

CFI UPDATE

May 25, 2016

TO: EB, RMF, DBW
CC: JEH, JHJ
FR: MWH, TCD, RB, CMc

Enclosed

- CFI's Preliminary Balance Sheet as of 5-20-16
- Draft of Current Grant Committee meeting minutes of 5-18-16
- Proposals Summaries (posted 5-27-16)
 - Center for Independence through Conductive Education Proposal #115155
 - The Douglas Center Proposal #115127
 - Have Dreams Proposal #115009
 - Helping Hand Center Proposal #115128
 - PACTT Learning Center Proposal #115142
- Funding Concepts, Renewals for Approval
 - Ann & Robert H. Lurie Children's Hospital of Chicago Endowment Grant Renewal (posted 5-27-16)
 - Incubatoredu Block Funding Concept (posted 5-27-16)
- To be posted
 - Future Founders Foundation Proposal #115150
 - Coleman Supportive Oncology Cycle 2 Concept

Financials ... for the period ending April 30, 2016. The Financial Statements show the Balance Sheet, as of April 30, 2016, with a market value of \$159,976,097 - DOWN \$4,248,379, or (2.59)% from December 31, 2015. Total return on Investments for the period Four Months ending April 30, 2016 is DOWN \$1,247,654, or (0.76)%. Equity/Fixed Ratio was 69.27/30.73%. (TCD)

ENTREPRENEURSHIP

Coleman Fellows . . . As noted below, CFI approved awards for the 2016-2017 Fellows Program. Staff recently met with Joe Roberts, Program Coordinator of the Fellows Program, to receive his recommendation for campus participation in the Program. Based on evaluation of applications and prior performance, Joe recommended that 14 colleges and universities of the 19 currently participating remain in the program next year. Approximately 45 Fellows will be funded to formally participate (with other "unfunded fellows" continuing their involvement at lesser intensity) compared to more than 100 Fellows being funded in each of the last six years. We are placing higher expectations for performance by Fellows while also restricting CFI's investment which is leading to the smaller number of participants. A new element is being added this year: entrepreneurs-in-residence at 13 of the 14 schools. This is intended to inject real-world and practical experience into the work of Fellows and their interaction with students. Joe is also organizing a small group of Fellows to lead an effort to formally evaluate the program. Such an assessment will address operational items as well as ultimate outcomes and be informative in nature to enable improvements to the program. (CMc)

Chicagoland Entrepreneurship Education for People with Disabilities (CEED)...Via a grant made by CFI in November, 2014, the University of Illinois at Chicago (UIC) has developed curricula and offered separate training tracks in entrepreneurship for individuals with disabilities as well as service providers who will aid them in becoming self-employed. The CEED program is a partnership between UIC's Department of Disability & Human Development (DDHD), Department of Managerial Studies and Institute for Entrepreneurial Studies. Training sequences are underway and CMc visited sessions in each of the offerings over the last couple of weeks. Approximately 25 aspiring entrepreneurs with disabilities are participating, including an employee of Aspiritech and 29 employees of I/DD service providers and small business development centers are enrolled.

The courses are offered separate from the traditional university course catalog and are targeted at community members and their support structures enabling them to gain skills to be self-employed. (CMc)

High School Districts 211 & 214 . . . Last year, the Board approved grants for these two high school districts to support the redesign of the Entrepreneur Incubator Classrooms. Funding supported a total of eight schools, which started the INCubatoredu entrepreneurship program and offered the classes for the first time. During the class, students learn entrepreneurship concepts based on the Lean Start up methodology and curriculum developed by INCubatoredu. Mike, Rosa and Dan visited four of the eight schools. Each school had a different level of classroom redesign; functional, but certainly not elaborate. We were able to speak with the entrepreneurship teacher, administrators and students. The administrators and teachers mentioned the great community support they have garnered, much more than anticipated. In one case, they mentioned over 100 volunteers serving as team coaches and presenters in the classroom. Community involvement is an important component of the program. Meeting with the student teams helped us realize their excitement and passion for their businesses. We were pleased to learn that the focus of the INCubatoredu program is getting businesses launched aligning well with Coleman's entrepreneurship impact. We will ask the Board for a block fund approval to support additional schools in implementing the program during the board meeting. RB)

DISABILITY SERVICES

Intersect for Ability (I4A). . In recent years it has been typical for I4A to hold a meeting of network CEOs in May. These meetings have been for various purposes such as to identify and/or confirm strategic plans or priorities for the network. As the organizations are currently amidst multiple efforts in different stages, ranging from established (GRACE), scaling (CHOICE) and nascent (QOL, Ability Food Network), the timing of a meeting with CEOs for this May was not optimal. However, we are seeing the spawning of formal offshoots of the Network Council. A group of communications and development professionals has been meeting with some regularity for a couple of years and a group of residential program heads has begun meeting recently. With this as context, the Network Council is considering a broader convening in coming months that would provide a venue for information sharing and introduction of outside concepts. This conference may provide the opportunity for network members to present best practices and for individuals in like jobs to engage with colleagues from across the metro area. Discussions are preliminary but we are following this new opportunity to advance collaboration through I4A. (CMc)

Urban Agriculture Employment...As a follow-up to the February 5 CFI-organized convening at the McCormick Foundation which focused on potential employment opportunities for individuals with I/DD in urban agriculture, we have been pursuing the potential to formally study the supply chain of the local food sector to determine potential job roles for individuals with I/DD. Based on the successful Wisconsin Innovation Kitchens (WINK), a state-inspected commercial kitchen owned and operated by a center supporting people with disabilities, 12 I/DD service providers are in the early stage of developing plans. Rick Terrien of Artisan Food Processors, who led the development of WINK, and Neumann Family Services are leading efforts build a similar collaborative under the name "Ability Food Network" (AFN). This proposed project would bring new small-batch processing capacity to meet the growing needs of local farms and food entrepreneurs. AFN's solution would serve local farms and food entrepreneurs in the seven-county Chicago region. AFN's artisan food processing centers would begin with a core group of facilities centrally located to serve local sustainable growers and food entrepreneurs. By growing and diversifying the number and geographic range of artisan processing and distribution facilities across the region, AFN's approach will provide both increased supply of sustainable local foods and will improve the efficiencies within the processing system. The initial concept is to launch 3 new artisan processing kitchens in the Chicago region over the next 3 years, with other agencies contributing in other ways. The pilot program is designed to create 100 good new jobs for individuals with disabilities during that period, while creating new revenues for the agencies. We have received a request for a planning grant to advance this concept which is under evaluation. A subset of the participating organizations are entering the Food To Market Challenge, a \$500,000 business plan competition sponsored by the Chicago Community Trust and the Kinship Foundation (Searle Family philanthropy) intended to improve the supply chain for local foods. (CMc)

CANCER CARE

Palliative Care . . . On May 18, Forefront (the former Donors Forum) hosted an educational program sponsored by the Health Program Affinity Group of which CMc is co-chair. CMc co-developed the session along with Marcia Slater Johnston of the Harry G. and Charlotte H. Slater Family Fund of the Greater Milwaukee Foundation Entitled, "Living Well Through Life's Last Chapters", the session focused on age-friendly communities and palliative care. The palliative care presenter was Kayla Innis, MSW, LSW, Integrated Cancer Care Navigator at Swedish Covenant Hospital, who is a participant in the Coleman Palliative Medicine Training Program. (CMc)

Palliative Care Training Program . . . Rosa attended the American Academy of Palliative and Hospice Medicine (AAPHM) in March. The Primary Palliative Medicine Care Training team formed a panel and presented at the conference. It was very well received, and there was a lot of interest in the training program from palliative care providers. (RB)

Rush Chair Endowment . . . We met Dr. Görgün Akpek, the new holder of the Coleman Foundation Professorship of Blood and Bone Marrow Transplantation, who joined Rush a few months ago. He brings an interesting lens to his work and is passionate about what can be accomplished by his transplant team. Rosa and Mike attended an Endowed Chair Investiture this week at Rush honoring about 10 new chairholders. (RB)

Coleman Supportive Oncology Initiative (CSOI) . . . Final meetings are being held for the design teams this week and next week for the program grants ending May 31, 2016. We will share more about this at the Board meeting. Some background is mentioned in the Coleman Supportive Oncology Initiative concept for Cycle 2, which is included with the proposal summaries and posted to the Board portal on the website. (RB)

CURRENT GRANT SUMMARIES

Grant #5605 – Midwest Brain Injury Clubhouse, IL - \$23,000 to support the Health and Wellness program, which provides therapeutic/rehabilitative services and educational activities designed to enhance independent living skills and quality of life for survivors of brain injury or stroke. Through the Clubhouse model, members learn skills by participating in the daily activities of the organization, and share in the responsibilities of operating the business. Currently, the Clubhouse serves 65 individuals, 16-70 years old, who are referred from local hospitals and veterans. This support will allow the Clubhouse to hire a direct services staff person and enroll additional members to participate in the Clubhouse, which is a national model. (RB)

Grant #5606 -- RAMP, Inc, IL -- \$15,000 for licensing fees to enable the organization to participate as a local partner in Project Search, a national model for employment of individuals with I/DD. Rockford, IL-based RAMP will collaborate with a local school district, local hospital system and the Illinois Department of Vocational Rehabilitation to develop job training and internship programs which will lead to community based employment opportunities. (CMc)

MISCELLANEOUS

Grantmakers for Effective Organizations (GEO) 2016 National Conference...CMc attended this event from May 2-4 which saw over 800 foundation employees convene in Minneapolis. GEO is a coalition of grantmakers committed to building strong and effective nonprofit organizations. Its biennial conference is comprised of plenary presentations, short-topic speeches and more traditional breakout sessions. Content tracks focus on collaboration, leading change, learning and evaluation, networking and other topics. CMc has attended each of the last five national conferences and has employed specific frameworks or approaches he has learned in his work at CFI. For example, the network structure for Intersect for Ability was adapted directly from presentations on similar efforts by two foundations at the 2008 conference.

Key takeaways from this year's conference included:

- The critical need to help Grantees build fundraising capacity (which CFI is addressing via the #ILGive campaign)

- The importance of developing relationships with Grantees that minimize the power dynamics typical in philanthropy (which CFI is addressing as a member in Intersect for Ability)
- Emerging methodologies for strengthening beneficiary feedback loops and screening Grantee employment candidates for “purpose-orientation” (areas for continued study and possible implementation)
- Harmonizing strategy and learning through frequent use of if/then frameworks in program development and evaluation, particularly in funder collaboratives (for consideration as CFI engages in more collaborative efforts)
- Plenaries focused on the cultivation of productive foundation organization culture; equity as an effectiveness imperative; and the integration of individual values into organizational grantmaking efforts.

Forefront... CFI is hosting a table of guests at Forefront’s Annual Luncheon on June 8, the organization’s chief fund-raiser and agenda-setter. The Luncheon is attended by a very large segment of the local philanthropic and non-profit sector and is an important showcase of the organization’s priorities. Forefront leadership will be highlighting several strategic goals, including the Increasing Individual Giving initiative which at this point is being implemented through the annual #ILGive fundraising campaign. As you are aware, CFI has awarded a grant to Forefront to advance this important goal and mobilize additional resources from other funders. In an effort to show a strong sign of support for this strategy as it is presented at the Luncheon along with others, we have invited a number of representatives from the organizations which were most successful in last year’s *#ILGive for Giving Tuesday* Matching Grants Program. CMc and RB will represent CFI as we signal to the broader non-profit community the importance of joining CFI to increasing individual giving. The Luncheon program also includes recognition of Donald Cooke, Forefront’s Board Chair and Senior Vice President of Philanthropy at the Robert R. McCormick Foundation and a performance by renowned cellist Yo-Yo Ma, the Judson & Joyce Green Creative Consultant at the Chicago Symphony Orchestra (CMc)

Board Meeting Material is being loaded to the Portal for review. Since our first choice was unavailable, we are going back to an old favorite - Piccolo Sogno – with the hope we can enjoy the outside patio. (MWH)

THE COLEMAN FOUNDATION, INC. BALANCE SHEET
 BALANCE SHEET AT MARKET VALUE
 MAY 20, 2016

	5/20/2016 MARKET VALUE	% TO TOTAL MARKET VALUE	
DOMESTIC EQUITY MANAGED ACCOUNTS:			
Dana Investment Advisors - Money Market Account	\$ 173,049	0.11%	RUSSELL
- Equities-Discretionary	<u>25,708,247</u>	<u>16.22%</u>	1000 GROWTH
<i>Total Dana Investment Advisors</i>	<u>\$ 25,881,296</u>	<u>16.33%</u>	
Dana Investment Advisors - Money Market Account - SMID	\$ 57,576	0.04%	RUSSELL
- Equities-Discretionary	<u>13,456,363</u>	<u>8.49%</u>	2500 VALUE
<i>Total Earnest Partners - SMID Cap Value</i>	<u>\$ 13,513,939</u>	<u>8.53%</u>	
Pinnacle Associates SMID- Money Market Account	\$ 317,776	0.20%	RUSSELL
- Equities-Discretionary	<u>17,509,429</u>	<u>11.05%</u>	2500 GROWTH
<i>Total Pinnacle Associates SMID</i>	<u>\$ 17,827,205</u>	<u>11.25%</u>	
In-House Equities	\$ 12,751,773	8.04%	
Fuller & Thaler - (Micro Cap)	<u>\$ 3,162,781</u>	<u>2.00%</u>	
Total Domestic Equity	<u>\$ 73,136,994</u>	<u>46.14%</u>	
INTERNATIONAL EQUITY MUTUAL FUNDS:			
Oakmark Global Select	\$ 9,318,296	5.88%	
WCM Investment Management	<u>10,270,113</u>	<u>6.48%</u>	
Total International Equity	<u>\$ 19,588,409</u>	<u>12.36%</u>	
PRIVATE EQUITY & HEDGE FUNDS:			
INVESTMENT IN PORTFOLIO ADVISORS PRIVATE EQUITY FUND IV (OFFSHORE), L.P.	\$ 3,605,823	2.27%	Updated @ 12-31-15 and Payments
INVESTMENT IN PORTFOLIO ADVISORS PRIVATE EQUITY FUND V (OFFSHORE), L.P.	<u>2,808,338</u>	<u>1.77%</u>	Updated @ 12-31-15 and Payments
INVESTMENT IN PORTFOLIO ADVISORS SECONDARY FUND (OFFSHORE), L.P.	<u>1,492,446</u>	<u>0.94%</u>	Updated @ 12-31-15 and Payments
INVESTMENT IN BRICKMAN FUND V, L.P.	<u>3,565,376</u>	<u>2.25%</u>	Updated @ 12-31-15 and Payments
INVESTMENT IN BRICKMAN FUND VI, L.P.	<u>2,767,200</u>	<u>1.75%</u>	Updated @ 12-31-15 and Payments
Goldman Sachs Multi-Manager Alts Instl - Mutual Fund	<u>2,905,959</u>	<u>1.83%</u>	Initial Payments
Total Private Equity & Hedge Funds	<u>\$ 17,145,142</u>	<u>10.81%</u>	
Total Equity Accounts	<u>\$ 109,870,545</u>	<u>69.31%</u>	
FIXED INCOME ACCOUNTS :			
Wasmer, Schroeder Account - Money Market Account	\$ 305,426	0.19%	
- Credit Securities	<u>25,470,699</u>	<u>16.07%</u>	
- CMBS	<u>3,353,623</u>	<u>2.12%</u>	
<i>Total Wasmer, Schroeder Account</i>	<u>\$ 29,129,748</u>	<u>18.38%</u>	
Goldman - Broad St Credit Partners Fund II	<u>\$ 5,694,692</u>	<u>3.59%</u>	
Franklin Templeton Global Bond Plus	<u>\$ 5,708,349</u>	<u>3.60%</u>	
Lord Abbett Short Duration Income Fund I	<u>\$ 5,822,535</u>	<u>3.68%</u>	
Total Fixed Income Accounts (Managed)	<u>\$ 46,355,324</u>	<u>29.25%</u>	
IN-HOUSE FIXED :			
Cash Equivalents (Money Market)	\$ 1,128,718	0.71%	
Corporate & Taxable State Obligations	<u>1,060,800</u>	<u>0.67%</u>	
Total In-House Fixed Income Accounts	<u>\$ 2,189,518</u>	<u>1.38%</u>	
Total Fixed Income Accounts	<u>\$ 48,544,842</u>	<u>30.63%</u>	
TOTAL INVESTMENTS ACCOUNTS	<u>\$ 158,415,387</u>	<u>99.94%</u>	
ALL OTHER COLEMAN ASSETS :			
Cash - Private Bank Operating and Payroll	79,029	0.05%	
Computer and Office Equipment (Net of Depreciation)	<u>6,173</u>	<u>0.01%</u>	
Deposits	<u>5,000</u>	<u>0.00%</u>	
TOTAL OTHER COLEMAN ASSETS	<u>\$ 90,202</u>	<u>0.06%</u>	
TOTAL ASSETS MAY 20, 2016	<u>\$ 158,505,589</u>	<u>100.00%</u>	
TOTAL ASSETS AS OF 12-31-15	\$ 164,224,476		
NET INCREASE (DECREASE)	<u>\$ (5,718,887)</u>	<u>-3.48%</u>	
TOTAL CFI OPERATING EXPENSES YEAR TO DATE	<u>\$ 3,213,483</u>	<u>1.96%</u>	

WoW Change

TOTAL ASSETS AT MARKET VALUE AS OF 05-20-16	\$ 158,505,589	-3.48%	From 12-31-15	0.22%
TOTAL ASSETS AT MARKET VALUE AS OF 05-13-16	\$ 158,136,474	-3.71%	From 12-31-15	-0.42%
TOTAL ASSETS AT MARKET VALUE AS OF 05-06-16	\$ 158,826,105	-3.29%	From 12-31-15	-0.76%
TOTAL ASSETS AT MARKET VALUE AS OF 04-29-16	\$ 160,080,198	-2.52%	From 12-31-15	-1.28%
TOTAL ASSETS AT MARKET VALUE AS OF 04-22-16	\$ 162,177,932	-1.25%	From 12-31-15	0.27%
TOTAL ASSETS AT MARKET VALUE AS OF 04-15-16	\$ 161,731,965	-1.52%	From 12-31-15	0.48%
TOTAL ASSETS AT MARKET VALUE AS OF 03-31-16	\$ 160,950,813	-1.99%	From 12-31-15	1.26%

**THE COLEMAN FOUNDATION, INC.
CURRENT GRANT COMMITTEE MEETING
May 18, 2016**

A current grant committee meeting was held at 10:00 a.m. on the above date. Attending were Michael W. Hennessy and Trevor C. Davies, the two required members, Clark McCain, Senior Program Officer, and Program Officer Rosa Berardi.

During the November 19, 2015 Board meeting, the staff outlined program planning and detail for the 2016-17 Fellows Program budget, which had been unanimously approved by the full Board at \$500,000 for program site grants and \$150,000 for program related (non-grant) support. Allocation of that block funding would follow development of future program detail and be recorded at a subsequent Current Grant Committee meeting. Today program staff reviewed that detail for Davies and Hennessy who, acting as the Current Grant Committee, approved the following Fellow's Program allocations.

<u>Entrepreneurship Fellows Grants Approved</u>	<u>Program</u>	<u>Amount</u>	<u>Type</u>
5593 – Beloit College, WI			
Entrepreneurship Fellows Program 2016/17			Program
1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5594 – California State University, Fresno, CA			
Entrepreneurship Fellows Program 2016/17			Program
3 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5595 – Canisius College, NY			
Entrepreneurship Fellows Program 2016/17			Program
2 New Fellows; 1 Veteran Fellow; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5596 – Colorado Mesa University, CO			
Entrepreneurship Fellows Program 2016/17			Program
1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5597 – Illinois Institute of Technology, IL			
Entrepreneurship Fellows Program 2016/17			Program
2 New Fellows; 1 Veteran Fellow; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5598 – Illinois State University, IL			
Entrepreneurship Fellows Program 2016/17			Program
3 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5599 - Millikin University, IL			
Entrepreneurship Fellows Program 2016/17			Program
1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Support
5600 – North Central College, IL			
Entrepreneurship Fellows Program 2016/17	Educ/Entrep		Program
3 Veteran Fellows; CER Program Support Funds		\$25,000	Support
5601 – Saint Louis University, MO			
Entrepreneurship Fellows Program 2016/17	Educ/Entrep		Program
3 New Fellows; Program Support Funds		\$20,000	Support
5602 – Texas Christian University Neeley Entrepreneurship Center, TX			
Entrepreneurship Fellows Program 2016/17	Educ/Entrep		Program
1 New Fellow; 2 Veteran Fellows; CER Program Support Funds		\$25,000	Support

5603 – University of North Carolina – Greensboro, NC Entrepreneurship Fellows Program 2016/17 1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Program Support
5604 – Worcester Polytechnic Institute, MA Entrepreneurship Fellows Program 2016/17 1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Program Support
5607 – DePaul University, IL Entrepreneurship Fellows Program 2016/17 1 New Fellow; 2 Veteran Fellows; CER Program Support Funds	Educ/Entrep	\$25,000	Program Support
5608 – Wichita State University Center for Entrepreneurship, KS Entrepreneurship Fellows Program 2016/17 2 New Fellows; 1 Veteran Fellow; CER Program Support Funds	Educ/Entrep	\$25,000	Program Support
Subtotal Grants – Fellows		<u>\$345,000</u>	

The Current Grant Committee reviewed and took the following grant actions.

<u>Grants Approved</u>	<u>Program</u>	<u>Amount</u>	<u>Type</u>
5605 – Midwest Brain Injury Clubhouse, IL Health and Wellness Unit	Health & Rehab	\$23,000	Program Support
5606 – RAMP, Inc., IL Project Search	Human Services	\$15,000	Program Support
Subtotal Other Grants Approved		<u>\$38,000</u>	
Grand Total		<u>\$383,000</u>	

<u>Grant Amended</u>	<u>Program</u>	<u>Amount</u>	<u>Type</u>
5410 – Northwestern University, IL Coleman Supportive Oncology Initiative - Design Process Teams Unexpended program funds. Received check for \$500. Grant amount amended from \$377,000 to \$376,500	Health & Rehab	\$376,500	Program Support

There being no further business, this meeting was adjourned at 10:35 a.m.

Michael W. Hennessy, Meeting Secretary

Proposal Summary
Meeting Date: 6/7/2016

**Center for Independence through Conductive Education
Request # 115155**

Project Title:	Teaching Together Chicago Prototype
Duration:	24 months
Request Date:	4/1/2016
Request Amount:	\$200,000
Recommended Amount:	\$200,000
Program Area:	Human Services\Jobs program
Population Served:	Developmentally Disabled
Type of Support:	Program Support
Grantee Location:	Countryside, IL
Primary Contact:	Ms. Patricia C. Herbst

Project Abstract

This request is to support the efforts of three agencies: Center for Independence through Conductive Education, Helping Hand Center, El Valor, and other partners to develop a prototype for the Teaching Together program in Chicago. Through this collaboration, the agencies and partners will create a program to train and prepare individuals with developmental disabilities (w/DD) to work as teacher's aides in the school classroom.

Organizational Background

Annual Revenue Sources (Center for Independence)

Grants	12%	Government	10%	Earned Income	1%
Fees	42%	Private Support	33%	Other	2%

Finances (Center for Independence)

	Budget	Actual	Actual
	06/30/2016	06/30/2015	06/30/2014
Revenues	\$1,343,125	\$ 1,355,636	\$ 1,224,527
Expenses	1,343,125	1,234,314	1,262,392
Surplus (Deficit)		121,322	24,465
Net Assets	\$1,408,179	\$ 1,408,179	\$ 1,286,857

The Center of Independence provides conductive education to approximately 175 children and young adults with physical disabilities at three different locations in the Chicagoland area: Countryside (main site); Lake Zurich (space donated by St. Francis de Sales Church); Chicago Pilsen area (space donated

by El Valor). Since 1998, the Center has provided serves to over 500 children and young adults regardless of income or insurance limitations.

As children in the conductive education program grew older, went to college and graduated, the Center began to assist teens and young adults, who have physical disabilities with career choices. The Center added vocational training, which focuses on improving workplace access and function, and includes job and interest exploration, development of soft-skills, experiential learning opportunities, and assistance with transitioning into higher education and/or employment.

Program Description

Teaching Together Chicago is a collaboration of three agencies that serve individuals w/DD and Catholic schools in the Chicago land area. The three agencies will modify a training program for individuals w/DD, which was originally created by Teaching Together in Washington, DC.

The three agencies leading development of the prototype are: the Center for Independence, Helping Hand Center and El Valor. They will be sharing staff, contributing resources, and sharing responsibilities to create a prototype for the program.

Center for Independence and Helping Hand Center will identify potential school partners, market the program to other agencies, identify intern candidates and explore fundraising opportunities. Helping Hand Center will be responsible for supervision of the Community Outreach Specialist – a key link to program implementation.

El Valor will identify potential candidates, train individuals, and place interns in Head Start classrooms, which they operate. El Valor serves over 2,000 children in the Head Start program annually. The Outreach Specialist will work with El Valor to market the program in their local community, and help identify potential Chicago school partners for employment.

The agencies will collaborate with the Teaching Together Washington, DC program and replicate elements of training and internship placement. The Teaching Together program was developed by a school teacher who taught an individual w/DD to work as an aide in her classroom. Teaching Together has grown, and thus far, has placed six individuals with special needs in aide/internship positions at Catholic schools and plans to place two more by September 2016.

Teaching Together Washington, DC has agreed to serve as a mentor to the Teaching Together Chicago collaboration and share “How To” guides for including adults w/DD in the classroom, sample letters to families, and training materials for teachers and interns. In addition, Teaching Together DC has offered \$10,000 to support stipends for interns placed in Chicago area Catholic schools over the next two years.

Through the Teaching Together Chicago program, each agency will select appropriate individuals to be trained and placed as interns. The initial training will be followed by on-the-job training, which takes place within the actual classroom and provides direct experience in the work setting. Agency staff will support and coach the interns at the training sites, and work with teachers to make sure internships are successful. For this prototype, three Catholic schools have been identified as potential internship sites during the first year of the project; others will be identified for the second year. Three schools have committed to internship positions to commence in September, 2016:

- Nazareth Academy High School, LaGrange Park
- St. John of the Cross School K-8, Western Springs
- St. Cletus School K-8, Countryside

Throughout this project, all three agencies will work with the Community Outreach Specialist, who will be instrumental to program implementation and coordination. The Specialist will be responsible for Customized Employment and provide job coaching, skill training, job placement, and long term job retention services, which are required to achieve successful employment outcomes. In addition, the Specialist will develop relationships leading to additional Catholic school partners to expand internship opportunities for all three agencies.

Expected Outcome

Several outcomes will be achieved over the two year period:

- A prototype will be developed for training and placing individuals w/DD in internships leading to potential job placement in the school setting.
- Individuals will have gained skills to work in the classroom environment as a teacher's aide
- During year 1, three to four Catholic schools will offer internships positions and assume stipends for the following year.
- During year 2, eight Catholic schools will offer paid internships and assume stipends for the following year.
- Materials will be produced and used to promote the program to other agencies, Catholic schools, general public, and potential donors.
- One or two other agencies will be identified and begin program development in year 2.

Program Budget

The 2-year budget total is \$396,000. The request to the Foundation is \$200,000. (Separate budgets are attached for year 1 and year 2.)

Revenue includes:

- Three agencies partners - \$80,684 over 2 years
- Center for Independence - \$5,000 stipends for El Valor's Head Start Program, year 1
- Teaching Together Washington, DC - \$10,000 towards stipends over 2 years
- School partners - \$80,000 over 2 years
- Department of Rehab services - \$20,316, year 2

Expenses items include:

- Community Outreach Specialist FTE (\$80,000 salary and benefits, 40% of request)
- Helping Hand Program Development 15% FTE (\$25,000, 13% of request)
- Center Vocational Trainer 20% FTE (\$20,000, 10% of request)
- Center Program Development 10% FTE \$5,000, 2% if request)
- El Valor Employment Services (\$20,000, 10% of request)
- New Agency Program Development (\$10,000, 5% of request)
- Internship Stipends 8 @ \$5,000 ea. (\$25,000, 13% of request)

- Marketing materials – video, brochure (\$15,000 7.5% of request; \$12,500 year 1; \$2,500 year 2)

Prior Grants

The first grant made to the Center supported capital for the facility in Countryside. Subsequent grants supported expansion of conductive education programming at the main site and their two other sites (Lake Zurich, Chicago/Pilsen); specific programming components; and vocational training program.

Last Grant Date:	1/19/2016	Last Grant Amount:	\$11,000
Number of Prior Grants:	17	Total Amount Granted:	\$947,800

Recommendation

An outcome of the Disabilities Impact Plan is for individuals w/DD to have a variety of options for work that fulfills them. The Teaching Together program offers an opportunity for individuals to be exposed to working at a school site, and learn the skills to be a teacher's aide in classroom. For most of their lives, individuals w/DD have been in a classroom setting – a familiar environment, which could prove to be suitable for learning skills that fulfill their needs or aspirations.

While most agencies that serve individuals w/DD have focused vocational training on preparing individuals for retail, technical, landscaping jobs, etc., to our knowledge, none have trained people to work in the school classroom. The focus of the Teaching Together program is training for classroom aides, though initial conversations with Catholic schools has also opened the possibility for other jobs within the school setting, such as maintenance, library and office work.

We recommend funding the development of this prototype based on an innovative model to train individuals w/DD, which has the potential to be piloted by other agencies and schools, and become a sustainable program.

Center for Independence through Conductive Education

Teaching Together Chicago

28-Apr-16

Total Budget: \$396,000 (over 2 years)

Year 1 - July 2016 - June 2017

<u>Revenue</u>	<u>Funds Needed</u>	<u>Funds Requested</u>	<u>Funds Committed</u>
Coleman Foundation	\$102,500	\$102,500	
Teaching Together, Washington DC	\$5,000		\$5,000
Center for Independence (stipends)	\$5,000		\$5,000
Center for Independence	\$15,000		\$15,000
Helping Hand Center	\$18,000		\$18,000
El Valor	\$12,500		\$12,500
School Partners (Program Development)	\$20,000		\$20,000
Revenue Total	\$178,000	\$102,500	\$75,500

<u>Expense</u>	<u>Funds Needed</u>	<u>Coleman Funds</u>	<u>Other Sources</u>
Employment Services Supervisor - 12% FTE	\$5,000		\$5,000
Job Coach - 20% FTE	\$8,000		\$8,000
Community Outreach Specialist - FTE	\$40,000	\$40,000	
HHC Program Development - 15% FTE	\$20,000	\$15,000	\$5,000
Center Vocational Trainer - 20% FTE	\$15,000	\$10,000	\$5,000
Center Program Development- 10% FTE	\$15,000	\$5,000	\$10,000
El Valor Employment Services - 20% FTE	\$10,000	\$10,000	\$0
El Valor Program Development	\$12,500	\$0	\$12,500
Internship Stipends 4 @ \$5,000 ea. (2 Coleman, 1 Center, 1 Teaching Together)	\$20,000	\$10,000	\$10,000
New School Partners Program Development	\$20,000		\$20,000
Marketing & Promotion	\$12,500	\$12,500	\$0
Total	\$178,000	\$102,500	\$75,500

Year 2 - July 2017 - June 2018

<u>Revenue</u>	<u>Funds Needed</u>	<u>Funds Requested</u>	<u>Funds Committed</u>
Coleman Foundation	\$97,500	\$97,500	
Teaching Together, Washington DC	\$5,000		\$5,000
Center for Independence	\$20,000		\$20,000
Helping Hand Center	\$2,684		\$2,684
El Valor	\$12,500		\$12,500
School partners (8 @ \$5,000 each - development)	\$40,000		\$40,000
Schools partners (4 @ \$,5000 each - stipends)	\$20,000		\$20,000
Dept. of Rehabilitation Services	\$20,316		\$20,316
Revenue Total	\$218,000	\$97,500	\$120,500

<u>Expense</u>	<u>Funds Needed</u>	<u>Coleman Funds</u>	<u>Other Sources</u>
Employment Services Supervisor - 12% FTE	\$5,000		\$5,000
Job Coach - 20% FTE	\$8,000		\$8,000
Community Outreach Specialist - FTE	\$40,000	\$40,000	
HHC Program Development - 15% FTE	\$20,000	\$10,000	\$10,000
Center Vocational Trainer - 20% FTE	\$15,000	\$10,000	\$5,000
Center Program Development- 10% FTE	\$15,000		\$15,000
El Valor Employment Services - 20% FTE	\$10,000	\$10,000	\$0
El Valor Program Development	\$12,500		\$12,500
Internship Stipends (4 schools @5,000 each)	\$20,000		\$20,000
New School Partners Program Development (8 schools @ \$5,000 ea.)	\$40,000		\$40,000
Internship Stipends (4 new schools @ \$5,000 each)	\$20,000	\$15,000	\$5,000
New Agency Program Development	\$10,000	\$10,000	\$0
Marketing & Promotion	\$2,500	\$2,500	\$0
Total	\$218,000	\$97,500	\$120,500

Proposal Summary
Meeting Date: 6/7/2016

The Douglas Center
Request # 115127

Project Title:	Adapted Outdoor Physical Recreation Area
Duration:	12 months
Request Date:	4/6/2016
Request Amount:	\$45,000
Recommended Amount:	\$45,000
Program Area:	Human Services
Population Served:	Developmentally Disabled
Type of Support:	Capital Support
Grantee Location:	Skokie, IL
Primary Contact:	Ms. Rifath Khan

Project Abstract

The proposal is to create an outdoor physical recreation area so that 140 participants in the organization's day programs can participate in activities leading to physical and behavioral improvements.

Organizational Background

Annual Revenue Sources

Grants	4%	Government	80%	Earned Income	0%
Fees	0%	Private Support	16%	Other	0%

Finances

	Budget	Actual	Actual
	06/30/2016	06/30/2015	06/30/2014
Revenues	\$1,730,718	\$1,833,844	\$1,612,953
Expenses	1,723,115	1,737,377	1,571,405
Surplus (Deficit)	7,603	96,467	41,548
Net Assets		\$370,370	\$273,903

The Douglas Center, located in north suburban Skokie, IL, provides day programs for individuals with I/DD. It's Work Program offers employment including manufacturing, commercial/industrial sewing, packaging, assembly, shrink wrapping, labeling, heat sealing and fulfillment services. The organization was founded in 1999 and now serves approximately 140 individuals, all of whom live below the poverty level. 58% of program participants reside in Chicago and 42% live in surrounding suburbs. 21 organizations operating CILAs send residents to The Douglas Center for day programs, including several CFI grantees.

Program Description

One of the Council on Quality Leadership's 21 Personal Outcome Indicators of quality of life is that "people have the best possible health. Overweight and obesity have been identified as contributors to poor health. Studies have shown that individuals with I/DD have similar rates of overweight and obesity as the general population (62% versus 68%, respectively, per 2008 National Core Indicators study). However, individuals with I/DD often have fewer opportunities to address their overweight status. As it relates to the 140 individuals served by The Douglas Center, most of whom reside in group homes operated by other providers, 80 to 85% have no leisure physical activity. Based on unofficial estimates, at least 40-45% are overweight or obese.

The Douglas Center's programs are offered in a 36,000 square foot facility located in an industrial corridor. The organization moved into 12,000 square feet of its current location in 2000 and expanded into additional 12,000 square foot spaces in 2003 and 2011. There remains an additional 10,000 square feet of space in the building into which the organization may expand in the future. The space is leased from a manufacturer based in Ohio which produces resins for automobile parts. Over the past 16 years, The Douglas Center has signed multiple leases for the space and its current 10-year agreement ends in 2021.

The Douglas Center seeks to convert a currently unused exterior space on the property (approximately 4,300 square feet) into an outdoor physical recreation area with the adaptations necessary for full participation by its program participants. The landlord is a strong supporter of the organization and has approved of this plan. He previously has installed fencing and gates that enclose the space. This area would consist of several zones designed to promote overall health-fitness benefits and increase motor development skills for all levels. It would include a space for picnic tables and seating providing program participants an opportunity to socialize with each other. The area would be enhanced with participants in the organization's horticulture and art programs which would beautify the space with plants and artwork. Additional hours from contract program staff and program materials would enable these improvements.

The Douglas Center would contract with Sport Court®, a leading manufacturer of athletic courts and competition spaces to create three zones complete with athletic flooring and equipment. Zones would be created for basketball, net games (e.g. tennis, soccer) and activities that specifically address fine and gross motor skills (i.e. tether ball, shuffleboard). Staff would lead participants in activities that empower and encourage them to participate in physical recreation activity to a greater degree, regardless of their disability. Individual plans will guide the use of the space in order to achieve goals for each participant. The space would be designed to accommodate individuals in a wide range of disabilities including those who are wheelchair bound.

Each zone is designed to promote confidence building and incorporating exercise. The organization anticipates regular, organized use of the space by participants led by staff will result in weight loss as well as the reduction of inappropriate behaviors. The recent launch of the organization's Sensory Room (funded by CFI) has contributed to fewer behavioral issues.

Expected Outcome

Specific measurable outcomes include:

- 60% of program participants will choose to use the outdoor space within 1 year

- There will be an overall 2% reduction in Body Mass Index by users within 1 year
- There will be a 25% reduction in physical aggression by the 40 participants currently on formal behavior management plans to reduce aggressive behavior

Program Budget

Proposed grant costs include:

- Sports surface, athletic components (hoops, nets) and installation on crushed stone base of \$28,974 (64% of request)
- Picnic tables, grills and sports equipment of \$5,890 (13% of request)
- Horticulture program contract staff and supplies of \$5,680 (13% of request)
- Art program contract staff and supplies of \$4,456 (10% of request)

Prior Grants

Last Grant Date:	1/19/2016	Number of Prior Grants:	2
Last Grant Amount:	\$3,000.00	Total Amount Granted:	\$28,000

Recommendation

CFI's Disability Impact Plan contains a strategy to "explore efforts to improve client health outcomes enabling them to reach vocational and residential goals." Our initial grant to The Douglas Center for equipment, build-out and staffing for a sensory room has helped us gain exposure to the organization and its meaningful work. It also received a small grant as part of our #ILGive matching program.

The Douglas Center plays an important role in providing meaningful day program experiences to 140 individuals. It has an inventive sewing program which employs individuals with I/DD as well as neurotypical individuals who produce contract materials for the U.S. government and other customers. Its services provide day opportunities for many individuals who have residential services provided by other organizations. Adding capacity to improve health through recreation would be a meaningful addition to the organization. We have begun connecting The Douglas Center to organizations which have programmatic experience in this area so that its staff can have more guidance in building structured programs that maximize the presence of a high quality outdoor recreation space.

We recommend approval of these resources to aid The Douglas Center participants to improve their quality of life by achieving their best possible health via active recreation.

<i>The Douglas Center</i>			
<i>Outdoor Recreation Area</i>			
<i>4/8/2016</i>			
<i>Total Project Budget</i>			
<u>REVENUE</u>	<u>Funds Needed</u>	<u>Funds Requested</u>	<u>Funds Committed</u>
Coleman Foundation	45,000	45,000	
Private donations/grants	10,786	25,000	
Organizational contribution			
Program Revenue			
Total Revenue	55,786	70,000	-
<u>EXPENSE</u>	<u>Project Budget</u>	<u>Coleman Funds</u>	<u>Other Sources</u>
Playground sport surface	15,797	11,460	4,337
Athletic components (hoops, nets, etc.)	4,854	3,521	1,333
Freight and installation	5,874	4,261	1,613
Crushed stone base	13,464	9,761	3,703
Horticulture program contractor (104 hrs at \$45/hr)	4,680	4,680	-
Horticulture program supplies	1,000	1,000	-
Art program contractor (144 hours at \$24/hr)	3,456	3,456	-
Art program supplies	1,000	1,000	-
Picnic tables (6 @ \$650/ea.)	3,900	3,900	-
Outdoor umbrellas (6 @ \$150/ea)	900	900	-
BBQ grills (2 @ \$350/ea)	700	700	-
Basketballs and volleyballs (6 each @ \$30/ea)	360	360	-
Total Expense	55,985	45,000	10,985

Proposal Summary
Meeting Date: 6/7/2016

Have Dreams
Request # 115009

Project Title:	Have Dreams Academy
Duration:	12 months
Request Date:	4/21/2016
Request Amount:	\$125,000
Recommended Amount:	\$125,000
Program Area:	Human Services\Jobs Program (not E)
Population Served:	Developmentally Disabled
Type of Support:	Salary Support
Grantee Location:	Evanston, IL
Primary Contact:	Ms. Sara LaMontagne

Project Abstract

The proposal is to continue the Have Dreams Academy workforce development program that trains adults with autism to work in light-manufacturing industries and to pilot the Academy for Adults with High Functioning Autism, funding in collaboration with the Grandy Foundation.

Organizational Background

Annual Revenue Sources

Grants	14%	Government	0%	Earned Income	0%
Fees	32%	Private Support	54%	Other	1%

Finances

	Budget	Actual	Actual
	12/31/2016	12/31/2015	12/31/2016
Revenues	\$2,209,495	\$1,957,928	\$1,992,261
Expenses	2,207,571	\$2,073,149	2,061,099
Surplus (Deficit)	1,924	(115,221)	(68,838)
Net Assets		\$287,194	\$402,415

Have Dreams was founded in 1996 by seven visionary families, two teachers, and a university researcher seeking to fill a void in the community for children with autism. Have Dreams helps individuals with autism improve their abilities to learn, function independently, and socialize so that they may realize their full potential and develop into contributing members of their communities. Have Dreams offers programs for individuals diagnosed with autism spectrum disorder from the age of 16 months through young adulthood from Chicago and 23 surrounding communities. Programs address

autism's core deficit areas of communication and socialization, and help individuals develop skills to the best of their capability and function at their greatest level of independence.

Program Description

Individuals with autism spectrum disorder (ASD) have an information processing disorder that presents challenges in their ability to develop critical soft skills needed to get or keep a job. Some of these challenges stem from their inability to fully comprehend the unwritten social rules in school or at work, to adjust to unpredictability in their daily routines, and their difficulty with time management skills. Individuals with ASD do, however, demonstrate many characteristics that translate into employability. Some of these characteristics include: attention to detail, ability to notice variances, schedule driven, goal of completion, consistent performance, intense focus on preferred activities, enjoyment of repetitive tasks, strong visual skills, good rate and long-term memory, adherence to rules, and understanding and retention of concrete concepts, patterns and rules.

Have Dreams Academy (HDA) and the Academy for Adults with High Functioning Autism (HFA) will address the many challenges that adults with autism face in attaining and maintaining meaningful employment. These programs will serve to reduce the social isolation experienced by many adults with autism, and prepare them for workplace success by helping them develop a toolkit of skills that they can transfer and utilize across environments to demonstrate their full potential and capacity.

HDA

Have Dreams Academy is a semester long workforce training program that equips adults with autism spectrum disorder with the requisite job skills and soft skills to prepare them for competitive employment within the light-manufacturing sector. All HDA training and learning activities are based on the light-manufacturing curriculum co-developed by Have Dreams staff and bakery owner Jean Kroll. Participants are provided with internships at Evanston-based ILOVESWEETS commercial bakery, and receive classroom instruction onsite at Have Dreams. Individuals will learn and practice appropriate social skills for the workplace, and develop skills in the areas of time management, communication, problem solving, initiative, teamwork and adaptability.

Direct classroom instruction will help individuals with ASD build workplace and soft skills. Instructor-led group and individual discussion will address the overall challenges individuals face in their inability to fully comprehend the unwritten social rules in school or at work, adjust to unpredictability in routines, and difficulty with time management skills. Instruction will utilize a variety of workplace scenarios to teach how to appropriately navigate a difficult co-worker or workplace problem such as running out of materials to complete a job, or what to do once a specific assigned task is complete, when, how and who to approach at the workplace if unsure about a job task or job responsibilities, identifying appropriate shared topics of conversation, and managing impulses to interrupt co-workers or supervisors in conversation. Fundamental skills that address the challenges that individuals with autism have in the area of social skills will be developed including learning to use the proper tone when corresponding through email or text message and ways to safely and appropriately utilize social media will be addressed. Classroom instruction will utilize worksheets with multiple choice answers to assess each participant's knowledge of appropriate workplace behaviors and standards, what are the workplace/behavioral expectations when taking a work break, appropriate hygiene, workplace attire and general appearance, as well as who in the workplace to seek out when more information is needed about a specific work task.

Participants will be provided with instruction to create their own e-portfolios, hard copy resumes, and provided with opportunities to participate in practice job interviews. They will be instructed on how to gather and create a digital portfolio comprised of their name and contact information, how to write a summary of their education, training and work experience, how to identify and summarize their strengths and interests, goals for employment, and how to assemble pictures and videos of their work tasks for placement in their digitalized portfolio.

HFA

Academy for High Functioning Adults with Autism is a one-year, intensive, business-based workforce training pilot program that will equip adults with high functioning ASD with the requisite job skills and soft skills to prepare them for competitive employment in office-based positions. Eligible participants must demonstrate foundational skills that indicate they will benefit from the program. This includes them being college capable, interested in working within a business environment, qualified for professional positions, the potential to achieve sustainable employment with opportunities for advancement, intelligent but may have unique issues that hinder social engagement, and ready, willing and able to secure competitive employment. The profile of individuals who have indicated interest in the HFA include recent college graduates from NIU and DePaul.

All HFA training and learning activities will be based on the best practice autism-specific curriculum to be developed by Have Dreams. Have Dreams will build on methods developed for the HDA to create curriculum and structure specific programming goals and objectives for the HFA program. Have Dreams will collaborate with corporate partner organization Swoon, a staffing and recruitment firm based in Chicago, to provide a variety of office-based internship experiences for program participants where they will learn and practice a variety of activities in real corporate work environments. Internship locations and positions are to be determined and will vary extensively. Have Dreams will utilize company policies in developing manuals for the expectations required for each internship position.

Participants will also engage in classroom instruction onsite at Have Dreams that will help them build workplace skills relative to the type of employment in which they are engaged. HFA will utilize the protocols established for soft skill development in the HDA program, helping them develop skills in the areas of time management, communication, problem solving, initiative, teamwork and adaptability. There will be a greater concentration on the refining of soft skills and social skills that are required for individuals to conduct successful and professional workplace interactions within office-based settings. Participants will develop skills to search and secure competitive administrative employment. They will be provided with instruction on how to gather and create a digital portfolio comprised of their name and contact information, how to write a summary of their education, training and work experience, how to identify and summarize their strengths and interests, goals for employment, and how to assemble pictures and videos of their work tasks for placement in their digitalized portfolio, and will be instructed in how to develop hard copy resumes. They will also be provided with opportunities to participate in practice job interviews.

Expected Outcome

- | |
|--|
| <ul style="list-style-type: none">• HDA will serve a total of 12 adult participants with autism during the course of one year• 100% of HDA participants will complete the semester-long program• 90-100% of HDA graduates will successfully secure employment in light-manufacturing industries. |
|--|

- HFA will serve 5 adult participants with high functioning autism during the one-year program
- 80-100% of participants will complete the full year of HFA programming
- 80-100% of HFA graduates will successfully secure employment in corporate or business environments

Program Budget

Major expenses include:

- Program Supervisor (0.9FTE) to oversee HDA and HFA (\$30,000 or 24% of request)
- One Autism Employment Specialist for each program (2.0FTE) to lead education and training for each program (\$80,000 or 64% of request)
- Development of the HFA curriculum (\$10,000 or 8% of request)
- Design and capture of HFA program metrics (\$5,000 or 4% or request)

Prior Grants

Last Grant Date:	1/19/2016	Number of Prior Grants:	3
Last Grant Amount:	\$15,000	Total Amount Granted:	\$176,000

Recommendation

We have seen strong results from the launch of the HDA program as all of the graduates from the program are currently employed. This grant would enable the program to continue to build towards greater self-sufficiency. Additionally, it would lever HDA staff and knowledge to pilot a similar program targeted to individuals with higher function. This population is of great interest to the Grandy Foundation and its founder Jack Miller, founder and former President/CEO of Quill Corporation. We have been working for many months with Mr. Miller and Have Dreams to identify a potential collaborative program that advances the interests of all three organizations. HFA is based not just on HDA but also on Project Search, an internship-based program model which is national in scope. Have Dreams has operated a Project Search initiative in partnership with Northwestern University and this experience will be helpful as it develops the HFA program.

We recommend approval of this award intended to help discern the employment goals of individuals with varying forms of autism and provide training so that they might achieve them.

<i>Have Dreams</i>			
<i>Have Dreams Academy and Academy for Adults with High Functioning Autism</i>			
<i>21-Apr-16</i>			
			<i>Total Project Budget</i>
<u>REVENUE</u>			
	<u>Funds Needed</u>	<u>Funds Requested</u>	<u>Funds Committed</u>
Coleman Foundation (\$75M - HFA; \$50M - HDA)	125,000	125,000	-
Grandy Foundation (HFA)	95,000	-	95,000
Organizational contribution	36,200	-	36,200
Program Revenue	28,800	-	28,800
Revenue Total	285,000	125,000	160,000
<u>EXPENSE</u>			
	<u>Project Budget</u>	<u>Coleman Funds</u>	<u>Other Sources</u>
Project Supervisor	72,000	30,000	42,000
Autism Employment Specialists (1/program)	80,000	80,000	-
Vocational Coordinator (HFA)	50,000	-	50,000
Outreach (\$7M/program)	14,000	-	14,000
Curriculum Development (\$20M HFA)	22,000	10,000	12,000
Materials/Equipment (HFA)	12,000	-	12,000
Additional Staff Support (\$15M/program)	30,000	-	30,000
Metrics (HFA)	5,000	5,000	-
Total	285,000	125,000	160,000

Proposal Summary
Meeting Date: 6/7/2016

Helping Hand Center
Request # 115128

Project Title:	Discovering CHOICE - Helping Hand Center
Duration:	12 months
Request Date:	4/20/2016
Request Amount:	\$151,000
Recommended Amount:	\$151,000
Program Area:	Human Services\Multipurpose
Population Served:	General Public
Type of Support:	Capital Support\Building / Renovation
Grantee Location:	Countryside, IL
Primary Contact:	Ms. Mary Beth Hepp

Project Abstract

The proposal is to renovate an agency-owned space to accommodate the launch of a CHOICE program which will enable up to 50 individuals, many with profound/severe cognitive impairments, to experience community-based opportunities of their choosing.

Organizational Background

Annual Revenue Sources

Grants	3%	Government	51%	Earned Income	5%
Fees	35%	Private Support	4%	Other	0%

Finances

	Budget	Actual	Actual
	06/30/2016	06/30/2015	06/30/2014
Revenues	\$16,159,103	\$15,440,612	\$13,917,040
Expenses	16,146,118	\$16,378,555	\$14,000,992
Surplus (Deficit)	12,985	(937,943)	(83,952)
Net Assets		\$12,172,567	\$13,012,561

Helping Hand Center (HHC) is a nonprofit organization founded in 1955 to provide services for individuals with disabilities. It serves over 70 communities and more than 900 individuals annually, in suburban south and west Cook County and east DuPage County. Services include a Children's Outpatient Clinic for early intervention services; an Autism School for grade-school aged children; a high school transition program; and Day Programs, Employment Services and Residential Homes for

adults. Over the last six years, HHC has grown from a \$9 million dollar to a \$16 million dollar annual budget while reducing reliance on State of Illinois support from 85% of revenue to roughly 50%.

HHC serves 223 people in its adult day program, almost 50% of whom have restricted access to the community due to a physical disability, behavioral concern, mental illness, or needing assistance/accommodations with toileting. Nearly 50% will require behavior therapy during the year, and nearly 40% will require counseling support. Almost 20 require 1:1 staff support; more than 20 require wheelchairs for mobility, and close to 60 need assistance with using the restroom multiple times a day.

Program Description

In August, 2013, CFI approved a grant of \$225,000 to Clearbrook to develop the concept of the CHOICE Program. Developed around the interests and experiences of participants and partnering with the natural supports of the community, the CHOICE program model provides flexibility, options and opportunities for each participant. Initially, program enrollees take a survey (called the “personal exploration process” or “PEP”) which enables program leaders to “discover” their interests. Program activities are designed around these needs and offered most usually in the community with programs typically launching from storefront or small office sites rather than large industrial centers. Participants number between 25 to 40 individuals as opposed to nearly 150 in large congregate programs, and generally engage in activities in even smaller groups of 4 to 8. Activities and schedules are flexible rather than being fixed in order to accommodate large numbers of participants and their varying interests. The result is a more personalized experience for participants which has led to greater satisfaction on their part and that of their families.

In June, 2015, CFI approved an award of \$667,650 to Clearbrook to establish three additional CHOICE program sites at three collaborating agencies (Clearbrook, Park Lawn and UCP Seguin). All three sites have opened and the group will embark later this year on development of a manual that will guide service providers through the start-up, implementation and evaluation of the CHOICE program model. Of note, the manual will include the invaluable “lessons learned” as a result of the four CHOICE programs that are operational at this time.

HHC proposes to launch its own instance of the CHOICE program aligned with the framework developed by Clearbrook but with variations specific to HHC’s circumstances. The immediate need is to renovate and equip a program space for this new initiative.

In 2014 HHC purchased a 31,000 sq. ft. building in southwest suburban Hodgkins, IL. The first two sections of this building have been remodeled and are currently used for day program services, a medical clinic and the agency’s GRACE aging program (another I4A-developed program). The third section of this building (approx. 10,000 sq. ft.) would serve as the centralize hub for participant interaction with the community via the CHOICE program as well as a variant (referred to as CHOICE plus) specifically designed for individuals with greater clinical needs and lower function. Both programs would serve approximately 25 people per day.

Employment Services will be available for all clients in the CHOICE Program. The Employment Services supervisor’s office will be located onsite to offer assistance in the community, provide consultation, and conduct evaluations and assessments to match the best job available for people in the program for the best chance of success.

Clinical staff (counselors, social workers, and behavior analysts) will work to decrease stress that will be occurring during the participants' daily lives. The clinical team will create a participant friendly book to inform those clients participating in the program about the changes that will occur, and the supports that they will receive. Counseling and behavior services will be offered when deemed necessary by the interdisciplinary team to assist with issues such as transition, anxiety, and learning new schedules and routines. The clinical team will also address decreasing maladaptive behaviors that inhibit the participants' ability to engage in community exploration. The clinical team will also address adaptive skills to increase clients' positive interactions with those in the community and within the Discovering Choices program. Clinical staff will create training for other staff to assist with the transition.

Expected Outcome

- Three new staff would be hired and trained, building renovations would be complete and program would launch by January 1, 2017
- PEP assessments would be done with participants to assess interests; participants would access the community in small groups daily (CHOICE) or between 1-5 times per week (CHOICE plus).
- Participants will maintain an 85% satisfaction rate with the programs that are offered per month for 9 of 12 months during the first year of the program

Program Budget

Major grant elements include:

- Purchase of two vehicles for transport of participants into community (\$45,000 or 30% of request)
- Audio/visual technology including smartboard, 6 computers, 5 televisions and associated data, wiring and additional technology (\$25,400 or 17% of request)
- Replacement of flooring and painting of program space (\$22,900 or 15% of request)
- Furniture, equipment and program supplies (\$21,600 or 14% of request)
- Renovation of bathroom (\$15,000 or 10% of request)

Prior Grants

Last Grant Date:	1/19/2016	Number of Prior Grants:	13
Last Grant Amount:	\$10,000	Total Amount Granted:	\$1,249,100

Recommendation

Two years after the launch of the pilot, the Creating Heartfelt Options in Community Environments (CHOICE) program model appears to be successful in helping organizations meet the demand of individuals for community-integrated programs as an alternative to sheltered workshops. HHC's sheltered workshop experienced revenue declines of over \$300,000 in FY2015 which was a significant driver of its operating deficit. Further declines of \$150,000 are projected this year.

HHC's approach to adding the "CHOICE plus" model for individuals with greater disability will test the potential to aid these individuals achieve greater community inclusion and possible employment. We recommend approval of the replication of the CHOICE model to a fourth Intersect for Ability organization.

Helping Hand Center			
Discovering CHOICE			
4/20/2016			
			Total Project Budget
Revenue	Funds Needed	Funds Requested	Funds Committed
Coleman Foundation	151,000	151,000	
Private donations/grants	11,000	2,500	8,500
Organizational contribution	48,050		48,050
Revenue Total	210,050	153,500	56,550
Expense	Project Budget	Coleman Funds	Other Sources
<i>Personnel</i>			
Clinical Supervisor Staff	13,428		13,428
Direct Care Staff	20,452		20,452
Staff Training	8,500		8,500
<i>Program and Renovation Expenses</i>			
Staff Costs	14,170		14,170
Transportation Equipment	45,000	45,000	
Technology Equipment	25,400	25,400	
Flooring and Painting	22,900	22,900	
Program Furniture, Equipment & Supplies	21,600	21,600	
Bathroom Renovation	15,000	15,000	
Outdoor Programing Space	10,000	7,500	
Minor Renovations	5,000	5,000	
Art Supplies for Decor	5,000	5,000	
Signage	3,600	3,600	
Total	210,050	151,000	56,550

Proposal Summary
Meeting Date: 6/7/2016

PACTT Learning Center
Request # 115142

Project Title:	Quality of Life Training Project
Duration:	12 months
Request Date:	4/20/2016
Request Amount:	\$116,500
Recommended Amount:	\$116,500
Program Area:	Human Services\Special Project\Intersect for Ability (I4A)
Population Served:	Developmentally Disabled
Type of Support:	Program Support\Staff Development / Training
Grantee Location:	Chicago, IL
Primary Contact:	Ms. Lisa Fegert

Project Abstract

The proposal is for a staff development training initiative involving PACTT and several collaborating organizations to train over 150 individuals to assess quality of life of persons with I/DD and to implement person-centered program plans through utilization of a national standard approach.

Organizational Background

Annual Revenue Sources

Grants	13%	Government	81%	Earned Income	0%
Fees	0%	Private Support	1%	Other	5%

Finances

	Budget	Actual	Actual
	06/30/2016	06/30/2015	06/30/2014
Revenues	\$3,657,222	\$3,746,861	\$3,421,820
Expenses	3,604,722	3,495,048	3,229,312
Surplus (Deficit)	52,500	251,813	192,508
Net Assets		\$2,318,746	\$2,066,933

PACTT- Parents Allied with Children and Teachers for Tomorrow - was established in 1993 in Chicago as an independent, not-for-profit agency dedicated to serving children with severe autism and their families. Its mission is to assist individuals with autism in becoming as independent as possible with the ability to integrate effectively into their homes and community. The agency includes an elementary and high school, a transition program for 18-22 year old adults as well as a

vocational program from adults 22 and older. Additionally, the agency has four homes for children and adults. The organization has historically specialized in serving individuals with severe autism.

Staff from other organizations who would be trained as part of this initiative are I4A members UCP Seguin, Clearbrook, Park Lawn, Neumann Family Services, Little City Foundation, Easter Seals Metro Chicago, Misericordia, Helping Hand Center, Barbara Olson Center of Hope, Elim Christian Services, and Countryside Association. Also participating would be three non-I4A agencies (Search, Inc., Aspire, Orchard Village) as well as several independent service coordination agencies and employees of the Illinois Department of Human Services who audit the performance of community-based agencies.

Program Description

A quality of life (QOL) measure that helps articulate an individual's wishes, hopes and dreams is a critically needed tool to help I/DD service providers move away from a deficit based assessment system that creates program goals perhaps unimportant to the individual to a "person-centered" planning system that helps truly understand what is important to individuals served and creates pathways to self-determination. People living with I/DD are often without the supports required to meet their individual goals and needs. Compounding this problem is that organizations are not yet equipped to assess what those needs and wishes are from a person-centered framework.

The State of Illinois is developing plans to implement person-centered planning that aims to increase quality of life for individuals with I/DD, assessing quality of life through a measure that has shown to effectively capture the areas impacted becomes important. It is no longer sufficient to assure that an individual is safe and in an engaging program, agencies will be required to understand the ways in which an individual wishes to live their life, the way they define quality and the programs that will support the implementation of their hopes and dreams. In order to do so, organizations must be trained on assessment of QOL through the use of tool whose purpose it is to determine a person's wishes, hopes and dreams.

The Council on Quality Leadership (CQL) has for over twenty years been asking its accredited organizations to measure quality of life in the development of a person-centered plan through collecting Personal Outcome Measures (POM). The POM measures 21 factors of a person's life assessing whether outcomes such as social networks, opportunities for employment and choice in living arrangements help to create a plan that will help people realize their goals. "Instead of looking at the quality of how the services are being delivered, Personal Outcome Measures look at whether the services and supports are having the desired results or outcomes that matter to the person" (CQL, 2016). The evidence to support this tool's validity and reliability has been determined through the collection of data nation-wide over twenty years.

Through the proposed project, CQL will provide thirteen 4-day training sessions on the use of POMs that aim to fully understand quality of life for individuals served by organizations. PACTT, in partnership with ten members of the Intersect for Ability Consortium as well as three other partner organizations, will enhance the capacity of over 150 workers from participating agencies, Independent Service Coordination organizations and the State department charged with overseeing I/DD service delivery. Training on the POM tool and process will focus on assessment of quality of life for individuals with an intellectual or developmental disability.

PACTT and its partners will invite ISC agents and members of the Department of Human Services (DHS) to join staff from their own agencies creating cohorts for each training session. Each cohort will include representation from each agency as well as ISC and State agency members with the aim of building collaborative networks and relationships between organizations and the State as the State transitions to person-centered planning. Cohorts from the agency will be created bringing staff working in similar areas together in one training series. Learning cohorts will include case managers, residential managers, clinical teams, day program managers, teachers, State Monitors and Quality Management personnel. The purpose in creating these intentional learning cohorts is that they may use each other for support and as a resource beyond the training year. The benefit of adding State employees to these cohorts is that the collaborative networks will not be isolated to relationships developed between agencies, but between communities and State organizations. The ISCs in particular will be instrumental to these cohorts as they will be required to develop the person centered plans for new participants entering the system.

In addition to training providers in the use of the POM and additional one day training geared toward direct service providers (DSPs) will take place engaging 40 DSPs across the organizations in this training. Finally, lead members of the agencies will meet to discuss implementation strategies for their organizations, lessons learned, and assess for further training needs beyond the grant year utilizing PACTT's support as a CQL-accredited organization.

Expected Outcome

- Train 150 providers across 15 agencies, DHS and ISC Groups in the CQL Personal Outcome Measures Assessment Workshop geared toward training on utilization of the POM in organizations. Assessment of trainee reliability is built into the training program and outcomes will be collected.
 - Create intentional learning cohorts across the 13 trainings to build networks for individuals in similar job types and state partners who will be integrated throughout the 13 trainings.
- Train 40 Direct Service Professionals in Personal Outcome Measures for DSPs a one day 8 hour course geared toward direct service providers. Evaluation is built into the training and outcomes will be collected. Project Director will attend training to share experience with other agency partners.
- Evaluate and discuss agency implementation strategies for utilization of POM tool including adaptations, successes and lessons learned. Information will be disseminated to the organizations as well as CQL.
 - Mid grant meeting to discuss current lessons learned, need and opportunities for expansion including a train the trainer certification series, and explore effectiveness of DSP seminar
 - Final summit meeting to discuss how things are working at the state level with the implementation of the new person-centered planning, including exploration of ways to build stronger state-organization collaborations and next steps for the learning collaborative.

Program Budget

Requested costs include:

- Fees for the Council on Quality Leadership to deliver 13 4-day training sessions (\$75,000 or 64% of request)
- Travel and lodging costs for CQL trainers (\$15,500 or 13% of request)
- Food costs for trainings and meetings (\$10,335 or 9% of request)
- Travel by trainees to training sites (\$7,665 or 7% of request)
- Costs at PACTT for directing project (\$6,000 or 5% of request)
- Costs for 1-day meeting of Direct Support Professionals (\$2,000 or 2% of request)

Prior Grants

Last Grant Date:	1/19/2016	Number of Prior Grants:	6
Last Grant Amount:	\$9,000	Total Amount Granted:	\$147,000

Recommendation

The CFI Disabilities Impact Plan states that our ultimate goal is for people with I/DD to experience a higher quality of life and increased self-determination. While for many years we have funded a variety of initiatives that, we presume, drive toward this goal, we have not (nor have our grantees) employed research-based methodologies to confirm that this is the case. The CQL POMs are a measurement system that has been developed and validated to do this.

The Centers for Medicare & Medicaid Services (CMS) published new funding regulations in 2014 relating to services for individuals with I/DD and required states to develop a "transition plan" by 2015 that details any actions necessary to achieve compliance and submit to CMS for approval. Plans must be approved and in place by 2019. In April, CMS announced that Tennessee is the first state to have their transition plan approved, formally recognizing progress in compliance with the new regulations. In order to benchmark and monitor the effectiveness of their Statewide Transition Plan, Tennessee has been using CQL resources which relate federal requirements to its POMs. Illinois appears to be moving in a similar direction, using POMs as its key measure of quality of life.

We have been looking for opportunities for I4A to lever its collective power to influence Illinois policies and business practices and this initiative presents a compelling opportunity to do this. The integration of State employees who evaluate the practices of I/DD agencies into training cohorts will not just contribute to more effective collaborative work in the future but will also help to align the goals of the State with those of agencies – all towards increasing quality of life of individuals with I/DD. Additionally, the Circle of Service Foundation has indicated that it may fund participation by three non-I4A agencies to be trained as well as consider additional support for what may be a second phase of work. We recommend approval of this grant to enable better understanding of QOL as well as more effective collaboration between agencies, ISCs and the State of Illinois to serve individuals with I/DD.

<i>PACTT Learning Center</i>			
<i>Quality of Life Training Project</i>			
<i>20-Apr-16</i>			
<i>Total Project Budget</i>			
<u>Revenue</u>	<u>Funds Needed</u>	<u>Funds Requested</u>	<u>Funds Committed</u>
Coleman Foundation	116,500	116,500	
Circle of Service Foundation	25,000	25,000	
Organizational contribution	28,524		28,524
<u>Revenue Total</u>	170,024	141,500	28,524
<u>Expense</u>	<u>Project Budget</u>	<u>Coleman Funds</u>	<u>Other Sources</u>
<i>Personnel</i>			
Project Director	6,000	6,000	
Organizational Coordinators	28,524		28,524
<i>Trainings and Meetings</i>			
CQL Conference 4-Day Trainings	99,000	75,000	24,000
DSP 1 Day Training	2,000	2,000	
<i>Conference Expenses</i>			
Food costs for trainings and meetings	10,335	10,335	-
Speakers Travel and Lodging	16,500	15,500	1,000
Organizational Travel	7,665	7,665	-
Total	170,024	116,500	53,524

Endowment Grant Renewal
Meeting Date: 6/7/2016

Ann & Robert H. Lurie Children's Hospital of Chicago
Request # A82110348

Project Title:	Hematology, Oncology and Stem Cell Transplant Fellowship Program (repurposed 2007)
Duration:	39 months
Request Date:	11/1/1982
Request Amount:	Endowment Annual Distribution (see chart)
Recommended Amount:	Endowment Annual Distribution (see chart)
Program Area:	Health and Rehabilitation
Population Served:	Cancer Patients / Families
Type of Support:	Research\Medical\Scientific
Grantee Location:	Chicago, IL
Primary Contact:	Ms. Tracy Sadlon

Project Abstract

This request is for renewal of the Hematology, Oncology or Stem Cell Transplantation Fellowship Program for another three-year period (July 1, 2016 through June 30, 2019).

Program Description

In July 1983, the original endowment at Children's Memorial Hospital of \$500,000 was established and supported the research professorship position. In July 2007, Coleman and the Hospital agreed to repurpose the endowment to support physician/scientists in the Hematology, Oncology or Stem Cell Transplantation Fellowship Program. The annual distribution from the endowment was directed at support for two Fellowships over a three year period from July 1, 2007 to June 30, 2010. Fellowship support has been renewed every three years through June 30, 2016. This request is to renew support for another three years from July 1, 2016 through June 30, 2019.

The Hematology/Oncology Fellowship is a three year program, which aims to build the field of practicing clinical subspecialists or academic subspecialists. The first year of training encompasses hematology, oncology, stem cell transplantation, neuro-oncology and clinical laboratory and research. A structured curriculum includes clinical and research rotations and intensive training in research that could lead to independent careers as clinical investigators. During the first year, Fellows identify their research project, and spend the majority of the second and three year of training doing research, which advances the field of cancer or translational research.

During the three year period, the annual distribution from the endowment is used towards support for expenses, which may include salary, benefits, professional development, and research supplies. The Fellows are known as the "Coleman Foundation Fellows in Hematology, Oncology or Stem Cell Transplantation."

Applicants for the national Fellowship program engage in a competitive process. Children's received hundreds of applications, and interviewed 50 applicants. They selected two as their top candidates who are slated to come on board July 1, 2016. They are:

Dr. Kathryn Loughlin

Kathryn obtained her Master's degree prior to medical school at Loyola University. Kathryn was selected for her experience with research – both in the laboratory during her Masters in Boston and in Quality Improvement and clinical arenas for general pediatrics and hematology.

Dr. Christina Barriteau

Christina attended medical school at Howard University. She is completing a Masters of Public Health at University of Pennsylvania. She brings a base of knowledge and experience from her residency at Children's National Medical Center in the Washington, DC.

Expected Outcome

It is expected that two physicians complete their clinical responsibilities and research according to the criteria established for the Fellowship program and successfully move to other clinical or research positions. A goal is that the physicians continue their practice and remain in the Chicagoland area. After completing the Fellowship, physicians either chose or are recruited to other positions that serve to advance their medical career or research projects.

Program Budget

The principal balance of the endowment at August 31, 2015 was \$3.8 million. According to the Chart 1 (following), the annual endowment distribution for 2016 is projected at \$206,058, which is sufficient to support two Fellows positions at \$150,314, and leave a surplus of \$55,744 that would be carried forward to the next year. Should the annual income not be sufficient to cover the two positions, Children's has agreed to raise the additional amount or allocate operating funds to make up the shortfall.

Prior Grants

Last Grant Date: 11/19/2015

Last Grant Amount: \$229,700 (Supportive Oncology Initiative for Children with Cancer)

Number of Prior Grants: 5

Total Amount Granted: \$750,200

Recommendation

Since 2007, the endowment distribution has supported the training of six fellows. Each of the fellows has been exemplary in their clinical work and research projects. Of the six, two have remained at Children's to continue with clinical work and research. The other four Fellows have departed for various personal or career reasons.

We recommend approval to continue with the 2007 repurposing for another three-year period. This would be the fourth renewal directing support for the Fellowship program.

As background, following is a recap of the endowment report from 2007 through 2015. Chart 1 shows the endowment fund balances and earnings. Chart 2 is the spendable account, which shows the annual distribution and expenditures for the Fellows.

Chart 1 (for the period July 1 to August 31)

Endowment Fund					
Fiscal Period	Beginning Principle Balance	Annual Investment Return	Annual Endowment Performance %	Earnings transferred to Income Fund	Ending Principle Balance
2007	\$3,464,050	\$481,157	13.89	\$138,562	\$3,806,644
2008	\$3,806,644	-\$108,109	-2.84	\$152,266	\$3,546,270
2009	\$3,546,270	-\$461,015	-13	\$141,851	\$2,943,404
2010	\$2,943,404	\$205,744	6.99	\$88,302	\$3,060,846
2011	\$3,060,846	\$363,628	11.88	\$122,434	\$3,302,041
2012	\$3,302,041	\$178,640	5.41	\$132,082	\$3,348,599
2013	\$3,348,599	\$327,158	9.77	\$133,944	\$3,541,813
2014	\$3,541,813	\$381,807	10.78	\$141,673	\$3,781,948
2015	\$3,781,948	\$427,191	11	\$144,061	\$3,827,332

Chart 2

Income Fund/Spendable Fund Account					
Fiscal Period	Beginning Balance	Transfer from Endowment Fund	Spendable Balance	Expenditures	Ending Balance
2007	\$0	\$29,711	\$29,711	\$29,711	\$0
2008	\$0	\$138,562	\$138,562	\$123,766	\$14,796
2009	\$14,796	\$152,266	\$167,062	\$150,963	\$16,099
2010	\$16,099	\$141,851	\$157,950	\$153,312	\$4,638
2011	\$4,638	\$88,302	\$92,940	\$92,940	\$0
2012	\$0	\$122,434	\$122,434	\$93,464	\$28,970
2013	\$28,970	\$132,081	\$161,051	\$149,409	\$63,642
2014	\$63,642	\$133,944	\$197,586	\$134,452	\$63,134
2015	\$63,134	\$141,673	\$204,807	\$142,810	\$61,997
Projected 2016	\$61,997	\$144,061	\$206,058	\$150,314	\$55,744

Request for Approval of Block Funding

Grantees: Various High Schools

Block approval request: \$100,000 - \$125,000

Grant period: 12 months

Project Title: INCubatoredu Program Expansion

Project Description:

During the last two years, INCubatoredu has been both reactive and proactive in responding to schools interest in the program. In general, schools are interested in the INCubatoredu program for the following reasons:

- to provide an engaging and authentic learning environment
- to invigorate the business program (classes have experienced many cuts over last few years)
- looking for ways to strengthen community engagement

This expansion of the INCubatoredu program is intended to support to under-served or under-resourced schools in the Chicagoland area, which have been identified by the INCubatoredu program. Schools were identified based on criteria, such as:

- schools commitment to implementing the program
- space commitment for classroom redesign
- ability to engage business professionals as volunteers
- resources available to the school

A potential list of schools was reviewed for those with student enrollment higher than 40% in free or reduced lunch programs. Based on prospective schools that have expressed interest in starting a program in fall 2016, the following schools would be invited to submit a proposal to the Foundation. Most likely, funding would support capital, but vary based on the specific needs of the school. Prospective invited schools include:

School Name	% of students enrolled in free/reduced lunch program
Woodstock High School	43%
St. Patrick High School	45%
Michele Clark Academy (Chicago Public School)	92%
Hononegah Community High School	20%
Other	

Typically, costs to implement INCubatoredu range from \$40,000 to \$55,000 (per school), which includes both capital expenditures for the classroom redesign (an important element of the program) and curriculum cost. The individual school covers the cost for teacher's salaries, administration, general operating, etc.

Outcomes:

- Four new schools will have designed space for the program, committed to the curriculum, and implemented the program.
- Five schools will have funds up to \$2,500 available during first quarter of class to test product concept and prepare to build and pitch the concept to panel of judges.

Recommendation:

We will ask the board to consider approval for a block of funds up to \$125,000 with some flexibility for support. Based on board approval, we would invite proposal from the schools. The block approval would allow four proposals to be considered at the Current Grant Committee level for up to \$25,000 each. In addition, we will ask the board to consider an additional amount for Minimal Viable Product (MVP) grants for those schools which are challenged with having a small amount of funds to test concepts, develop a prototype, get a URL, or by a small app, etc. Minimal Viable Product (MVP) grants of up to \$2,500 would be considered for each of four schools, totaling \$10,000. The schools to be considered would include:

School Name	% of students enrolled in free/reduced lunch program
Round Lake High School	72%
Wheeling High School	43%
Dundee-Crown High School	62%
Elk Grove Village	36%
Lake Zurich High School	9%

Estimated budget:

4 high schools	\$25,000 each	\$100,000
5 high schools	\$2,500 each	12,500
Total		\$112,500