

The background of the page is a blurred photograph of a city street. On the left, there is a tall, light-colored building with many windows. In the center and right, there are more buildings, including one with a prominent blue-tinted facade. The foreground is filled with out-of-focus trees and streetlights, suggesting an urban environment. The overall tone is soft and slightly hazy.

*The Joyce Foundation
Annual Report 2002*

The Joyce Foundation supports efforts to protect the natural environment of the Great Lakes, to reduce poverty and violence in the region, and to ensure that its people have access to good schools, decent jobs, and a diverse and thriving culture. We are especially interested in improving public policies, because public systems such as education and welfare directly affect the lives of so many people, and because public policies help shape private sector decisions about jobs, the environment, and the health of our communities. To ensure that public policies truly reflect public rather than private interests, we support efforts to reform the system of financing election campaigns.

Changing Expectations

2002 was a year of change and growth for the Joyce Foundation.

Early in the year we compiled and released groundbreaking evidence of how state and federal policies can help (or hinder) the ability of people coming off welfare to find and keep jobs. By analyzing research data from seven Midwestern states—the region upon which we focus—we learned that the 1996 welfare reform law clearly helped some people gain a toehold on the economic ladder, especially in good times. In the first five years of reform, welfare caseloads were down, most former welfare recipients were able to find jobs, and many reported satisfaction at doing so. But most had taken part-time or temporary work at low wages, and poverty remained a serious concern. Now, however, with the economy in a downturn, both unemployment and welfare caseloads are inching back up. It is hard to tell precisely how former welfare recipients are affected. But what is clear is that state budget crises mean cuts in child care, health insurance, and other supports that help stabilize new workers on the job.

Our goal in compiling and presenting the research results was to provide evidence of the impact of welfare reform on the families it was meant to affect, and to make suggestions, based on this evidence, for how future policies might be shaped. Though as of this writing Congress has yet to decide on revisions to the original legislation, Joyce was gratified that the experiences of people in our Midwestern states have been taken into account during the ongoing debate.

What we learned from the welfare synthesis also helped establish new goals for our own grantmaking: to develop federal and state policies that can help people get a job, stay employed, and move up the job ladder. This Annual Report describes the evidence that led us to this approach, and tells the stories of three women whose lives are shaped by the decisions of policy makers in the states and in Washington, D.C.

Our staff also reexamined goals in other program areas, developing several new priorities. In Environment, we sponsored a region-wide opinion survey

that demonstrated strong public support for maintaining the Great Lakes as a resource, as well as widespread concern about pollution. But we also found public misunderstanding of the true threats to the region's environmental health. (For example, most people believe corporate dumping is the main culprit in polluting the lakes; in reality, pollutants deposited from the air or running off farm fields, lawns, roads, and construction sites cause the most damage today.) This insight helped shape a new grantmaking strategy that will emphasize Great Lakes water quality and water quantity as a priority, with a special focus on ensuring public understanding of the complex policy issues involved.

Similarly, the Money and Politics program, which saw great progress with the passage of the McCain-Feingold Act in early 2002, began to explore two related issues: the growing partisanship and expense of state judicial races, and the increasing reluctance of broadcasters to do their part to educate voters by devoting significant coverage to public affairs.

Our Culture program, whose long-time emphasis has been on encouraging

diverse audiences to participate fully in Chicago's rich cultural resources, has announced a new initiative to commission work by artists of color. The program will, for the first time, support organizations outside of Chicago, and will encourage cross-city collaboration in producing and presenting new artistic creations.

With an eye on the upcoming vote over reauthorization of the assault weapons ban, the Gun Violence program will continue to support efforts to hold the firearms industry to appropriate public health and consumer safety standards. In Education, we continue our long-standing interest in reducing the achievement gap of low-income and minority students, and we are considering new opportunities to make an impact on this critical issue.

We look forward to working with and supporting our grantees as we move closer to achieving our collective goals.



Ellen S. Alberding
President

Welfare reform moved million into the workforce. But for m begun. Today one of five Mid even with full-time, year-roun of four out of poverty. In its the Foundation seeks policies hold onto jobs, and enable the poverty to economic stability.

s of families off welfare and ost the struggle has just westerners earns a wage that, d work, cannot lift a family Employment grantmaking, that can help people find and m to make the leap from



Annette Brown,
Prep Cook

WRIGLEY FIELD
HOME OF
CHICAGO CUBS

Annette Brown, 43, spent much of her life on welfare. A high school dropout with five kids, few skills, domestic problems, and an erratic work history, Annette had several strikes against her as she struggled to enter the labor market. Two-thirds of welfare recipients studied by University of Michigan researchers cited similar problems (low skills, chronic illness, disability, transportation difficulties) as barriers to getting a job. The more barriers people faced, the less likely they were to get a job. But even for those considered hardest to employ, there are strategies that work.

The transition to work takes time and tenacity. For people like Annette Brown, who have complicated lives, it takes a long time and more than one job to become a steady worker. Of women tracked over five years by Project Match, an employment program in Chicago, only 36 percent advanced steadily from welfare to stable employment—a process that took anywhere from two to five years. More than 40 percent cycled on and off welfare, and in and out of part-time, temporary or seasonal jobs. Another 23 percent worked seldom, if at all.

Annette found support for this difficult journey through Chicago Connection, a program that tailored comprehensive services to her unique problems and got her started in the work world with a subsidized job.

Annette built up her reading and math skills at the program's computerized learning center. She learned workplace basics: arrive on time, be considerate, demonstrate a "can-do" attitude. She polished her interviewing techniques and her resume. Her counselors helped her with the myriad practical details that can make or break a job search. "They took me to Sears, got me suited up," Annette says. "I didn't have any interview clothes."

Well-designed programs address the full range of barriers to employment. The best combine job readiness, skills training, and job placement with intensive social services and long-term case management. Transitional jobs programs, like the one that helped Annette, also provide publicly subsidized employment, generally for 3 to 9 months.

Transitional jobs help welfare recipients succeed. Annette's first job, as a receptionist, was publicly subsidized for three months. After that, it was up to her to find private-sector employment.

For people with little or no track record in the labor market, or with large gaps in their resumes, a transitional job establishes a much-needed work history. It also provides a regular paycheck, builds skills, and develops the ability to manage money and family life through mentoring and support.

The Transitional Jobs Network has studied and promoted transitional jobs programs for the last several years. According to the Network, these programs are effective: 81 to 94 percent of welfare recipients who complete them secure permanent employment.

The Mid-America Institute on Poverty compared transitional jobs program participants with people who received only limited employment services. Six months after graduation, transitional job holders had boosted their quarterly earnings from \$811 to \$2,407, while their cash assistance from welfare was down 68 percent—compared to a less than 2 percent decrease for the group that received few services.

“My first job, I made \$610 a month. I had \$800 in bills, but I was still getting cash assistance. I also had food stamps, child care money, and medical coverage from the state. That’s how I made ends meet.”

Following her transitional job, Annette went to work as a prep cook at Wrigley Field—a position she found through her own resources. She started out at \$7.15 an hour and before long was raised to \$8.20. But Annette only worked when the Cubs were in town. When the season ended, she was unemployed again.

Annette’s case manager connected her to a twelve-week course in professional cooking, which she completed over the winter. She also used the time to study for her GED—and thus boost her prospects. The Chicago Commons Employment Training Center reports that graduates who attained a GED and completed industry-specific training earned 180 percent more than people without a GED.

Annette is back at Wrigley Field this season. Now a licensed food service worker, she is earning \$9.86 per hour and has her sights set on full-time, year-round employment. She wants to give back to her community and is talking with her church about working in a program that feeds the homeless.

Annette no longer receives cash assistance from welfare. With three children still at home, it can be a struggle to make ends meet. Still, she says, “I see my future as being hopeful.”

Strategies for hard-to-employ people are increasingly important. Growing numbers are neither working nor receiving welfare. The Illinois Families Study, tracking outcomes over six years for 1,000 welfare recipients, reports that 37 percent of families were in this category in 2002, up from 17 percent in 1999.

Besides people who are moving off welfare, other groups face significant employment barriers. Especially notable are the 600,000 men and women who are released from state and federal prison each year. The challenge now is to design effective programs, including transitional employment, for these and other hard-to-employ people. One such effort is being run by the National League of Cities, which is providing technical assistance to ten cities to test jobs programs for the homeless, school dropouts, and people with criminal histories.

At LifeTrack Resources in St. Paul, MN, people with problems ranging from physical and mental disability to domestic violence, substance abuse, and limited English spend 35 hours a week getting work experience in subsidized jobs paying between \$6 and \$7 an hour. The program devotes five hours a week to “soft skills”—punctuality, following orders, dealing with conflicts, basic workplace vocabulary. Ninety-one percent of those who’ve completed the program have found unsubsidized jobs paying an average of \$8 per hour, and 58 percent of those jobs paid benefits.

“I love working and controlling my income. I never want to go back on public aid.”

Over time, data from these and similar programs can document costs and benefits, help shape “best practice” models, and improve policies to help struggling people gain a toehold on the job ladder.

Keeping A Job



Joanna Cotter, 33, has been a direct care provider in a group home for adults with mental disabilities for the past four years. She has proved very resourceful at coping with difficulties that could cause her to miss work. Problems that are merely annoying for people with ample resources (a car breaks down, a baby-sitter quits) can be catastrophic for low-wage workers who can't afford a quick fix. Midwestern states have crafted a safety net of work supports to help low-income families hang onto their jobs and keep more of their earnings. But state budget shortfalls could erode that safety net.

Staying on the job means solving problems. Joanna Cotter cycled on and off welfare for years before linking up with a training program that helped her land steady work and also offers long-term follow up. She collaborates closely with her case manager to solve problems that could threaten her employment. Joanna works nights and weekends and takes a bus and a train to her job. But the bus doesn't run at night, and the train doesn't run on Sundays. She relies on cabs when she can't arrange a ride—an expensive solution for someone on a limited budget. At her case manager's suggestion, she tried to negotiate Sundays off, but her supervisor wouldn't budge.

Prodded by her case manager, Joanna received her GED two years ago. She would like to become a teacher's aide for mentally disabled children, so she could stay home in the evening with her kids, ages 12 and 13. Her pay would not increase—she hasn't had a raise in three years—but her benefits would improve. Because training available through her local community college is offered only at night, she is now looking into a home study course.

“I see my case manager every few months, and I'm in constant touch by phone. She's always there to listen, always willing to help. She keeps telling me, ‘Stay employed.’”

Research demonstrates that helping people like Joanna retain their initial jobs or become reemployed quickly after losing a job promotes steady employment in later years. The most effective programs—like STRIVE, a national network of employment services—combine job-related training and education with long-term case management and other supports, including direct work with employers to solve on-the-job problems. STRIVE consistently places 75 percent of graduates, of whom 70 percent remain employed after two years. Graduates are entitled to lifetime help. Thanks to years of strong advocacy by STRIVE and others, more public resources are being directed to long-term retention services.

Work-related benefits help people remain employed. Making ends meet is a constant struggle for workers like Joanna. Many families moving off welfare rely on government-funded medical coverage, and other benefits such as child care assistance and food stamps, to get through the month.

Joanna is among the 14 percent of Illinois residents who have no health coverage. With an income of \$1,200 a month—\$1,600 with overtime—she earns too much for state-sponsored insurance but not enough to buy her own. In Illinois, only 36 percent of low-income workers have employer-sponsored coverage. For Joanna, signing up for coverage through work would cost about 30 percent of her monthly base pay. Joanna’s daughter, an asthmatic, is covered by the state; her son, a diabetic, only recently got coverage.

The National Center on Poverty Law, a leading advocate for work-related benefits, has been instrumental in getting the state to extend coverage through Illinois’ Family Care program to some 300,000 low-income parents of children in the state’s KidCare program. The challenge now is to extend coverage to all low-wage workers, whether they are parents or not.

“I’m on high blood pressure medication, and that has to be monitored. I pay for my own prescriptions. My son’s glucose strips cost \$50 a month. It mounts up. So far my daughter’s been pretty healthy, knock on wood.”

A key work support for Joanna is the Earned Income Tax Credit. It reduces the federal tax owed by low-income workers and can result in a substantial refund, depending on income and family size. Joanna’s refund usually amounts to several thousand dollars, and it goes straight into her savings account. If she comes up short during the year, that refund is her cushion.

Other work-related benefits also help people stay on the job. Though Joanna doesn’t currently need it, childcare assistance is critical for many women; single mothers who receive such assistance are 40 percent more likely to be employed after two years than those without it, according to the Economic Policy Institute, while unemployment rates are twice as high for women who don’t have employer-provided health coverage as for those who do.

The Manpower Demonstration Research Corporation, a social policy research organization, evaluated three early approaches to building a safety net around work. Results were remarkably consistent. Earnings supplements increased employment and income, which led, in turn, to reductions in poverty, improvements in family well-being, and better school performance by young children. More than 40 states now “make work pay,” most commonly by increasing the amount a worker can earn before her welfare grant is reduced.

Unemployment insurance helps keep families off welfare. Hard-working and reliable, Joanna has survived several layoffs over the past four years and is putting money away toward the down payment on a house. But because her group home relies on Medicaid, her job could become a casualty of Illinois’ fiscal crisis.

If she did get laid off, Joanna would most likely not be eligible for unemployment insurance; many states exclude low-wage earners like her, or people with erratic work histories, from eligibility. The National Employment Law Project has worked with legislators in Michigan, Ohio, and Wisconsin to expand eligibility for low-wage workers and to improve benefits for the long-term unemployed in Michigan, Minnesota, and Wisconsin. NELP is joining with other advocates to prevent erosion of these gains by state budget crises.

“The way jobs are today, I think: What if I got laid off tomorrow, what am I going to do? I worry every day.”

Veronica Flores,
Administrative Assistant



Veronica Flores, 27, knew instinctively what research confirms: education and skills training are key to moving up in the job market. Veronica finished high school and started college. Although she had to put her education on hold when her son was born, family help eventually enabled her to go back to school. Many are not so fortunate. Resources for education and training for low-income people have dropped steadily for twelve years. Meanwhile, many workers find that child care and other demands that can cause problems on the job can also make it tough to get a degree or complete a training program. After years of hard work, Veronica has found a good-paying job, but she still struggles to balance work, school, and family.

Access to training and education is declining. Because Veronica got help from her family after her son was born, she was able to return to school full-time—which, in turn, qualified her for tuition assistance. She was lucky. Pell grants and other tuition assistance programs enabling low-income people to get post-secondary education have been cut at both the federal and state levels.

In addition, low-income workers can have a hard time getting access to the education money that is available. Most tuition assistance is geared to people who go directly from high school to college in full-time pursuit of a four-year degree. Few low-wage workers fit this profile. Many have not completed high school and are employed in part-time, temporary, or seasonal positions, with odd hours or erratic schedules that make full-time attendance almost impossible.

“I couldn’t have gone to school without federal and state grants. They paid for everything except books.”

In addition, transportation breakdowns, child care problems, language barriers—the same issues that cause problems in the job market—can make it difficult to stick with coursework or training programs. Community college students interviewed by the Manpower Demonstration Research Corporation reported that stable child care, personal support from family and friends, and flexible employers were all critical to their ability to enroll and keep up with coursework. Again, Veronica was fortunate: family and friends helped with transportation and child care when she went back to school and while she completed a part-time internship as a receptionist for a real estate office.

Low-wage earners need clear pathways to advancement. Research shows that simply working steadily at a low-wage job, even for years, does not necessarily lead to higher wages later on. Veronica learned this the hard way: after she received her associate’s degree, she continued to work at the real estate office, first part-time, then full-time. But after three years, and some training in accounting and data processing, she still could not afford her own apartment.

When a friend told her about an opening at a bank, she applied and got the job. There, too, she received on-the-job training, first as a teller and later in a variety of areas, including collections, savings bonds, and taxes. After three years and one promotion, her salary was only 150 percent of the federal poverty level, and she was still relying on her father. Veronica knew what she had to do. When her son entered kindergarten, she went back to college for a bachelor's degree in finance.

“It’s not like I can sit down and study when I get home from work. My time is for my son. Sometimes it can be overwhelming trying to juggle everything. I’m lucky that my boss is flexible—I can take a class at lunch if I need to.”

Veronica never had a guidance counselor or mentor—in high school, at college, or on the job. According to a study by the Women Employed Institute, low-wage earners do not get the same labor market information, tools, and resources to construct their careers that higher wage workers enjoy. Lack of support can leave people without the information they need to make smart choices. Veronica feels now that she wasted valuable time, and that the effort she put into her associate's degree would have been better spent on a bachelor's.

Veronica recently accepted an administrative position offered by one of her customers at the bank—a job that doubled her wages and finally enabled her to achieve self-sufficiency. But she is still at least two years away from getting her undergraduate degree, and still juggling work, school, and family.

The workforce development system is fragmented. Besides post-secondary education, the other strategy that helps low-wage workers move up is skills training. Recent studies collected by the Workforce Alliance demonstrate that high-quality training boosts earnings, improves access to jobs with good benefits, and promotes steady work experience. Yet because the prevailing philosophy stresses “work first,”

resources for skills training for low-income people have been declining. According to the Center for Law and Social Policy, some 200,000 fewer people completed federally funded training during the first year under the Workforce Investment Act than under its predecessor, the Job Training Partnership Act.

Making things worse, workforce development is an alphabet soup of funding streams and bureaucracies, each with different missions, capacities, and service areas. Welfare assistance can be delivered through counties, while workforce development boards may be regional, and community college districts may not coincide with either. Workforce development boards, mandated to integrate services for low-wage workers, are inadequately funded. The welfare system is better funded, but it is charged with moving people off the rolls, not helping them advance. Community colleges face disincentives for enrolling part-time and non-degree students.

With major legislation coming up for reauthorization, federal policymakers have the opportunity to improve the system for delivering education and training and to add much-needed resources. At the state level, networks of welfare agencies, community and technical colleges, adult literacy and basic skills training programs, employers, and community groups could help to break down bureaucratic barriers, integrate skills training with vocational education, encourage employers to provide training on site, and streamline access to higher education.

“I buy my son a bond every month for his college fund. I want to finish my degree and really do something with it. Then I can concentrate on buying a house.”

Training and education are investments in the local economy, not social services. To remain competitive, the U.S. needs a skilled labor force. Important industries, such as health care and manufacturing, report skilled labor shortfalls. Workers and businesses alike benefit from public investment in raising skills. With the ranks of the working poor swelling and the baby boomers retiring, the case for improving workforce strategies is stronger than ever.

New leadership in state government in the Midwest, new national finance reform and education, to restore and protect the Great Lakes, and a changing public policy environment. The Joyce Foundation reexamined its grantmaking in 2002 and recommitted itself to promoting public policies to improve the quality of life in our region.

new state and school district legislation on campaign finance, growing demands for policies to protect the Great Lakes: all add up to a changing public policy environment. The Joyce Foundation reexamined its grantmaking in 2002 and recommitted itself to promoting public policies to improve the quality of life in our region.

Education

Midwest school districts in 2002 sought to adjust to new leadership and new political realities. William Andrekopoulos took over as school superintendent in Milwaukee, having risen out of the system he was chosen to lead. In Chicago, Arne Duncan finished his first school year as CEO, and among other things began rebuilding the frayed relationship with the head of the Chicago Teachers Union. In a similar collaborative spirit, Joyce funding brought together the school superintendents and teachers union leaders of Ohio's eight largest school districts to work together on common concerns.

One of the chief concerns is implementing the reforms mandated under the federal No Child Left Behind Act. Enacted by Congress in 2001, the new law requires annual testing of children in grades three through eight; schools whose scores fail to improve are held accountable, while students in troubled schools get help, including the option of transferring to new schools. The law sets goals to staff classrooms with teachers qualified in their subject areas, make all students proficient in math and reading, and reduce disparities between rich and poor students and between white children and children of color. Making all this work becomes an expensive challenge at a time when states in this region, as elsewhere, face the worst budget crises in half a century.

“ [Milwaukee’s new superintendent] must prove what is right now an unproven theory: that a big-city school system can work. Prodded by new federal law, the state has singled out 63 public schools in Milwaukee as failing. The law calls for MPS to turn each of those schools around or suffer consequences. ”

Milwaukee Journal Sentinel

The Joyce Foundation in 2002 reexamined its role in helping public schools in Chicago, Cleveland, and Milwaukee confront this and other challenges to improve the way they educate all students. New directions for Joyce grantmaking are to be announced in late 2003.

Environment

At the heart of the Midwest is water: the vast and precious Great Lakes. People who live here instinctively understand their importance. In a 2002 Joyce-sponsored survey, residents described the Great Lakes as a source of pride and a vital natural resource to use and protect. But they also worried that the lakes are vulnerable to pollution and other threats.

“ The desire to protect the Great Lakes runs wide in Michigan. Three-quarters of state residents recently polled believe strongly they must take that responsibility personally. It adds up to a stunning consensus for bold steps to protect the region’s signature resource. ” Detroit Free Press

They’re right to be concerned. 2002 saw troubling signs: evidence of a reemerging “dead zone” in Lake Erie; more beach closings on Lake Michigan than ever before; and growing demands for fresh water from drought-stricken regions.

There were also signs of hope. Mayors of shoreline cities banded together to cooperate on common concerns. Proposals surfaced in Congress to launch a comprehensive planning process for the Great Lakes, similar to the recent initiative that led to commitment of \$8 billion to restore the Everglades.

The Joyce survey made clear a broad reservoir of potential support for such efforts. The Foundation will use its resources to help translate that sentiment into effective public policies. It is allocating \$16 million over the next three years to pursuit of policies to restore and protect the quality of Great Lakes water; encourage new thinking about water conservation; and find new approaches to managing water resources and protecting them from threats like global warming.

At stake is the continued ability of the Great Lakes to sustain not only the 30 million people who live here now, but future generations—as well as the vast natural world that surrounds the lakes and whose survival, like ours, depends on water.

Gun Violence

Chicago in 2002 claimed an unsought distinction: 646 of its residents were murdered, giving it the highest homicide rate among American cities of its size. The vast majority of those victims were shot. Hundreds more became suicides, having found a gun in a moment of desperation and used it.

Chicago leaders, institutions, and communities are gearing up to address this epidemic. Since 1995, the Joyce Foundation has taken a public health approach to gun violence, both in the Midwest and nationally. It has worked for policies to bring the firearms industry under the same kind of federal health and safety oversight that enforces the safety of other consumer products, from toasters to teddy bears.

“For too long, our collective tolerance for murder has cost this city young lives by the thousands. Nothing will change if only people in terrified neighborhoods care deeply about the carnage.” Chicago Tribune

As in any public health problem, effective strategies require solid information. 2002 saw the state of knowledge advance in small but important increments. Joyce-funded research documented the correlation between firearms ownership and violent death among women and children. A government study found nearly 3,000 domestic abusers, supposedly blocked by background checks, getting weapons anyway.

What’s needed now is comprehensive data, like that collected about automobile fatalities so that policy makers, road builders, and car manufacturers can identify deadly problems and fix them. Along the same lines, the Centers for Disease Control and Prevention in 2002 created a pilot National Violent Death Reporting System. Building on earlier Joyce-funded models, the new system will collect data on violent deaths in six states. It will track time and place of death, identity of victim and perpetrator, role of alcohol or drugs, presence of weapons—everything it takes to understand how some 50,000 Americans die violently each year and to find ways to reduce that toll.

Money and Politics

In spring 2002, amid great fanfare and last-minute dramatics, Congress passed and the President signed the most significant political reform legislation in a generation, the Bipartisan Campaign Reform Act (better known as McCain-Feingold). Building on a decade of work by reformers, many of them Joyce grantees, the new law clamps down on two related problems: “soft money”—i.e., huge, unregulated campaign donations by interest groups; and “issue ads,” often negative and usually anonymous, broadcast by those same interest groups in the weeks just before elections.

No sooner had it passed than the new law was challenged in court. If the law withstands constitutional challenge (unresolved at this writing), its repercussions are likely to extend throughout the political system. But history and human nature both suggest that political reform is a never-ending challenge.

In 2002 the Joyce Foundation reexamined its Money and Politics agenda. It recommitted to supporting campaign reform efforts, especially at the state level in the Midwest, and it identified two emerging challenges to address through grantmaking. One is the wasting away of public affairs coverage—and the clearly diminished commitment to serve the public interest—on the part of broadcast media. The other is the flow of special interest money into state judicial campaigns, which, according to the National Summit on Judicial Elections, poses “a substantial threat to judicial independence and impartiality and undermines public trust in the judicial system.”

“The tactics employed in races for the Ohio Supreme Court have made a mockery of justice in this state and have insulted its 11 million residents. It cannot be allowed to continue. The way Ohio selects its Supreme Court justices must be changed.” Cleveland Plain Dealer

Culture

Economic troubles hit arts organizations especially hard, undermining not only their financial stability but their audiences as well. Despite some notable artistic successes, 2002 saw ticket revenues, subscription renewals, and contributed income decline at many Chicago arts organizations, as at arts groups around the country.

In this environment, mainstream institutions increasingly realize that to survive—let alone thrive—they must reach out to new and more diverse audiences. That's not just a matter of traditional outreach and free tickets. Institutions are examining everything from their marketing strategies to what they present and who presents it. (One venerable Chicago institution, the Chicago Symphony Orchestra, hired its first African-American musician, trumpeter Tage Larsen, in 2002.) Meanwhile, smaller arts groups are struggling to establish solid organizations to back their often excellent artistic product—a task that is even more important, and more difficult, in hard times.

“Efforts are being made to bring classical music, world music and jazz under the same roof, see what they have to say to one another, and build events around them that will attract [new] audiences. Such cross-cultural dialogue, if done right, can be both enjoyable for the public and healthy for institutions commonly perceived as resistant to change.” Chicago Tribune

The Joyce Foundation, having reexamined its Culture program in 2002, announced new guidelines to help with both these tasks: stabilizing community-based arts groups through capacity-building grants, and encouraging mainstream cultural organizations to increase the participation of audiences of color, including by commissioning significant new works by minority artists.

Education

CHICAGO AND ILLINOIS

Business and Professional People for the Public Interest
Chicago, IL \$100,000
To support advocacy for district policies that foster and strengthen small schools in Chicago. (1 yr.)

Chicago Community Trust
Chicago, IL \$1,500,000
To support the Chicago High School Redesign Initiative in efforts to improve the performance of high schools by splitting them into smaller units. (5 yrs.)

Chicago Lawyers' Committee for Civil Rights Under Law, Inc.
Chicago, IL \$200,000
To initiate a pilot program to determine how multiple assessment measures could be used in Chicago public schools to improve student performance. (2 yrs.)

Chicago Panel on School Policy
Chicago, IL \$125,000
To support research publications focusing on professional development of teachers and high school restructuring. (1 yr.)

Chicago United, Inc.
Chicago, IL \$110,000
To support its efforts to improve the recruitment, training, and retention of minority teachers in Illinois. (1 yr.)

Coalition for Improved Education in South Shore
Chicago, IL \$270,000
To support continued advocacy for high-quality education within nine South Shore elementary schools and the South Shore High School. (2 yrs.)

Columbia College Community Media Workshop
Chicago, IL \$65,000
For continued support of its Chicago Successful Schools Project, a media communications effort designed to raise public awareness of local school councils and, through a website, to improve communication among council leaders across the city. (1 yr.)

Erikson Institute
Chicago, IL \$165,625
To study the feasibility of providing universal access to early childhood education for families in Chicago. (1 yr.)

Leadership for Quality Education
Chicago, IL \$75,000
To continue its assistance to Chicago charter schools. (1 yr.)

Metropolitan Planning Council
Chicago, IL \$100,000
To continue promoting the adoption of school financing reforms designed to ensure greater equity among districts in Illinois and to advocate for effective educational technology investments. (1 yr.)

Parents United for Responsible Education
Chicago, IL \$110,000
To provide training for local school councils, parents, and other school community members committed to improving the quality of education in local schools. (1 yr.)

CLEVELAND AND OHIO

Cleveland Initiative for Education
Cleveland, OH \$1,000,000
To support its merger with the Cleveland Summit on Education; the new organization would focus on areas critical to sustaining school change. (2 yrs.)

Community Renewal Society
Chicago, IL \$390,000
To support the Community Renewal Society's *Catalyst: Voices of Cleveland School Reform*, a bimonthly publication. (2 yrs.)

MILWAUKEE AND WISCONSIN

Alverno College
Milwaukee, WI \$460,000
To coordinate the Southeastern Wisconsin Assessment Collaborative, a partnership of 20 school districts (including the Milwaukee Public Schools) working together to develop, implement, and validate a new performance assessment system for measuring student achievement. (3 yrs.)

Institute for Wisconsin's Future, Inc.
Milwaukee, WI \$515,000
For analysis of Wisconsin's school funding formula, a statewide education campaign on school finance issues, and the development of a new school finance plan for Wisconsin. (2 yrs.)

Neighborhood Improvement Development Corporation, Inc.
Milwaukee, WI \$78,776
To support the development of a hybrid elementary school and youth club facility. (18 mos.)

SRI International
Menlo Park, CA \$240,000
To assist the Milwaukee Public Schools in designing a district-wide mentoring and coaching network that incorporates a set of web-based tools, services, and support strategies. (1 yr.)

University of Wisconsin-Madison Wisconsin Center for Education Research
Madison, WI \$550,000
To assist the Milwaukee Public Schools in implementing a student assessment system that more accurately measures what students have learned, and an accountability system to measure the quality of education a school provides. (2 yrs.)

MULTI-SITE

Center for Law and Education, Inc.
Washington, DC \$300,000
For continued support of the National Title I and School Reform Project. (2 yrs.)

KnowledgeWorks Foundation
Cincinnati, OH \$45,000
To support the Ohio Eight Coalition, a collaboration of the superintendents and teachers union presidents of Ohio's eight largest urban school districts. (9 mos.)

National Center for Fair and Open Testing
Cambridge, MA \$160,000
To promote alternative assessment and accountability in public education and to continue its work with the Assessment Reform Network. (1 yr.)

Northwestern University School of Education and Social Policy
Evanston, IL \$420,000
To support the Urban/Suburban Northwestern Consortium, a partnership of 11 public and private elementary and high schools in the Chicago metropolitan area which fosters relationships between administrators, teachers, and students in support of improved curricula and teaching techniques and creates multicultural exchanges between city and suburban students. (2 yrs.)

Recruiting New Teachers, Inc.
Belmont, MA \$227,815
For recruitment, preparation, placement, and retention of minority teachers in Illinois. (1 yr.)

Tides Center Funders Forum on Environment and Education
San Francisco, CA \$75,000
To support a Wingspread Symposium on Healthy Schools by Design. (1 yr.)

University of Notre Dame Institute for Latino Studies
Notre Dame, IN \$408,177
To develop statewide information systems on the status of minority students, especially ones from Latino backgrounds, in K-12 public education in Illinois and Wisconsin. (2 yrs.)

Total Education \$7,690,393
(1 yr.)

Employment

WELFARE REFORM

Federation for Community Planning

Cleveland, OH \$250,000

To conduct policy and tax analyses that would be used to educate legislators and human service providers about the impacts of current and proposed policies on low-income workers. (2 yrs.)

Manpower Demonstration Research Corporation

New York, NY \$325,000

To extend MDRC's analysis of welfare reform impacts in Cleveland through 2004, in order to capture the effects of the economic downturn, as well as time limits, on families leaving welfare. (2 yrs.)

Northwestern University Joint Center for Poverty Research

Evanston, IL \$250,000

To continue longitudinal surveys and administrative data research on how Illinois families have fared since the state's implementation of welfare reform policies. (1 yr.)

Work, Welfare and Families

Chicago, IL \$400,000

For continued support of the Midwest Partners project, a coalition of state-based advocacy organizations in six Midwest states. (2 yrs.)

WORKFORCE PREPARATION

Center for Labor and Community Research

Chicago, IL \$225,000

For support of the Food Chicago Project, which works with food processing manufacturers to develop training programs to help low-wage workers gain the skills necessary to advance to higher-wage jobs. (18 mos.)

Center for Workforce Preparation and Quality Education

Washington, DC \$50,000

To survey businesses in 14 Midwest cities about their awareness of, level of interaction with, and satisfaction with local workforce development systems. (6 mos.)

Center on Budget and Policy Priorities

Washington, DC \$600,000

To support its analyses of welfare and workforce development reauthorization proposals and continue to support the technical assistance work it provides to Midwest advocacy organizations. (2 yrs.)

Chicago Women in Trades

Chicago, IL \$140,000

To advocate for policies that support training and access to high-wage, nontraditional jobs for women in Illinois. (2 yrs.)

Heartland Alliance for Human Needs and Human Rights

Chicago, IL \$75,000

To support the Illinois Poverty Summit project, which works to educate leaders about the underpinnings of persistent poverty in Illinois and engages

state legislators and other policy leaders in generating and implementing policy ideas post-welfare reform. (1 yr.)

University of Wisconsin-Madison

Center on Wisconsin Strategy

Madison, WI \$200,000

To support *Rebuilding the Career Ladder: Documenting and Disseminating Lessons in Advancement of Low Wage Workers in South Central Wisconsin*, which would report how this project was able to advance low-wage workers into higher-paying jobs. (2 yrs.)

OTHER

Lifetrack Resources, Inc.

St. Paul, MN \$420,000

To complete the evaluation of the Advancement Plus (formerly known as TransitionWorks) program, a transitional jobs program for low-skilled job seekers, especially welfare recipients and immigrants. (2 yrs.)

National Center on Poverty Law, Inc.

Chicago, IL \$385,000

To support Financial Links for Low-Income People, an ongoing effort to improve policies and practices related to financial education, financial services, and asset-building opportunities for low-income people in Illinois. (2 yrs.)

Total Employment \$3,320,000

Environment

ENERGY PRODUCTION AND USE

American Council for an Energy-Efficient Economy

Washington, DC \$75,000

To support efforts to promote federal energy policies that would improve automobile fuel efficiency and encourage more efficient buildings and appliances. (1 yr.)

Center for Clean Air Policy

Washington, DC \$100,000

To support the Center's Air Quality Dialogue, which seeks to identify a compromise proposal for cleaning up power plants. (1 yr.)

Center for Resource Solutions

San Francisco, CA \$35,000

To support a business-to-business workshop in Wisconsin to encourage business and institutional consumers to purchase "Green Energy." (1 yr.)

Clean Air Task Force, Inc.

Boston, MA \$150,000

To support research and advocacy efforts, as part of a larger long-term effort to reduce the air pollution caused by the Midwest's older coal-fired electric power plants. (1 yr.)

Environmental and Energy Study Institute

Washington, DC \$250,000

For briefings of federal and state policy makers regarding follow-up and implementation of newly established federal farm policies relating to renewable energy development, as well as other federal policies involving energy production and energy efficiency. (2 yrs.)

Environmental Law and Policy

Center of the Midwest

Chicago, IL \$700,000

To support the Center's regional energy project. (2 yrs.)

Minnesotans for an Energy Efficient Economy

St. Paul, MN \$350,000

To advocate for state energy, transportation, and tax policies that would promote energy efficiency and discourage waste and pollution. (2 yrs.)

Natural Resources Defense Council, Inc.

New York, NY \$250,000

To support the Midwest Desk, which bridges the Council's activities involving energy policy, clean air, and electric utilities with Midwest advocacy groups and policy makers interested in those issues. (2 yrs.)

Union of Concerned Scientists, Inc.

Cambridge, MA \$200,000

To advocate for policies supporting renewable energy resources, such as wind, solar, and energy from crops in Illinois, Iowa, Minnesota, and Wisconsin. (2 yrs.)

Izaak Walton League of America, Inc.

Gaithersburg, MD \$480,000

To support public and policy maker campaigns in Midwest states and Ontario about air pollution from the region's older coal-fired electric power plants. (1 yr.)

GREAT LAKES WATER QUALITY

Canadian Environmental Law Association

Toronto, Ontario, Canada

\$43,000

To support activities to improve water quality in the Great Lakes basin. (1 yr.)

Great Lakes Commission

Ann Arbor, MI \$195,000

To inventory water quality monitoring programs in the Great Lakes basin, including assessing the impact of proposed federal and state budget changes on existing programs. (18 mos.)

Michigan Environmental Council

Lansing, MI \$98,950

To support activities that examine institutional issues facing the Great Lakes ecosystem. (1 yr.)

Michigan Technological University

Department of Social Sciences

Houghton, MI \$80,976

To research gaps in the regulation of septic systems in the Great Lakes basin, with particular emphasis on the Great Lakes shoreline, and to identify the reasons for and recommend solutions to those gaps. (1 yr.)

Ohio Environmental Council
Columbus, OH \$200,000
For continued support of efforts to improve Ohio policies governing the protection and restoration of the state's rivers, streams, and lakes, including Lake Erie. (2 yrs.)

Open Lands Project
Chicago, IL \$221,275
To develop a database and map documenting open space and natural areas in 14 counties in Wisconsin, Illinois, and Indiana that could become the basis for natural resource protection in the Lake Michigan basin. (18 mos.)

Pacific Institute for Studies in Development, Environment, and Security
Oakland, CA \$70,500
For production of a written evaluation of freshwater issues specific to the Great Lakes. (1 yr.)

REDUCE TOXIC SUBSTANCES

Environmental Defense, Inc.
New York, NY \$200,000
For continued leadership of the Pollution Prevention Alliance. (2 yrs.)

Environmental Defense, Inc.
New York, NY \$500,000
To support efforts to take maximum advantage of funding opportunities for environmental conservation under the recent farm bill. (2 yrs.)

Sierra Club Foundation
San Francisco, CA \$300,000
To support efforts to establish better state-level policies with respect to toxic air pollution in Wisconsin and Minnesota. (2 yrs.)

Tellus Institute
Boston, MA \$350,000
For the development of a framework for reporting on the environmental performance of individual facilities, primarily manufacturing plants. (2 yrs.)

SUPPORT GREAT LAKES NETWORK

Environmental Law Institute
Washington, DC \$75,000
To build state and regional governments' capacity to address the proliferation of non-native invasive species. (1 yr.)

Environmental Support Center, Inc.
Washington, DC \$21,052
To assess the technical needs of up to 50 Great Lakes environmental organizations. (6 mos.)

Illinois Environmental Council Education Fund
Springfield, IL \$90,000
To support staff rebuilding. (2 yrs.)

Institute for Conservation Leadership
Takoma Park, MD \$58,000
To develop and implement an advanced training program for the executive directors of selected Great Lakes environmental organizations. (1 yr.)

Laidlaw Foundation
Toronto, Ontario, Canada \$85,000
To enable the Sustainability Network to bring customized technical assistance to the leaders of selected Canadian environmental organizations in the Great Lakes basin. (2 yrs.)

League of Conservation Voters Education Fund
Washington, DC \$50,000
For production of environmental briefing books targeting policy makers and opinion leaders in Illinois, Michigan, and Wisconsin. (1 yr.)

Minnesota Environmental Partnership
St. Paul, MN \$75,000
To educate legislators about the Protect Our Water agenda, and to support a project helping Minnesota farmers to participate in the conservation programs established in 2002 federal farm legislation. (1 yr.)

Northeast-Midwest Institute
Washington, DC \$200,000
For ongoing support of policy work associated with the Institute's Great Lakes Program. (1 yr.)

TRANSPORTATION AND LAND USE

Metropolitan Planning Council
Chicago, IL \$150,000
To organize and represent a business leaders' group that advocates for better transportation alternatives in the northern Illinois region and to promote improvements in freight rail. (1 yr.)

Michigan Land Use Institute
Beulah, MI \$150,000
To support efforts to reform state and local transportation policies throughout Michigan. (1 yr.)

Minnesota Center for Environmental Advocacy
St. Paul, MN \$212,140
To support the Center's continued partnership with state business interests to advocate for better state transportation policies. (2 yrs.)

1000 Friends of Wisconsin Land Use Institute, Inc.
Madison, WI \$92,500
To create a solidly researched policy agenda for transportation reform in the state. (1 yr.)

Surface Transportation Policy Project
Washington, DC \$200,000
For research and policy development aimed at shifting the balance of federal and state funding away from expanding state highways, thereby reducing damage to air and water quality. (1 yr.)

Surface Transportation Policy Project
Washington, DC \$100,000
To enable a new spin-off group, Smart Growth America, to identify and promote ways in which federal and state transportation policy could help improve water quality. (1 yr.)

Transit for Livable Communities
St. Paul, MN \$150,000
For continued analysis of transportation planning and spending in Minnesota, and to educate the media and the public on transportation and land use issues. (2 yrs.)

OTHER

Center for a Sustainable Economy
Washington, DC \$300,000
To promote the use of federal and state tax policy to address environmental problems. (2 yrs.)

Center for Rural Affairs
Walthill, NE \$200,000
To follow up on conservation options created by federal agriculture legislation in 2002 and to document examples of conservation-based development that have worked in Midwest rural areas. (2 yrs.)

Third Way Foundation, Inc.
Washington, DC \$250,000
To help state policy makers identify and adopt state and local solutions to emerging environmental threats such as climate change and reduced or polluted water supply. (2 yrs.)

Union of Concerned Scientists, Inc.
Cambridge, MA \$200,000
For work that encourages the adoption of policies that would reduce the use of antibiotics in animal agriculture. (2 yrs.)

University of Michigan School of Natural Resources and Environment
Ann Arbor, MI \$279,806
To develop the Minority Environmental Leadership Development Initiative. (3 yrs.)

World Resources Institute
Washington, DC \$200,000
To convene policy makers and experts from the business and academic communities to develop a blueprint for the environmentally safe use of genetic engineering in agriculture. (18 mos.)

Total Environment \$7,988,199

Gun Violence

ACTIVATING MEDICAL PROFESSIONALS

Physicians for Social Responsibility

Washington, DC \$150,000

To organize the medical and public health communities to educate their patients and policy makers about the dangers of keeping firearms in the home and the policies and practices that would reduce gun-related death and injury. (2 yrs.)

BUILDING COALITIONS

Citizens for a Safer Minnesota Education Fund

St. Paul, MN \$200,000

To educate the public and policy makers about the need for gun violence prevention policies and to work toward their implementation. (27 mos.)

Consumer Federation of America Foundation

Washington, DC \$400,000

To advocate for the treatment and regulation of guns as consumer products. (2 yrs.)

Illinois Council Against Handgun Violence

Chicago, IL \$375,000

For continued support of the OnTarget Coalition, a network of organizations working to address gun violence as a public health issue. (2 yrs.)

Indiana University Department of Pediatrics

Indianapolis, IN \$250,000

To support the Indiana Partnership to Prevent Firearm Violence, a project of Indiana University, for the development and implementation of the Indiana Firearm Injury and Fatality Reporting System. (2 yrs.)

Iowans for the Prevention of Gun Violence

Cedar Rapids, IA \$250,000

To support state and national level efforts to promote public health policies to prevent gun-related deaths and injuries. (21 mos.)

INCREASE PUBLIC AWARENESS

Boston University School of Public Health

Boston, MA \$200,000

To support the Join Together Gun Violence Prevention Project, including its website and online services, and the provision of technical assistance to individuals and organizations interested in gun violence prevention. (2 yrs.)

Mark Karlin & Associates

Chicago, IL \$192,000

For publication of research results on gun violence. (2 yrs.)

POLICY RESEARCH

Ohio State University Foundation

Columbus, OH \$399,967

For the creation of a comprehensive Second Amendment Research Center. (2 yrs.)

Violence Policy Center

Washington, DC \$800,000

To support research, public education, communication, and advocacy efforts promoting public health-oriented gun violence prevention policies. (18 mos.)

Total Gun Violence \$3,216,967

Money and Politics

DISCLOSURE/REGULATION

Center for Public Integrity

Washington, DC \$125,000

For development of a searchable database of registered lobbyists in all 50 states and the identification of all former lawmakers who are currently lobbyists and the interests they represent. (1 yr.)

LEGAL PROJECTS

Brennan Center for Justice

New York, NY \$175,000

To coordinate the legal defense of the Bipartisan Campaign Reform Act. (1 yr.)

National Voting Rights Institute

Boston, MA \$175,000

To support efforts to define a new and more expansive constitutional framework for regulating campaign finance practices. (1 yr.)

STATE/LOCAL REFORM PROJECTS

Michigan Campaign Finance Network

Lansing, MI \$285,000

To support efforts to reform Michigan's campaign finance laws through research, public education, coalition building, news media outreach, and policy advocacy. (15 mos.)

Minnesota Alliance for Progressive Action

St. Paul, MN \$100,000

To support its research, organizing, communications, public education, and advocacy work on comprehensive campaign finance reform. (1 yr.)

Money & Politics Iowa

West Des Moines, IA

\$155,615

To identify, evaluate, and promote discussion of campaign finance reform options through research, analysis, communications, and public education. (2 yrs.)

Protestants for the Common Good

Chicago, IL \$75,000

To support organizing, education, and advocacy activities for campaign finance and governmental ethics reform in Illinois. (1 yr.)

University of Illinois at Springfield

Abraham Lincoln Presidential

Center for Governmental

Studies, formerly known as

Illinois Legislative

Studies Center

Springfield, IL \$115,294

To support the Sunshine Project for updates and refinements of the campaign finance database, analyses of contributions and expenditures, dissemination of research findings, and advocacy. (2 yrs.)

Wisconsin Citizen Action Fund, Inc.

Milwaukee, WI \$80,000

To support ongoing efforts to promote a voluntary full public financing system for state Supreme Court candidates. (1 yr.)

Wisconsin Democracy Campaign

Education Project, Inc.

Madison, WI \$250,000

To support efforts to reform Wisconsin's campaign finance laws through research, education, coalition building, and policy advocacy. (1 yr.)

OTHER

Greater Birmingham Ministries, Inc.

Birmingham, AL \$40,000

To support efforts of the Fannie Lou Hamer Project to frame the campaign finance problem as a civil rights issue and mobilize support for reform within communities of color. (18 mos.)

Proteus Fund, Inc.

Amherst, MA \$60,000

To support the CF DataExchange, a new extranet website designed to improve communications among national and state-based reform organizations on a range of operational and strategic matters, including research, policy development, media relations, public education activities, and organizing. (2 yrs.)

Total Money and Politics \$1,635,909

Culture

Black Ensemble Theater Corporation

Chicago, IL \$85,000

To support the implementation of the theater's leadership transition plan. (2 yrs.)

Chicago Chamber Musicians

Chicago, IL \$37,500

To support a project to increase participation from the African-American community. (1 yr.)

Chicago Cultural Center Foundation

Chicago, IL \$65,000

To increase community involvement in the fourth annual World Music Festival and to provide support for a strategic planning process. (1 yr.)

Chicago Humanities Festival

Chicago, IL \$30,000

To support African-American audience cultivation for the North American premiere of "Princess Magogo," the first African opera to be performed before an international audience. (1 yr.)

Chicago Sinfonietta, Inc.

Chicago, IL \$160,000

To support the presentation of symphonic work by significant composers of color, performed by minority guest artists, and its collaboration with schools and community groups in the Logan Square and North Lawndale communities. (2 yrs.)

Chicago Symphony Orchestra

Chicago, IL \$250,000

To support an audience development initiative targeting African-Americans. (3 yrs.)

Chicago Theatre Group, Inc.

Chicago, IL \$100,000

To support the residencies of artistic associate Henry Godinez and resident director Chuck Smith at the Goodman Theatre. (1 yr.)

Ebony Talent Associates Creative Arts Foundation

Chicago, IL \$35,000

To support the development of new programs to increase earned income. (1 yr.)

Guild Complex

Chicago, IL \$30,000

For continued development of a strategic plan aimed at organizational sustainability, including continuation of the "Signature Reading Series" to build memberships and increase earned income. (1 yr.)

Luna Negra Danza Teatro

Chicago, IL \$25,000

To help develop a strategic plan. (9 mos.)

Steppenwolf Theatre Company

Chicago, IL \$70,000

To support a collaboration with Congo Square Theatre that would result in a production on Steppenwolf's main stage. (1 yr.)

Young Audiences, Inc.

New York, NY \$35,000

To support development of Arts for Learning Chicago, an Internet-based resource that uses the arts to improve teaching. (1 yr.)

Total Culture \$922,500

Special Opportunities

Alliance for Justice, Inc.

Washington, DC \$75,000

For implementation in the Great Lakes region of its Nonprofit Advocacy Project and Foundation Advocacy Initiative. (1 yr.)

American Civil Liberties Union Foundation

New York, NY \$150,000

To support the new Security and Civil Liberties Task Force. (2 yrs.)

Center on Education Policy

Washington, DC \$200,000

For case studies of the special education systems in Chicago, Cleveland, and Milwaukee in order to inform revisions of the Individuals with Disabilities Education Act; and to monitor implementation of the No Child Left Behind Act. (15 mos.)

Chicago Bar Foundation

Chicago, IL \$50,000

To support the Equal Justice Illinois Campaign, a public education effort to build support for an increase in the state appropriation for public legal services for low-income and disadvantaged Illinois citizens. (18 mos.)

Community Renewal Society

Chicago, IL \$75,000

For expansion and capacity-building activities. (1 yr.)

Illinois Tax Accountability Project

Chicago, IL \$75,000

To support research and analysis, policy development and advocacy, and public and policy maker education activities on Illinois tax and fiscal issues. (1 yr.)

Institute on Taxation and Economic Policy

Washington, DC \$150,000

To develop analyses and proposals that promote tax reform in support of social programs in Midwest states. (2 yrs.)

National Committee for Responsive Philanthropy

Washington, DC \$40,000

For general support. (2 yrs.)

Total Special Opportunities

\$815,000

President's Discretionary Fund

Action, Inc. Coalition for Alternative Wastewater Treatment

Gloucester, MA \$20,000

For support of the Soft Path Integrated Water Resources Workshop.

African American Arts Alliance of Chicago

Chicago, IL \$5,000

For support of the Alliance's organizational development.

Applied Information Resources, Inc.

Cincinnati, OH \$11,000

To support publication of a case history on a successful campaign finance reform effort in Cincinnati.

Art Institute of Chicago

Chicago, IL \$20,000

To support the Focus series of exhibitions at the Art Institute.

Ceasefire Pennsylvania Education Fund

Philadelphia, PA \$16,200

To support a planning conference for a national coalition-building and public education campaign around the dangers of assault weapons.

Center for Book Culture

Chicago, IL \$20,000

To support the International Literature Project.

Chicago Foundation for Education

Chicago, IL \$20,000

For support of an educational technology program.

Chicago Metropolis 2020

Chicago, IL \$20,000

For support of a Blue Ribbon Panel on the Illinois state budget.

Chinese Mutual Aid Association

Chicago, IL \$20,000

To support the Independent Monitoring Board of the Immigration and Naturalization Service to establish a Federal Ombudsman Office.

Collins Center for Public Policy, Inc.

Miami, FL \$10,000

To support programming and outreach of the Transportation Funders Group within the Funders' Network for Smart Growth and Livable Communities.

Corporation for Supportive Housing

Chicago, IL \$20,000

To develop public policy recommendations on career advancement programs for individuals who are homeless or who are residing in permanent supportive housing.

Environmental Grantmakers Association

Rockefeller Family Fund, Inc.

New York, NY \$20,000

To support expanded grant making for sustainable agriculture through programs of the Sustainable Agriculture and Food Systems working group.

Erikson Institute
Chicago, IL \$16,500

To support "For Chicago's Children: A Forum on Early Childhood Education," a convening of 75 early childhood advocates in Chicago.

Foundation Center
New York, NY \$20,000
For general support.

Future Teachers of Chicago/Illinois
Chicago, IL \$20,000
To support capacity building.

Grantmakers in the Arts
Seattle, WA \$10,000
For support of its 2002 Annual Conference.

Handgun-Free America
Arlington, VA \$10,000
To support a student grassroots gun violence prevention campaign.

Heartland Alliance for Human Needs and Human Rights
Chicago, IL \$20,000
To support the Transitional Jobs Program.

Howard Area Community Center
Chicago, IL \$10,000
For support of the Center's Adult Education and Employment Program.

Illinois State University Foundation Stevenson Center for Community and Economic Development
Normal, IL \$9,796
To support the 2002 Illinois Economic Development Policy Conference.

Institute for Women's Policy Research
Washington, DC \$20,000
To support the Institute's work on social security reform.

Joint Center for Political and Economic Studies, Inc.
Washington, DC \$10,000
For support of research and program activities.

John F. Kennedy Library Foundation
Boston, MA \$9,000
For support of educational programs.

Legal Assistance Foundation of Chicago
Chicago, IL \$20,000
To support a study on racial discrimination and job opportunities for low-income African-Americans in the greater Chicago area.

Lookingglass Theatre Company
Chicago, IL \$20,000
To support the production of "Race," and audience development targeting African-Americans.

Mikva Challenge Grant Foundation, Inc.
Chicago, IL \$15,000
For support of the 2002 Active Citizen Project.

Muntu Dance Theatre
Chicago, IL \$5,000
To support executive training.

National Center on Poverty Law, Inc.
Chicago, IL \$10,000
To support publication of a special issue of the *Clearinghouse Review* on racial justice.

National Civic League, Inc.
Denver, CO \$20,000
To support a conference on "Inclusiveness and the Democracy Movement: A Focus on Electoral Reform" in Washington, DC.

New Hope Project, Inc.
Milwaukee, WI \$20,000
For support of a data-matching project on how federal and state tax and benefits policies affect the ability of lower-income families to improve their economic circumstances.

Northeast-Midwest Institute
Washington, DC \$20,000
To support mayors of Great Lakes shoreline communities in developing a shared vision for Great Lakes restoration.

Ohio State University Foundation Department of History
Columbus, OH \$20,000
To support a scholarly investigation of the *United States v. Emerson* court decision.

People's Music School, Inc.
Chicago, IL \$2,500
To support a collaboration with the Chicago Symphony Orchestra.

Physicians for a Violence-Free Society
San Francisco, CA \$20,000
To support the Family Violence and Firearms portion of the PVS Physician Network.

Posse Foundation, Inc.
New York, NY \$20,000
To support capacity-building in the Chicago office.

Redmoon Theater
Chicago, IL \$12,500
For support of strategic planning.

San Francisco Foundation
San Francisco, CA \$20,000
To support the Butler Koshland Fund.

SRI International
Menlo Park, CA \$19,956
To support strategic planning for teacher mentoring and collaboration among 6,000 Milwaukee public school teachers.

Uhlich Children's Home
Chicago, IL \$20,000
For support of the Hands Without Guns program.

United States Hispanic Leadership Institute
Chicago, IL \$20,000
For publication of *2002 Almanac of Latino Politics*.

University of Illinois Regional Economics Applications Laboratory
Urbana, IL \$10,000
To support the preparation of a publication on the job-creation potential of energy efficiency and renewables in the Midwest for distribution to policy makers.

University of Illinois at Chicago College of Architecture and the Arts
Chicago, IL \$20,000
To support a public programming initiative at the Hull House Museum.

University of Illinois at Chicago Office of Social Science Research
Chicago, IL \$15,000
To support the Lectures in the Community series.

University of North Carolina Injury Prevention Research Center
Chapel Hill, NC \$20,000
To support a small-scale study about attitudes toward firearm ownership and storage among married couples in U.S. households.

Voices for Illinois Children
Chicago, IL \$20,000
To support the Budget and Tax Policy Initiative.

Wisconsin Democracy Campaign Education Project, Inc.
Madison, WI \$7,500
For support of legal services to enforce implementation of Wisconsin's Right to Know law.

Women & Philanthropy
Washington, DC \$5,000
For general support of the 25th anniversary annual meeting.

Youth E-Vote, Inc.
Washington, DC \$5,000
For support of the Freedom's Answer voter turnout program.

Total Discretionary Grants
\$744,952

Membership Grants

Asian Americans/Pacific Islanders in Philanthropy
San Francisco, CA \$2,500
Membership grant. (1 yr.)

Council on Foundations, Inc.
Washington, DC \$39,600
Membership grant. (1 yr.)

Donors Forum of Chicago
Chicago, IL \$17,820
Membership grant. (1 yr.)

Environmental Grantmakers Association Rockefeller Family Fund, Inc.
New York, NY \$5,452
Membership grant. (1 yr.)

Grantmakers for Education
Portland, OR \$6,500
Membership grant. (1 yr.)

Grantmakers in Health
Washington, DC \$2,000
Membership grant. (1 yr.)

Grantmakers in the Arts
Seattle, WA \$2,500
Membership grant. (1 yr.)

Independent Sector
Washington, DC \$12,500
Membership grant. (1 yr.)

Total Memberships \$88,872

Joyce Foundation Employee Matching Grants Program
\$36,791
Payments in 2002 to match employee contributions.

Total Grants
Approved \$26,459,583

Summary of 2002 Grants

	NUMBER	APPROVED	PAID
Education	25	\$7,690,393	\$9,295,370
Employment	12	3,320,000	7,320,286
Environment	42	7,988,199	9,600,407
Gun Violence	10	3,216,967	3,350,021
Money and Politics	12	1,635,909	2,997,257
Culture	12	922,500	1,317,500
Special Opportunities	8	815,000	963,600
Joyce Millennium Initiatives	0	0	569,455
Discretionary and Memberships	57	870,615	870,615
TOTAL 2002 GRANTS	178	\$26,459,583	\$36,284,511

Report by Independent Auditor

To the Board of Directors of The Joyce Foundation

We have audited the accompanying statements of financial position of The Joyce Foundation as of December 31, 2002 and 2001 and the related 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 these financial statements based on our audits.

We conducted our audits in accordance with 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 that 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 Joyce Foundation as of December 31, 2002 and 2001 and the changes in its net assets and its cash flows for the years then ended in conformity with U.S. generally accepted accounting principles.

Altschuler, Melvoin and Glasser LLP

Chicago, Illinois

March 14, 2003

Statements of Financial Position

THE JOYCE FOUNDATION	DECEMBER 31, 2002	DECEMBER 31, 2001
Assets		
Cash	\$ 221,961	\$ 484,600
Due from brokers for sales of securities	21,495	35,592,918
Investments (including amounts pledged under securities lending program of \$29,502,268 and \$21,011,188 for 2002 and 2001, respectively)		
Short-term money market investments	11,007,076	15,824,613
U.S. government and corporate bonds (cost: 2002 - \$161,942,298; 2001 - \$223,388,384)	163,110,003	224,851,017
Stocks (cost: 2002 - \$396,141,637; 2001 - \$411,189,364)	331,250,236	403,573,155
Investment partnerships (equity method: 2002 - \$147,719,187; 2001 - \$177,537,781)	146,224,811	185,711,218
Program-related investments (at cost)	392,000	415,000
Real estate and mineral rights (cost: \$405,779 in 2002 and 2001)	442,761	442,761
Prepaid federal excise tax	1,035,518	1,212,518
Other assets	65,872	190,727
	<hr/>	<hr/>
	\$ 653,771,733	\$ 868,298,527
Liabilities and Net Assets		
Current liabilities		
Due to brokers for purchases of securities	\$ 19,980,091	\$ 89,315,631
Grants payable	16,264,657	26,089,585
	<hr/>	<hr/>
	36,244,748	115,405,216
Net assets - unrestricted	617,526,985	752,893,311
	<hr/>	<hr/>
	\$ 653,771,733	\$ 868,298,527

See accompanying notes.

Statements of Activities

THE JOYCE FOUNDATION	YEAR ENDED DECEMBER 31, 2002	YEAR ENDED DECEMBER 31, 2001
Investment return		
Gain (loss) on marketable investments		
Net realized	\$ (29,958,679)	\$ (12,898,698)
Change in unrealized	(60,739,114)	(49,292,935)
Partnership loss	(29,893,694)	(22,901,378)
Interest income	9,812,768	12,390,413
Dividend income	7,484,691	7,203,281
Other income	118,340	240,864
	(103,175,688)	(65,258,453)
Investment expenses	1,805,746	1,993,255
	(104,981,434)	(67,251,708)
Expenditures		
Grants awarded <i>(grant payments made, net of grants returned, of \$35,488,068 in 2002 and \$42,375,076 in 2001)</i>	25,663,140	36,859,216
Administrative expenses	4,544,752	4,543,834
Federal excise tax	177,000	245,000
	30,384,892	41,648,050
Decrease in unrestricted net assets	(135,366,326)	(108,899,758)
Unrestricted net assets		
Beginning of year	752,893,311	861,793,069
End of year	\$ 617,526,985	\$ 752,893,311

See accompanying notes.

Statements of Cash Flows

THE JOYCE FOUNDATION	YEAR ENDED DECEMBER 31, 2002	YEAR ENDED DECEMBER 31, 2001
Operating activities		
Decrease in unrestricted net assets	\$ (135,366,326)	\$ (108,899,758)
Realized loss on sales of investments	29,958,679	12,898,698
Decrease in market value of investments	60,739,114	49,292,935
Loss from partnerships	29,893,694	22,901,378
Changes in		
Other assets	124,855	(150,123)
Prepaid federal excise tax	177,000	1,245,000
Grants payable	(9,824,928)	(5,515,860)
Net cash used in operating activities	(24,297,912)	(28,227,730)
Investing activities		
Proceeds from sales of stocks and bonds	1,115,457,135	1,167,795,577
Purchases of stocks and bonds	(1,093,050,662)	(1,141,189,693)
Investments in partnerships	(3,259,250)	(6,380,600)
Distributions from partnerships	9,682,587	25,207,824
Net sales and purchases of short-term money market investments	(4,817,537)	1,731,695
Net purchases and sales of mutual fund investments		(20,794,091)
Sales of program-related investments	23,000	23,000
Net cash provided by investing activities	24,035,273	26,393,712
Decrease in cash	(262,639)	(1,834,018)
Cash		
Beginning of year	484,600	2,318,618
End of year	\$ 221,961	\$ 484,600

See accompanying notes.

Notes

Note 1 Nature of Activities and Significant Accounting Principles

Nature of Activities The Joyce Foundation (the "Foundation") is a nonprofit organization that focuses on a limited number of carefully defined program areas, primarily education, employment, environment, gun violence, money and politics, and culture.

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 the estimates.

Income Taxes The Foundation is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code and applicable state law. However, as a private charitable foundation, it is subject to a federal excise tax based on net investment income.

Investments Marketable securities and exchange-traded futures contracts are reflected at market value based on quoted prices. Investment partnerships and real estate and mineral rights are reflected at approximate fair value, as determined by management. Realized and unrealized gains and losses from changes in market values are reflected in the Statements of Activities.

Securities Lending The Foundation participates in a securities lending program administered by the Foundation's custodian. Under this program, securities are periodically loaned to selected brokers, banks or other institutional borrowers of securities, for which collateral in the form of cash, letters of credit, or government securities may not be less than 102 percent of the market value of the loaned securities plus accrued but unpaid interest or dividends. The Foundation bears the risk that it may experience delays in the recovery or even loss of rights in the collateral should the borrower of the securities fail to meet its obligations.

Fixed Assets The cost of leasehold improvements, furniture and equipment is charged to expense in the year they are acquired rather than being capitalized, as the amounts involved are deemed to be immaterial.

Grants Grants specifically committed to designated grantees, but not yet paid, are accrued as grants payable.

Translation of Foreign Currencies Assets and liabilities denominated in foreign currencies are translated at year-end exchange rates. Revenue and expense items are translated at average rates of exchange for the year. Translation gains and losses are included in income.

Note 2 Fair Value of Financial Instruments

Substantially all of the Foundation's assets and liabilities are considered financial instruments and are either already reflected at fair value or are short-term or replaceable on demand. Therefore, their carrying amounts approximate their fair values.

Note 3 Investment Partnerships

The Foundation holds limited partnership interests in various venture capital partnerships, all of which invest in and trade marketable securities. The Foundation holds another limited partnership interest that invests in and trades marketable securities and futures contracts. The partnerships reflect these investments at market value. The Foundation's share of its net assets and income or losses is reflected in the financial statements using the equity method of accounting. The Foundation had open commitments to make additional partnership investments of \$12,225,143 at December 31, 2002 (2001 - \$15,484,393).

Note 4 Program-Related Investments

The Foundation had three program-related investments at December 31, 2002 and 2001:

Investment \$92,000 (2002), \$115,000 (2001) investment in Series B2 preferred stock of the Shorebank Corporation, Chicago Illinois
Purpose To encourage the revitalization of the Austin community of Chicago

Investment \$75,000 callable loan to the Women's Self-Employment Project, Inc., Chicago, Illinois (interest at 3% per year)
Purpose To capitalize revolving loan fund to assist low-income women in establishing businesses to increase their self-sufficiency based on the Bangladesh Grameen Bank model

Investment \$225,000 investment in Series E preferred stock of the Shorebank Corporation, Chicago, Illinois
Purpose To support rural economic development involving expert technical assistance, venture investing and small business lending to expand economic opportunities of low-income people in the Upper Peninsula of Michigan

Note 5 Pension Plan

The Foundation maintains a defined contribution pension plan for eligible employees. Employer contributions are discretionary and are calculated as a percentage of salaries as determined by the Board of Directors. Total employer and employee contributions may not exceed the lesser of 100 percent of salaries or \$40,000 per employee. Pension expense was \$267,027 for 2002 (2001 - \$284,078).

Note 6 Commitments

The Foundation leases office space under a noncancelable operating lease that provides for minimum monthly payments through January 31, 2008, plus additional amounts to cover the proportionate share of the cost of operating the property. Rent expense totaled \$313,790 in 2002 (2001 - \$312,023). At December 31, 2002, minimum payments under this lease are as follows:

2003	\$	135,237
2004		141,407
2005		147,578
2006		153,748
2007		159,919
Thereafter		13,369
	\$	<u>751,258</u>

Note 7 Derivative Financial Instruments

In connection with its investing activities, the Foundation enters into transactions involving a variety of derivative financial instruments, primarily exchange-traded financial futures contracts. These contracts provide for the delayed delivery or purchase of financial instruments at a specified future date at a specified price or yield.

Derivative financial instruments involve varying degrees of off-balance-sheet market risk, whereby changes in the market values of the underlying financial instruments may result in changes in the value of the financial instruments in excess of the amounts reflected in the statements of financial position. Exposure to market risk is influenced by a number of factors, including the relationships between financial instruments and the Foundation's investment holdings and the volatility and liquidity in the markets in which the financial instruments are traded. In many cases, the use of financial instruments serves to modify or offset market risk associated with other transactions and, accordingly, serves to decrease the Foundation's overall exposure to market risk.

Derivative financial instruments can also be subject to credit risk, which arises from the potential inability of counterparties to perform in accordance with the terms of the contract. The Foundation's exposure to credit risk associated with counterparty nonperformance is limited to the current cost to replace all contracts in which the Foundation has a gain. Exchange-traded derivative financial instruments, such as financial futures contracts, generally do not give rise to significant counterparty exposure due to the cash settlement procedures for daily market movements and the margin requirements of the individual exchanges.

The Foundation's net gains (losses) from futures contracts were \$986,252 in 2002 (2001 - \$1,167,740).

About the Foundation

The Joyce Foundation was created in 1948 by Beatrice Joyce Kean of Chicago. The Joyce family wealth, based on lumber and sawmill interests, was left to the Foundation when Mrs. Kean died in 1972. Over the years, the Foundation has continued to respond to changing social needs, contributing approximately \$465 million in grants to groups working to improve the quality of life in the Great Lakes region.

Programs

Our program areas are Education, Employment, Environment, Gun Violence, Money and Politics, and Culture. We focus our grantmaking on initiatives that promise to have an impact on the Great Lakes region, specifically the states of Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin. A small number of environment grants are made to organizations in Canada. Education grantmaking focuses on public schools in Chicago, Cleveland, and Milwaukee. Culture grants are primarily focused on the Chicago metropolitan area. We do not generally support capital proposals, endowment campaigns, religious activities, commercial ventures, direct service programs, or scholarships.

Education

The Joyce Foundation supports efforts to reform public schools in Chicago, Cleveland, and Milwaukee to ensure that all children, regardless of race, gender, or economic circumstances, get an education that prepares them for lives as thoughtful and productive citizens. Recognizing that each city's schools are unique, the Foundation looks for proposals that support reform in each district and reinforce basic reform concepts, including equitable allocation of resources.

Program priorities are:

Investing in teaching: Supporting innovative strategies to develop, attract, and retain diverse, highly qualified teachers for hard-to-staff subject areas, schools, and districts

Strengthening community engagement and leadership: Identifying, informing, and supporting leaders at the school and community level and enabling them to participate meaningfully in school decision-making

Advancing technology-supported reform: Fostering broad application of successful, technology-based innovation to promote district-wide improvements in the reform of teaching and learning

Promoting minority achievement: Using proven strategies for helping minority students achieve at high levels

Note: These program priorities are currently being reexamined. New funding guidelines will be announced in late 2003 and will be available on our website.

Employment

One out of five workers in the Midwest earns a wage that, even with full-time, year-round work, cannot lift a family of four out of poverty. The Employment Program supports the development of policies that can improve the education, skills, learning opportunities, job stability, and advancement potential of low-wage workers, enabling them to move into the workforce, hold onto jobs, make ends meet, and move up the job ladder.

Program priorities are:

Strengthening policy initiatives that help the hard-to-employ gain skills to enter the labor market

Expanding access to policies that improve job retention and stability, including work-related benefits such as the Earned Income Tax Credit, food stamps, health insurance, and child care

Increasing resources for and access to quality training and education programs that lead to higher-paying jobs

We are especially interested in projects that:

Develop policy recommendations and advocate for critical policy improvements

Promote innovative approaches to policy design and implementation

Collect and analyze data to inform policy makers about the effectiveness of policy approaches

Translate lessons and evaluation data from effective models into policy

Build partnerships between public officials, employers, training programs, and educators at the local, state, or regional levels

The Foundation does not provide operating support for direct services, such as job training and placement services for individuals.

Environment

Protecting the natural environment of the Great Lakes region has been a long-time commitment of the Joyce Foundation. The Foundation supports the development, testing, and implementation of policy-based, prevention-oriented, scientifically sound solutions to the environmental challenges facing the region, especially those that center around water.

Program priorities are:

Strengthening current regulatory protections such as the Clean Water Act, and developing improved regulatory approaches

Making improved water quality a goal of state and federal policies on land use, transportation, and agriculture

Establishing a better understanding of the supply of and demand for Great Lakes water; also, advocating for policies to promote conservation of this precious natural resource

Promoting policies that encourage water infrastructure projects to be less capital intensive and more environmentally sensitive, as well as more cost effective

Examining the pros and cons of privatizing water systems management and disseminating the results to policy makers and others

Supporting state-level innovation in response to climate change

Documenting the environmental and economic benefits of clean energy sources and promoting their inclusion in state energy policies and utility planning

Creating transportation alternatives to reduce overreliance on automobiles

Gun Violence

Gun violence takes the lives of nearly 30,000 Americans each year, second only to automobile crashes among causes of injury-related death. But while safety regulations have dramatically reduced automobile fatalities in recent decades, firearms remain virtually unregulated. The Gun Violence Program seeks to reduce firearm deaths and injuries, especially those associated with handguns, by supporting efforts to bring the firearms industry under comprehensive consumer product health and safety oversight.

Program priorities are:

Supporting efforts by state-based groups in the Midwest and by national groups with a strong Midwest presence to promote strong state and federal public health policies on firearms, including consumer product oversight of the firearms industry

Supporting focused, policy-relevant research and public education regarding the impact of handgun ownership on public health and safety

Strengthening and building public and policy maker support for the National Violent Death Reporting System, which gathers vital public health data on violence-related fatalities

Money and Politics

To an alarming extent, private money in the United States determines who is elected to public office, how policy decisions are made, who and which viewpoints get heard on the public airwaves, and how citizens perceive the fairness of the legal system. The Money and Politics Program seeks to address these challenges to democratic governance.

Program priorities are:

Strengthening campaign finance laws and enforcement agencies at the federal level and in Midwest states

Opening up the airwaves to ensure better coverage of politics, government, and public affairs in conformity with broadcasters' legal obligations to serve the public interest

Restoring and protecting the independence and impartiality of the judiciary

The Foundation supports research, data collection and analysis, policy development and advocacy, public education, coalition-building, communications, and litigation.

Culture

The Culture Program supports the efforts of Chicago-area cultural institutions to serve and represent the city's diverse populations. It is interested in projects that bring diverse audiences together to share common cultural experiences and encourage more of Chicago's people to see the arts as integral to their lives.

Program priorities are:

Access: Encouraging major cultural organizations to increase the participation of people of color

Community-based arts: Increasing the number of high-quality cultural programs in specific communities and stabilizing culturally specific organizations

Creativity: Stimulating the commissioning and production by major institutions of new works relevant to minority audiences

Other Grants

Special Opportunities

The Foundation makes some grants to projects outside its primary program areas. Preference is given to projects that encourage debate on timely public policy issues, reflect concern for social equity or regional cooperation, or explore connections among the Foundation's programs.

President's Discretionary Fund

The President's Discretionary Fund is used to make small, expeditious grants that advance the Foundation's priorities, and to support other activities of interest to the Foundation. Competition for discretionary funds is very high.

Grants to Individuals

The Joyce Foundation considers grants to individuals under certain restricted conditions. Funding must be for projects that fit our program interests and serve a clear charitable purpose, but where a grant to a charitable organization would not meet the same goals. The grants are not intended to benefit or reward the grant recipient, but rather to lead to results that benefit the broader society. Grants will be made only to individuals who, in the Foundation's judgment, are experts in the field in which the project is to be conducted and who have a track record of accomplishment indicating their ability to complete the proposed work. No lobbying or political activity will be supported. Special reporting requirements apply.

How to Apply

The Joyce Foundation accepts grant inquiries throughout the year.

Letters of Inquiry

Before submitting a formal proposal to the Foundation, prospective applicants should write a two- or three-page letter of inquiry outlining the proposed project to the appropriate program officer (see list on page 66). The letter should describe the goals of the project, how it relates to the Foundation's interests, the target audience and beneficiaries, the estimated budget and duration, and plans for evaluation and dissemination of findings. Letters of inquiry should be submitted at least six to eight weeks prior to the proposal deadline for a given grant cycle. (See the current schedule on page 65.) Program officers endeavor to respond in a timely manner and to advance all grant proposals expeditiously. However, program officers have discretion as to if and when to schedule formal proposal review.

Formal Proposals

After reviewing the letter of inquiry, the program officer may request a formal proposal. The proposal should include the application cover sheet, which is included in this annual report or can be downloaded from our website (www.joycefdn.org). It should also include the information on the following page.

Grant Application Information

Executive summary or overview (1-2 pages)

Information on the project for which funding is requested, including the issue to be addressed, how the proposed project would address it, and plans for implementation, evaluation, and dissemination of findings

Description of the organization, including its background, purpose, objectives, and experience in the area for which funds are sought

Itemized project budget with narrative and proposed funding sources, amount of funds requested from Joyce, their proposed use, and the time period over which they will be expended

Names and qualifications of people involved in the project

Organizational expenses and income for previous, current, and coming fiscal year

Board members, their titles, outside affiliations, and telephone numbers

Internal Revenue Service verification that the organization is not a private foundation and is exempt from taxation under Sections 509(a) and 501(c)(3) of the Internal Revenue Code (a copy of the IRS tax-exempt letter must accompany the proposal)

Audited financial statements and Internal Revenue Service Form 990 plus attachments for the most recently completed fiscal year

The Joyce Board of Directors have requested that they not be contacted individually regarding proposals.

The Foundation does not at this time accept proposals submitted online.

Deadlines

Grant proposals are considered at meetings of the Foundation's Board of Directors in April, July, and December. Deadline dates are:

Board meeting	Proposal deadline
December 2003	August 14, 2003
April 2004	December 10, 2003
July 2004	April 15, 2004
December 2004	August 16, 2004

Applicants are strongly encouraged to plan their application and proposal submission process for the April or July meetings, since most grant funds will be distributed at those times.

If you wish to discuss your application, please contact one of the program officers, whose names are listed on page 66.

If a grant is awarded, the recipient will be expected to provide regular reports to the Foundation on the project's progress and the expenditure of grant funds.

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Veronica McCoy

Pamela H. Stauffer

Alice Taylor

Jean Westrick

Jessica Whitmer

Grant Proposal Cover Sheet

(Please attach completed sheet or computer-generated sheet in the same format to your proposal.)

Applicant Information

Name of Applicant _____

Address _____

City _____ State _____ Zip _____

Telephone () _____ Fax () _____

E-mail _____ Web Address _____

Contact Person _____

Title _____

Date Organization Began Operations _____

Number of Staff _____ Full-time _____ Part-time _____

Total Operating Expenses (for most recently completed fiscal year) \$ _____

Estimated Duration Dates of Project Beginning _____ Ending _____

Total Budget and Total Amount Requested from Joyce Foundation

		(If Multi-Year Request) Second Year	Third Year	Total
Budget Total	2003	2004	2005	
	\$	\$	\$	\$
Requested from Joyce	\$	\$	\$	\$

Brief Description of Project

Geographic Area Served by Project

Beneficiary Group(s) Targeted by Project (racial, ethnic, gender, age, income level)

Date of IRS Ruling Letter of Tax-Exempt Status, Case Number and EIN

Date of Application ____ / ____ / ____



The Joyce Foundation 70 West Madison Street, Suite 2750 Chicago, IL 60602

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