**National Museum of Mexican Art**  
Chicago, IL  
First payment of a two-year \$60,000 grant for Teacher Development Programs  
\$30,000

**Northwestern University Settlement Association**  
Chicago, IL  
For the Adventure Stage Chicago Neighborhood Bridges Program and for the Chicago Arts Educator Forum  
\$37,000

**The People's Music School**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the Musical Instruction Programs  
\$25,000

**The Poetry Center of Chicago**  
Chicago, IL  
For the Hands on Stanzas Program  
\$20,000

**Pros Arts Studio**  
Chicago, IL  
First payment of a two-year \$40,000 grant for Project Five  
\$20,000

**Raven Theatre**  
Chicago, IL  
For support of the Take Flight program  
\$20,000

**Ravinia Festival Association**  
Highland Park, IL  
For the Music Discovery Program and the Lawndale Partnership  
\$45,000

**Silk Road Theatre Project**  
Chicago, IL  
For Myths to Drama, an arts-integrated education program  
\$20,000

**Snow City Arts Foundation**  
Chicago, IL  
First payment of a two-year \$50,000 grant for arts education programs  
\$25,000

**Steppenwolf Theatre Company**  
Chicago, IL  
For Steppenwolf Young Adults, a theatre education program  
\$20,000

**Street-Level Youth Media**  
Chicago, IL  
For the Summer Arts Apprenticeship Program  
\$18,000

**The Suzuki-Orff School for Young Musicians**  
Chicago, IL  
First payment of a two-year \$40,000 grant for the Clap, Sing and Read Program  
\$20,000

**Timeline Theatre Company**  
Chicago, IL  
For The Living History Program  
\$8,000

**Urban Gateways**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Teaching Artist Mentorship Initiative  
\$30,000

**Victory Gardens Theater**  
Chicago, IL  
For educational programs for Chicago public schools  
\$15,000

**Young Chicago Authors**  
Chicago, IL  
For the Englewood Education Program  
\$25,000

## Education

**Ada S. McKinley Community Services, Inc.**  
Chicago, IL  
First payment of a two-year \$36,000 grant for the Talent Search College Preparation and Placement Program  
\$18,000

**Albany Park Neighborhood Council**  
Chicago, IL  
First payment of a two-year \$40,000 grant for the Greater Albany Park Education Coalition  
\$20,000

**Alternative Schools Network**  
Chicago, IL  
First payment of a two-year \$55,000 grant for the Praxis Project  
\$27,500

**The Associated Colleges of Illinois**  
Chicago, IL  
For the Center for Success in High-Need Schools' teacher retention initiatives  
\$20,000

**Big Shoulders Fund**  
Chicago, IL  
First payment of a two-year \$250,000 grant for the Extended Day Program  
\$125,000

**Boundless Readers**  
Chicago, IL  
First payment of a two-year \$160,000 grant for support of the Building Exemplary Schools through Teams (B.E.S.T.): Study Groups  
\$80,000

**Business and Professional People for the Public Interest**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Partnership for Instructional Leadership Project  
\$35,000

**Centro Romero**  
Chicago, IL  
For the Youth Program  
\$17,000

**Chicago Academy of Sciences**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Science on the Go education program  
\$25,000

**Chicago Foundation for Education**  
Chicago, IL  
For the Grants for Teachers Study Group Program and the Teacher Network Leadership Institute  
\$40,000

**Chicago Horticultural Society**  
Glencoe, IL  
First payment of a two-year \$50,000 grant for the Science First and College First Programs  
\$25,000

**Chicago Youth Programs**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Teen Career and Teen Tutoring Programs  
\$35,000

**Christopher House**  
Chicago, IL  
For the Youth Leadership Program  
\$17,000

**City Year Chicago**  
Chicago, IL  
For the Literacy Tutoring Program  
\$20,000

**Communities in Schools of Chicago**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Agency Impact Initiative  
\$25,000

**Community Renewal Society**  
Chicago, IL  
For *Catalyst Chicago* and *The Chicago Reporter*  
\$66,500

**Designs for Change**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Aiding Local School Councils Project  
\$30,000

**Family Matters**  
Chicago, IL  
For the Community Tutoring Program  
\$25,000

**Gads Hill Center**  
Chicago, IL  
For the Teen Connection Program, a college and vocational school preparatory program  
\$15,000

**High Jump**  
Chicago, IL  
For general operating support  
\$45,000

**Inner-City Teaching Corps**  
Chicago, IL  
For the Urban Impact Through Education Program  
\$35,000

**KIPP: Ascend Charter School**  
Chicago, IL  
For the KIPP Ascend Teacher Leader Training  
\$21,000

**Link Unlimited**  
Chicago, IL  
For the Academic Enrichment and College Readiness Programs  
\$20,000

**Logan Square Neighborhood Association**  
Chicago, IL  
First payment of a two-year \$56,100 grant for the Parent Tutor Program and the Creation of a Tutor Resource Booklet  
\$31,100

**Loyola University Chicago**  
Chicago, IL  
For an evaluation of the Science Education for Public Understanding Program curriculum and professional development training  
\$35,000

**Midtown Educational Foundation**  
Chicago, IL  
For the Metro and Midtown Achievement Program for middle school students  
\$20,000

**Mikva Challenge**  
Chicago, IL  
First payment of a two-year \$54,000 grant for the Civic Educator Network Action Civics Course Evaluation  
\$27,000

**Museum of Science and Industry**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Teacher Professional Development Series  
\$25,000

**New Leaders for New Schools**  
Chicago, IL  
First payment of a two-year \$160,000 grant for the High School Aspiring Principals Program  
\$80,000

**New Teacher Center**  
Santa Cruz, CA  
First payment of a two-year \$160,000 grant for the Improving New Teacher Effectiveness in Chicago Public Schools project  
\$80,000

**Noble Network of Charter Schools**  
Chicago, IL  
First payment of a two-year \$140,000 grant for the Curriculum and Assessment program  
\$70,000

**Perspectives Charter School**  
Chicago, IL  
For the Professional Development Program for new teachers  
\$20,000

**The Posse Foundation, Inc.**  
Chicago, IL  
For the Pre-Collegiate Training Program  
\$35,000

**Providence Englewood Charter School**  
Chicago, IL  
For the Third Semester  
\$35,000



**Reading In Motion**  
Chicago, IL  
First payment of a two-year \$90,000 grant for the Benchmarks Initiative  
\$45,000

**John G. Shedd Aquarium**  
Chicago, IL  
For the Shedd Navigators Program  
\$20,000

**Target Hope, Inc.**  
Matteson, IL  
For the Academic Achievement and College Readiness Program  
\$25,000

**Teach For America Chicago**  
Chicago, IL  
First payment of a two-year \$70,000 grant for general operating support  
\$35,000

**Umoja Student Development Corporation**  
Chicago, IL  
First payment of a two-year \$76,000 grant for college prep programming at Manley Career Academy  
\$38,000

**The United Neighborhood Organization**  
Chicago, IL  
For professional development for the Structured English Immersion Program  
\$25,000

**WBEZ Chicago Public Radio**  
Chicago, IL  
For the Education Desk to cover education news in Chicago  
\$35,000

**Working In The Schools**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Power Lunch Program  
\$25,000

## Employment

**2016 Fund for Chicago Neighborhoods**  
Chicago, IL  
For the Chicago Neighborhood JobStart Initiative  
\$75,000

**Albany Park Community Center Inc.**  
Chicago, IL  
For the Vocational Program for Employment Literacy  
\$30,000

**Association House of Chicago**  
Chicago, IL  
For the English as a Second Language (ESL) Program  
\$25,000

**Breaking Ground**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Green Deconstruction Transitional Jobs Program  
\$35,000

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

**Casa Central**  
Chicago, IL  
For employment assistance services at La Posada  
\$20,000

**Chicago City-Wide Literacy Coalition**  
Chicago, IL  
First payment of a two-year \$80,000 grant for the Community Literacy Planning Project  
\$40,000





*Girl in this photograph is a model and not a client of the Chicago Children's Advocacy Center.*

**Chicago House and Social Service Agency**  
Chicago, IL  
Second payment of a two-year \$44,000 grant for the Increase Income and Independence Initiative \$22,000

**Chicago Jobs Council**  
Chicago, IL  
Second payment of a two-year \$100,000 grant for the City-Wide Workforce Development Advocacy Project \$50,000

**The Chicago Lighthouse for People Who are Blind or Visually Impaired**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the Employment Services Programs \$25,000

**Easter Seals Metropolitan Chicago**  
Chicago, IL  
For the employment specialist at the Willett Employment Center \$30,000

**Erie Neighborhood House**  
Chicago, IL  
For the Pathways to Success Program \$20,000

**Goldie's Place**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the Employment Assistance and Supportive Services Program \$25,000

**Greater Chicago Food Depository**  
Chicago, IL  
First payment of a two-year \$63,000 grant for the Chicago's Community Kitchens Program \$31,500

**Greater West Town Community Development Project**  
Chicago, IL  
Second payment of a two-year \$76,000 grant for the Vocational Job Training and Placement Programs \$38,000

**Heartland Human Care Services Inc.**  
Chicago, IL  
For the Vocational English as a Second Language Programs \$42,500

**Howard Area Community Center**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Adult Education Program \$30,000

**i.c.stars**  
Chicago, IL  
Second payment of a two-year \$80,000 grant for the Information Technology Training Program \$40,000

**Indo-American Center**  
Chicago, IL  
For the English as a Second Language Literacy Program \$25,000

**Inspiration Corporation**  
Chicago, IL  
For the Employment Services and Training Program \$48,000

**Instituto del Progreso Latino**  
Chicago, IL  
For the Carreras en Salud: Bilingual Healthcare Bridge Program \$50,000

**Interfaith Refugee & Immigration Ministries**  
Chicago, IL  
For the Employment Services Program \$22,500

**Jane Addams Hull House Association**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the Workforce Development Program \$25,000

**Jewish Vocational Service and Employment Center**  
Chicago, IL  
For the Vocational English as a Second Language (VESL) Healthcare Bridge Program \$25,000

**Jobs for Youth/Chicago Inc.**  
Chicago, IL  
For Vocational Training programs \$30,000

**Literacy Works**  
Chicago, IL  
For the Employ Lit Program \$30,000

**Local Economic and Employment Development Council**  
Chicago, IL  
For the Workforce Development Programs \$27,000

**National Able Network**  
Chicago, IL  
For the Online Skills Training Program \$48,000

**National Latino Education Institute**  
Chicago, IL  
For Vocational Training and Adult Education Programs \$40,000

**North Lawndale Employment Network**  
Chicago, IL  
First payment of a two-year \$50,000 grant for the U-Turn Permitted and Sweet Beginnings job training programs \$25,000

**Poder Learning Center**  
Chicago, IL  
First payment of a two-year \$40,000 grant for English as a Second Language and Computer Training Programs \$20,000

**Public/Private Ventures**  
Philadelphia, PA  
For the Chicago Workforce Development Evaluation Network \$35,000

**Restaurant Opportunities Center United**  
New York, NY  
First payment of a two-year \$70,000 grant for the ROC-Chicago Advanced Restaurant Worker Training program \$35,000

**Safer Foundation**  
Chicago, IL  
First payment of a two-year \$80,000 grant for the Vocational Training Bridge Model \$40,000

**St. Leonard's Ministries**  
Chicago, IL  
For job training and employment assistance at the Michael Barlow Center \$27,000

**Upwardly Global**  
Chicago, IL  
For the Chicago Jobseeker Services and Employer Network Programs \$35,000

**Women Employed Institute**  
Chicago, IL  
First payment of a two-year \$76,000 grant for the Clear Connections Project \$38,000

**YMCA of Metropolitan Chicago**  
Chicago, IL  
For the Next Step adult education program \$30,000

## Health

**AIDS Foundation of Chicago**  
Chicago, IL  
To develop a new screening tool to improve treatment coordination for AIDS patients \$25,000

**Center On Halsted**  
Chicago, IL  
For mental health services for low-income lesbian, gay, bisexual, and transgender persons \$20,000

**Centro Comunitario Juan Diego**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Community Health Promoters program \$30,000

**Centro de Salud Esperanza**  
Chicago, IL  
For the Pediatric After-Hours Clinic \$30,000

**Centro San Bonifacio**  
Chicago, IL  
For the Multipliers Program \$25,000

**Chicago Children's Advocacy Center**  
Chicago, IL  
For the Mental Health Program \$23,000

**Chicago Children's Advocacy Center**  
Chicago, IL  
First payment of a two-year \$150,000 grant for the Network of Treatment Providers for Child Sexual Abuse Collaborative Project \$75,000

**Children's Home & Aid**  
Chicago, IL  
For the School-based Mental Health Program \$40,000

**Chinese American Service League**  
Chicago, IL  
For the Community Health Program \$25,000

**Christian Community Health Center**  
Chicago, IL  
For the Dental Clinic \$45,000

**Community Counseling Centers of Chicago**  
Chicago, IL  
For the Quetzal Center: mental health services for victims of sexual assault and for the Development of Electronic Database and Evaluation Training Workshops \$45,000

**CommunityHealth**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Volunteer Services Program \$35,000

**Erie Family Health Center**  
Chicago, IL  
Second payment of a two-year \$50,000 grant for the salary of the new dental hygienist at the Erie Dental Health Center \$25,000

**Facing Forward to End Homelessness**  
Chicago, IL  
For the Homeless' Healthcare program \$20,000

**The Family Institute**  
Evanston, IL  
For the Community Outreach Program in Chicago \$25,000

**Health & Disability Advocates**  
Chicago, IL  
First payment of a two-year \$80,000 grant for the Chicago Partnership for Children Program \$40,000

**Healthy Schools Campaign**  
Chicago, IL  
For the Chicago Partnership for Healthy Schools Program \$18,000

**Heartland International Health Center**  
Chicago, IL  
Second payment of a two-year \$145,000 grant for Dental Care Services at Senn and Roosevelt High Schools \$65,000

**Howard Brown Health Center**  
Chicago, IL  
First payment of a two-year \$72,000 grant for Provide Primary Medical Care to Uninsured Clients \$36,000

**Illinois College of Optometry**  
Chicago, IL  
For the Vision of Hope Health Alliance \$50,000

**Infant Welfare Society of Chicago**  
Chicago, IL  
First payment of a two-year \$100,000 grant for the Pediatric Dental Clinic \$50,000

**Juvenile Protective Association**  
Chicago, IL  
First payment of a two-year \$70,000 grant for the Treatment and Counseling Program \$35,000

**Lawndale Christian Health Center**  
Chicago, IL  
For the Diabetes Component of the Chronic Care Program \$40,000

**Lutheran Social Services of Illinois**  
Des Plaines, IL  
For Project HOPE mental health services for youth \$28,000

**Mobile C.A.R.E. Foundation**  
Chicago, IL  
Second payment of a two-year \$90,000 grant for the Comprehensive Asthma Management Program (CAMP) \$45,000

**Mount Sinai Hospital Medical Center**  
Chicago, IL  
Second payment of a two-year \$80,000 grant for Project Advantage, a program to improve screening, treatment and follow-up for children with developmental delays \$35,000

**Near North Health Service Corporation**  
Chicago, IL  
For the Near North dental program \$30,000

**The Night Ministry**  
Chicago, IL  
For the Outreach and Health Ministry Program \$30,000

**Respiratory Health Association of Metropolitan Chicago**  
Chicago, IL  
For the Addressing Asthma in Englewood Project (AAEP) \$22,000

**Sargent Shriver National Center on Poverty Law**  
Chicago, IL  
First payment of a two-year \$90,000 grant for the Let's Get It Right! Program \$45,000

**South Side Help Center**  
Chicago, IL  
For the Women's Collaborative of Greater Chicago \$20,000

**Teen Living Programs**  
Chicago, IL  
First payment of a two-year \$60,000 grant for the Whole Health program \$30,000

**Test Positive Aware Network**  
Chicago, IL  
For Mobile TEAM (Treatment Education Advocacy Management) Program \$22,000

**Trilogy**  
Chicago, IL  
For the Integrated Healthcare Program \$22,000

**University of Illinois at Chicago College of Nursing**  
Chicago, IL  
For Stipend Support for Chicago Health Corps Members \$15,000

**White Crane Wellness Center**  
Chicago, IL  
For the Holistic Health Outreach Initiative \$20,000

**The Women's Treatment Center, Inc.**  
Chicago, IL  
Second payment of a two-year \$60,000 grant for Salary Support of the Pediatric Nurse \$30,000

**YWCA of Metropolitan Chicago**  
Chicago, IL  
For the RISE Children's Counseling Center \$25,000

## Special Purposes

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

**Count Me In: 2010 Illinois Census Initiative**  
Chicago, IL  
Four \$10,000 grants to increase participation in the 2010 Census to Korean American Community Services, Lawndale Christian Development Corporation, Logan Square Neighborhood Association, Polish American Association \$40,000

**Dominican University**  
River Forest, IL  
First payment of a three-year \$150,000 grant for the Mary Jane and M. James Termond Scholarship Fund, in honor of M. James Termond, a distinguished member of the Foundation's Board of Directors for more than 20 years. \$50,000

**Public Allies, Inc.**  
Chicago, IL  
For the development of the 2nd Year Public Allies Fellowship Program \$15,000

**Taproot Foundation**  
San Francisco, CA  
For the Service Grants Program for Lloyd A. Fry Foundation grantees \$48,000

**WTTW11**  
Chicago, IL  
First payment of a two-year \$100,000 grant for Chicago Tonight \$50,000

## Membership and Program Discretionary

**Applied Research Center Midwest Office**  
Chicago, IL  
For the African/African American Bridge-Building Project \$5,000

**The Art Institute of Chicago**  
Chicago, IL  
For support of a summer professional development institute \$5,000

**Asian American Institute**  
Chicago, IL  
To support a capacity-building workshop at the Asian American Leadership Forum (AALF) \$1,000

**Asian Americans/Pacific Islanders in Philanthropy**  
San Francisco, CA  
Membership grant \$2,500

**Blue Avocado**  
San Francisco, CA  
For support of the non-profit online magazine for community non-profits \$2,000

**Brandeis University**  
Waltham, MA  
To conduct a study of the City of Chicago's summer jobs program for youth \$2,000

**Chicago Arts Partnerships in Education**  
Chicago, IL  
For the Chicago Arts Educator Forum Spring Meeting \$1,000

**Chicago City-Wide Literacy Coalition**  
Chicago, IL  
To sponsor the U.S. Conference on Adult Education and Literacy \$4,000

**The Chicago Community Trust**  
Chicago, IL  
For Illinois Funders' collaborative in support of the Race to the Top application \$5,000

**Chicago Council on Global Affairs**  
Chicago, IL  
For the President's Circle membership \$250

**Chicago Japanese American Historical Society**  
Glenview, IL  
For the "part asian - 100% hapa" exhibit at the Field Museum \$800

**Chicago Women in Philanthropy**  
Chicago, IL  
For continuation of the Women's Leadership Mentoring Program (WLMP) \$1,350

**Chinese American Service League**  
Chicago, IL  
For a feasibility study for a social enterprise \$5,000

**Council on Foundations, Inc.**  
Arlington, VA  
Membership grant \$20,630

**Donors Forum**  
Chicago, IL  
Membership grant \$18,255

**Donors Forum**  
Chicago, IL  
For the Diversity Taskforce and general operations \$4,000

**Donors Forum**  
Chicago, IL  
For Chicago African Americans in Philanthropy lecture honoring Deborah Harrington \$1,000

**Erie Family Health Center**  
Chicago, IL  
To provide a one-day oral health training to Community Healthcare Workers (educators) \$5,000

**Grantmakers Concerned with Immigrants and Refugees**  
Sebastopol, CA  
Membership grant \$1,500

**Grantmakers for Education**  
Portland, OR  
Membership grant \$1,500

**IFLOSS Coalition**  
Springfield, IL  
To partially sponsor its statewide Annual Oral Health Conference \$1,000

**Illinois Free Clinic Association**  
Waukegan, IL  
For a strategic planning project to clarify its mission and to streamline its operation \$3,850

**Independent Sector**  
Washington, DC  
Membership grant \$10,000

**Pros Arts Studio**  
Chicago, IL  
For the professional development workshop for teaching artists and CPS teachers \$5,000

**Respiratory Health Association of Metropolitan Chicago**  
Chicago, IL  
For Asthma Training for Community Health Workers \$5,000

## Climate Change

**Center for Neighborhood Technology**  
Chicago, IL  
For the Broadening Urban Investment to Leverage Transit (BUILT) in Chicago project \$35,000

**Environmental Law & Policy Center**  
Chicago, IL  
Second payment of a two-year \$80,000 grant for energy efficiency initiatives to reduce global warming pollution \$40,000

## World Relief

**CARE, Inc.**  
Chicago, IL  
Third payment of a four-year \$500,000 grant for the Myanmar Cyclone Response Fund \$125,000

**Doctors Without Borders / Medecins Sans Frontieres**  
New York, NY  
For the Emergency Relief Fund and for Haitian Relief Efforts \$150,000

**Oxfam America**  
Boston, MA  
For the Humanitarian Response Program, the Disaster Risk Reduction Program, and Haitian Relief Efforts \$100,000

## Other Grants

Grants made to 124 organizations upon the recommendation of the Board of Directors, the Fry Family and the employee matching gifts program. \$793,180







**LLOYD A. FRY**  
**FOUNDATION**

120 S. LaSalle Street  
Suite 1950  
Chicago, Illinois 60603-3419

Telephone 312.580.0310  
Fax 312.580.0980  
[www.fryfoundation.org](http://www.fryfoundation.org)

Presort Standard  
US Postage Paid  
Permit No. 272  
Chicago Illinois