



THE LGBTQ COMMUNITY FUND  
AN INITIATIVE of



THE CHICAGO  
COMMUNITY TRUST  
EQUITY • OPPORTUNITY • PROSPERITY

# LGBTQ Community Fund 2010 - 2020

## Acknowledgements

Sheahan Strategic Advisors is most grateful to many individuals who contributed to the contents of LGBTQ Community Fund 2010 – 2020 report. It is hoped the history contained in this report will inform future generations of LGBTQ leaders both near and far as well as the ongoing operations of the Fund. Special thanks and recognition to James L. Alexander, Prudence Beidler, Clothilde Ewing, Denise Foy, Anne-Marie St. Germaine, Katherine Groninger, Margaret Halquist, Morten Group, Christine Munteanu, Molly Rand, Cassandra Sampson and Joseph Zyer for their contributions to the project.

Source documents for the report include the 2012 and 2019 LGBT Community Needs Assessments; Chicago Community Trust donor and grant recipient information; oral histories and Steering Committee meeting minutes.

Patrick M. Sheahan

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# Overview

A forward-thinking group of leaders outlined an ambitious plan to advance the health and well-being of Chicagoland's LGBTQ community. At its heart, the concept was simple and born of long-standing and pressing needs. The group's vision was to bring to bear the resources and financial model, partners, and sheer will to improve quality of life for Chicago's LGBTQ community. A growing cadre of leaders and allies mapped a course for a transformational initiative that enters a second decade of positive, measurable impact.

Conversations about establishing an LGBTQ affinity fund began in 2006 after the Chicago Community Trust contributed to the creation of The Center on Halsted with a capital grant. Over the next four years, in the course of its first decade, the LGBTQ Community Fund (the Fund) at the Chicago Community Trust (the Trust) has had an enormous impact on Chicago's LGBTQ community. Anticipating the next decade, this report details the Fund's structure and history, its efforts to raise funds and award grants, and situates these in the greater contexts of the Trust, the city of Chicago, and the world.

Founded in 1915, the Trust works to create "a thriving, equitable and connected Chicago region where people of all races, places and identities have the opportunity to reach their potential."<sup>1</sup> It engages the broadest philanthropic resources to make the greatest impact through an array of initiatives, directing funds to specific projects, affinity groups, and locations. Each year, the Trust gives \$250M+ to Chicagoland organizations through its more than 30 partnerships and funds and produces significant impacts across the Chicago region's nonprofit sector.

The LGBTQ community made significant strides in the first decade of the 2000s. Same-sex marriages became legal in countries around the globe: Netherlands in 2001; Belgium in 2003; Canada and Spain in 2005; Ireland in 2015 being the 1st by popular vote and South Africa in 2006. In the United States, Massachusetts became the first

<sup>1</sup> "About, The Chicago Community Trust." The Chicago Community Trust, 21 Oct. 2020, [www.cct.org/about/](http://www.cct.org/about/).

state to legalize same-sex marriages in 2004, and Connecticut became the second in 2008. During the same period, Chicago's LGBTQ community also saw significant development: the "OUT at CHM" series of exhibitions began in 2004; the Chicago Gaymes took place in 2006; and the Center on Halsted opened in 2007. It was a capital gift from the Trust to the Center on Halsted that spurred the creation of the LGBTQ Community Fund. Despite these significant advances, substantial work remained in order to make communities throughout Chicago, the United States, and the rest of the world more inclusive of their LGBTQ neighbors and cognizant of their needs, specifically with regard to youth and elder members of the LGBTQ community as well as trans and queer folks of all ages and ethnicities.

*"The LGBTQ Fund shines as a transformational step in achieving equity in the distribution of resources to a historically underfunded community. The Chicago Community Trust is proud to be a steward and supporter of the Fund, which has been a regional catalyst for unprecedented, positive change."*

- Andrea Sáenz, Interim President and CEO of The Chicago Community Trust

Beginning as early as 2006, James L. Alexander and Patrick M. Sheahan of Chicago's philanthropic community floated the idea of establishing an LGBTQ affinity fund at the Trust with then CEO Terry Mazany. At the time, there were already five other affinity funds at the Trust: The Young Leaders Fund (YLF), founded in 1995; Asian Giving Circle (AGC), founded in 2002; African American Legacy (AAL), founded in 2003; Nuestro Futuro, founded in 2003; and the Disabilities Fund, founded in 2004.

In 2010, the Fund officially launched and became the first of its kind established by a community foundation in a major US metropolitan area.<sup>2</sup> Since then, the Fund has secured over \$3.5M in donations from individuals, corporations, and foundations. Of these funds, it has distributed more than \$2.2M to almost 50 organizations. Over and above those funds used for grant making, the Fund has established a nearly \$1M endowment as of March 31, 2021.

<sup>2</sup> Windy City Times. "Chicago Community Trust Announces LGBT Community Fund - Windy City Times News." Windy City Times, Windy City Times, 5 May 2010, [www.windycitytimes.com/lgbt/Chicago-Community-Trust-Announces-LGBT-Community-Fund/26506.html](http://www.windycitytimes.com/lgbt/Chicago-Community-Trust-Announces-LGBT-Community-Fund/26506.html).

*“Our partnership with the Chicago Community Trust has been paramount to the success of the Fund. Through that partnership, the Fund’s donors and grantees brought the vision to reality in ways we never could have imagined.”*

- James L. Alexander, Founding Steering Committee Co-Chair

Now in its second decade, The LGBTQ Community Fund continues to learn from partners throughout Chicago’s LGBTQ community and strives to grow with them. One instance of the Fund’s commitment to growth is its recent name change. The Fund was originally established as “The LGBT Community Fund.” In light of conversations with community leaders and the Fund’s own representation-based objectives, the Steering Committee expanded the Fund’s titular acronym to more fully reflect the community, and to be inclusive of the Lesbian, Gay, Bisexual, Transgender, and Queer people who enrich Chicago. To signify the Fund’s commitment to this change, the new name is used throughout this report.

## History of the Fund

The history of the LGBTQ Community Fund up to this point can be described in three phases: The origin and establishment of the Fund (2005–2010); the first fundraising and grant making cycle (2010–2016); and the second cycle of fundraising and grant making (2016–2020).

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### Origins

Conversations about establishing an LGBTQ affinity fund began in 2006 after the Chicago Community Trust contributed to the creation of The Center on Halsted with a capital grant. Over the next four years, Terry Mazany (then President and CEO of the Chicago Community Trust), Prue Beidler (former chair of the Executive Committee), James L. Alexander (co-trustee of The Elizabeth Morse Charitable Trust and the Elizabeth Morse Genius Trust), and Dr. Patrick M. Sheahan (then Head of Community & Corporate Social Responsibility—Midwest, UBS) created the Fund and brought a collective vision to fruition, committed \$500K in seed money on the condition that the Fund raise \$1,000,000. The Elizabeth Morse Charitable Trust (the Morse Trust) pledged an additional \$150,000 challenge gift for programs and \$50,000 to cover operations. The Elizabeth Morse Charitable Trust and the Chicago Community Trust are the Founding Funders for the LGBTQ Community Fund. On May 26, 2010, nearly 100 people gathered at The Joffrey Ballet to celebrate these foundational contributions and officially launch the LGBTQ Community Fund.

### Mission and Vision of the LGBTQ Community Fund

The Fund’s mission is to benefit greater Chicago’s LGBTQ community through: grant making that improves the quality of life for its members; and identifying and focusing resources for the community and those institutions that support it.

The Fund envisions a region where the LGBTQ community members thrive, and enjoy the same freedoms, rights and have the same opportunity to make the region a better and safer place for all to live.

The Steering Committee began with six concrete goals to guide the Fund:

- 1 Direct more funding to LGBTQ organizations in the Chicago region
- 2 Grow LGBTQ representation on nonprofit boards in the Chicago region
- 3 Expand LGBTQ representation on the Trust's Executive Committee
- 4 Identify community needs through research and target grants
- 5 Utilize a venture capital fundraising approach
- 6 Build an endowment via planned giving

The fifth goal would quickly become the defining trait for the Fund. As a statement from the Morse Trusts illustrates:

*"What makes The LGBT Community Fund so significant and important to the Trusts are its underlying fundraising and grant making models. Employing a venture capital model for its fundraising, The LGBT Community Fund specifically avoided seeking grants from traditional sources within the LGBT community, which would have risked cannibalizing existing support for the community's non-profits. Instead, The LGBT Community Fund focused on garnering grants from non-LGBT individuals, allies who had not yet had a chance to make a significant gift to the Chicago region's LGBT Community and were looking for the right opportunity to do so."*

## Cycle One

In 2011, the Fund retained Morten Group to conduct a community needs assessment. The assessment collected responses from more than 2,000 members of Chicago's LGBTQ community and identified key needs at which the Fund could target grant opportunities. Equipped with this information, the Fund turned its full attention to a venture fundraising strategy as envisioned by the Founders. Members from the Fund's Steering Committee and staff engaged potential donors as part of the first round of fundraising. During the next five years, the Fund secured more than \$1M in gifts from individuals, foundations, and corporations, unlocking both the Morse Trust's challenge gift and the Chicago Community Trust's commitment to the Fund's endowment.

The passion and expertise of the Fund's leadership cannot be overstated. With James L. Alexander and Prue Beidler as co-chairs, the Fund immediately began building its infrastructure and executing on its approach to both fundraising and grant making all while building the Steering Committee membership. In 2014, Ryan Van Meter succeeded Mr. Alexander as the co-chair with Ms. Beidler. Subsequent leadership transitions are noted in the Governance section of this report.

In 2015, the Fund initiated its first grant making cycle. Following the guidance laid out in the Morten Group's needs assessment, the Fund's Steering Committee identified four programmatic and demographic focus areas to address through grant awards: Seniors, Youth, Housing, and Employment. The Fund then opened three rounds of grant opportunities for prospective grantees: two rounds offered up to \$50,000 (Community Grants and Impact Grants), and the third gave organizations the chance to apply for up to \$150,000 (Transformative Grants). By the end of 2016, the Fund had distributed \$922,500 to 24 organizations. Marcia Lipetz of Millenia Consulting facilitated the grant making process along with Patrick M. Sheahan as the Steering Committee lead for grant making.

*"After the first round of grant making, to be more inclusive of the whole LGBTQ community, we worked with the Trust to update their general applications to be more welcoming to applicants who serve gender non-conforming clients."*

- Prue Beidler, Steering Committee Founding Co-Chair

## Cycle Two

In the closing months of 2016, the Fund initiated a second fundraising cycle. Over the next four years, the Fund secured over \$1.5M with large leadership gifts from The Elizabeth Morse Genius Charitable Trust and the Chicago Community Trust. Meanwhile, in 2018, the Fund again retained the Morten Group to conduct a second needs assessment. Researchers engaged 2,000+ members of Chicago's LGBTQ community and found that, although tangible progress had been made with regard to marriage equality and other legislative victories, many disparities remained. This second assessment confirmed for the Steering Committee that the four previous focus-areas—Seniors, Youth, Health, and Employment—still merited priority with the addition

of community safety and access to affordable housing. With this in mind, the Fund redoubled its efforts, and disbursed nearly \$500K to 18 different organizations through another round of Community Grants, as well as its first round of Impact Grants, which awarded \$25,000 to each of 10 organizations. The Morten Group facilitated one round of the grant making and Sheahan Strategic Advisors completed the subsequent rounds.

## COVID-19 Response

2020 was the Fund's tenth year, but with the onset of the novel coronavirus, 2020 also became a defining moment for philanthropy in the Chicago region and around the globe. In the context of the Trust's and the United Way of Metro Chicago's broader relief initiatives, the Fund quickly established guidelines and announced a round of COVID-19 Response Grants before the end of June. The LGBTQ Community Fund's unique venture capital fundraising model allowed for easy access to funds and enabled quick and efficient distribution through grant awards.

Before the July 15 deadline, 16 organizations submitted applications for COVID-19 Response grants, for a total of \$353,000 in requests. Of the 16 requests, the Fund awarded 13 organizations, five of which had received grants during the Fund's first grant making cycle. In sum, the first round of the Fund's emergency relief grants invested \$210,000 in awards ranging from \$10,000 to \$25,000.

*"The LGBTQ community has been at greater health and economic risk during the pandemic crisis. The Fund's rapid response grants were an essential bridge in very difficult circumstances."*

- Denise Foy and Ken O'Keefe, Past Steering Committee Co-Chairs

As the pandemic continued into the fall of 2020, additional organizations required assistance. The Fund responded by inviting previous applicants to apply for COVID-19 emergency general operating grants. Applications from 18 organizations were submitted with requests totaling \$417,500. In January of 2021, the Fund distributed \$282,500 to 17 different organizations, all of which had previously received funds through grants made in Cycles 1 and 2. Sheahan Strategic Advisors facilitated the grant making with the Steering Committee on a pro-bono basis.

## Cycle Three and Beyond

After closing the second grant making cycle with thirty COVID-19 Response grants, the Fund initiated its third cycle of fundraising in 2021. The goals of the LGBTQ Community Fund remain much the same. However, in the wake of a presidential administration openly hostile to the LGBTQ community and a once-in-a-century pandemic, the needs in the LGBTQ community have only grown.

The LGBTQ Community Fund's first decade included major achievements and at the same time revealed opportunities for growth and even greater impact. The Fund achieved several of its goals: it directed more funding to LGBTQ organizations in the Chicago region than was previously available; it identified exigencies in the community by funding two Community Needs Assessments, and then targeted those needs with grant programs; and it successfully built an endowment to accommodate future planned-giving. But, the Fund has yet to measure its impact in nonprofit board rooms with LGBTQ representation. As the second decade of the Fund unfolds the Steering Committee has recommitted to this goal along with the other original goals of the Fund.

Additionally, as the only Affinity Fund at the Trust to utilize a venture capital fundraising model, the Fund demonstrated the model's benefits when it was able to quickly adjust to the circumstances of the COVID-19 pandemic and adapted its grant making schedule accordingly. However, this adaptation came with a drawback: The Fund committed nearly half of the money budgeted for its second grant making cycle toward support for grantees general operations. This meant that those funds could not target specific programs which prioritized Employment, Housing Safety and Health or specifically served Youth or Seniors. Considering grants for general operations were awarded in response to COVID-19 addressed a generational crisis, the Fund will be able to target more of its funds toward priority programs throughout future grant cycles.

*"The LGBTQ Fund fulfills a long-standing need in the community and at the same time a fresh, effective approach in structure, fundraising and grantmaking."*

- Adnaan Hamid, Past Steering Committee Co-Chair

## Governance

Since inception, the LGBTQ Community Fund of the Chicago Community Trust has been governed via a Steering Committee. The Steering Committee is responsible for the success of the Fund through a number of areas including governance, fundraising, research activities, community engagement, grant making, and communications.

The Fund strives to bring its mission to life to benefit greater Chicago's LGBTQ community through: Grant making that improves the quality of life; and identifying and focusing resources for the community and those institutions that support it. The Fund envisions a region where LGBTQ community members thrive and enjoy the same freedoms, rights and live with peace and harmony with all communities all while making our communities better and safer.

The LGBTQ Community Fund Steering Committee had seven Founding Members: James L. Alexander, Ramesh Ariyanayakam, Prue Beidler, Denise C. Foy, Kenneth O'Keefe, Honorable Judith Rice and Patrick M. Sheahan, PhD.

With leadership of co-chairs, the Steering Committee Members agreed to the following:

- Commit to a three-year term, subject to one renewal.
- Assist in carrying out the mission and vision of The LGBTQ Community Fund.
- Attend and participate in all meetings of the Steering Committee, which currently occur four times a year, once each quarter.
- Assist in fundraising, including attaining \$10,000.00 per year for three years, give-or-get, with an emphasis on new contributors to Chicagoland's LGBTQ community, especially from outside the community.
- As appropriate, volunteer for leadership opportunities that arise within The LGBTQ Community Fund and diligently follow through in the discharge of all responsibilities associated with those opportunities.
- Advocate for The LGBTQ Community Fund by helping build bridges within Chicagoland's LGBTQ community and between Chicagoland's LGBTQ community and the non-LGBT community.
- Collaborate on behalf of the LGBTQ Community Fund, working to build consensus for the decisions and support those decisions, once made.

The co-chairs have been essential in advancing the work of the LGBTQ Community Fund over the past decade. They facilitate the quarterly meetings and ensure the Steering Committee remain mission focused. The co-chairs include:

- James L. Alexander, 2010 to 2014
- Prue Beidler, 2010 to 2015
- Denise C. Foy, 2015 to 2020
- Katherine Groninger, 2020 to present
- Adnaan Hamid, 2015 to 2018
- Alan G. Harder, 2020 to present
- Kenneth O'Keefe, 2018 to 2020
- Ryan Van Meter, 2014 to 2015

The members of the Steering Committee have contributed their time and treasure to advance the work of the Fund. The Steering Committee Members include:

- James L. Alexander, 2006 to 2010 Founding Discussions; 2010 to 2016 Steering Committee Member
- Ramesh Ariyanayakam, 2010 to 2016 Steering Committee Member
- Bernard T. Bartilad, 2019 to present Steering Committee Member
- Prue Beidler, 2008 to 2010 Founding Discussions; 2010 to 2020 Steering Committee Member; 2021 to present Life Member
- Maree Bullock, 2013 to 2016 Steering Committee Member
- Bonnita Burrell, 2015 to present Steering Committee Member
- Gregory C. Cameron, 2010 to 2015 Steering Committee Member
- Raymond E. Crossman PhD, 2018 to present Steering Committee Member
- Katherine Eccles, 2021 to present Steering Committee Member
- Denise C. Foy, 2010 to 2020 Steering Committee Member; 2021 to present Life Member
- Elizabeth K. Garibay, 2012 to 2021 Steering Committee Member
- Katherine Groninger, 2019 to present Steering Committee Member
- Adnaan Hamid, 2013 to 2018 Steering Committee Member; 2021 to present Life Member
- Alan Harder, 2014 to present Steering Committee Member
- Alexa Katz, 2019 to present Steering Committee Member
- Kenneth O'Keefe, 2011 to 2020 Steering Committee Member; 2021 to present Life Member
- Victoria Rayment, 2019 to present Steering Committee Member
- The Honorable Judith C. Rice, 2010 to 2016 Steering Committee Member
- Luis Roman, 2018 to present Steering Committee Member

- Patrick M. Sheahan PhD, 2006 to 2010 Founding Discussions; 2010 to 2018 Steering Committee Member; 2019 to present Fund Advisor
- Daniel Sprehe, 2014 to 2021 Steering Committee Member
- Ryan Van Meter, 2012 to 2016 Steering Committee Member
- Sandra L. Wagner, 2011 to 2016 Steering Committee Member

The Steering Committee has worked with a number of individuals from the Chicago Community Trust. In the Fund's incubation stage, Terry Mazany provided guidance, grounding and support. Dr. Helene Gayle continued that robust support not only for the LGBTQ Fund but for all of the Chicago Community Trust's Affinity Funds. The Fund would like to thank Terry and Helene for their steadfast commitment and genuine partnership and we look forward to further strengthening our relationship with future Trust leadership.

Over the years, a number of Trust staff members have worked with the Fund. The Fund takes this opportunity to thank staff members who have assisted with the Fund's growth and development: Daniel Ash, Jason Baxendale, Robert Eichinger, Barbara Langford, Eva Penar, Sandra Phelps, Molly Rand, and Cassandra Sampson.

## Research

Even before its official launch, the Fund committed to identifying the needs of Chicago's LGBTQ community through research. The Fund has delivered on this commitment by funding the assembly of two separate needs assessments: one published in 2012; the other in 2019.

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### 2012 Chicago LGBTQ Community Needs Assessment

With generous funding from the Chicago Community Trust, The Elizabeth Morse Charitable Trust, the Elizabeth Morse Genius Charitable Trust, and the Francis Beidler III and Prudence R. Beidler Foundation, the Fund retained Morten Group in 2012 to conduct a needs assessment for metro Chicago's LGBTQ community. The 2012 report served two purposes: 1) to gather data about the assets, needs and challenges of the LGBTQ community in the Chicagoland area; and 2) to inform the Steering Committee's future funding decisions. Data were collected from October 2011 through January 2012 via online surveys, community drop boxes with data collection cards, focus groups, and individual interviews. It was the first comprehensive needs assessment of the Chicago area LGBTQ community in nearly a decade.

The Morten Group used the 'snowball method' and collaborated with more than 60 nonprofits and businesses and 20 community leaders to collect and analyze data from 1,562 completed surveys, 319 data card respondents, 125 focus group participants and 52 interviewees: more than 2,000 total participants. From this accumulated data, the firm distilled key needs and themes. The report pinpointed the key needs to be: 1) Affordable health services and care; 2) Employment; 3) Access to government benefits, rights and services; 4) Discrimination; and 5) Community safety. The research uncovered seven themes: 1) Senior needs; 2) Similarities between youth needs and senior needs; 3) Family needs; 4) Needs of the unemployed and underemployed; 5) Diversity within the community; 6) The impact of the recession on the community; and 7) The need to focus financial resources on existing services and underserved areas.



In light of these key themes and needs, the report concluded that:

*“LGBT people, like most individuals, are concerned about meeting their practical needs and accessing resources when needed. However, this study and the comparison studies used demonstrate that for individuals who identify as LGBT, sexual orientation and gender identity serve as compounding factors. Like their non-LGBT counterparts, LGBT community members seek to experience a quality of life; however, unlike their non-LGBT counterparts, LGBT individuals also seek to have the barriers connected to their identity eliminated where possible, and when found to be present, be able to access service delivery systems which are responsive to acknowledging and eliminating them.”*

While acknowledging that Chicago has “many existing services that specifically identify LGBTQ populations as their primary constituency,” the report recommended that, “allocation of future funding should be aimed at strengthening existing services where possible and building capacity in underserved areas.” This recommendation incorporated the observation that the LGBTQ community struggles with internal discrimination along lines of difference like age, race, and gender identity. Specifically, the conclusion noted that “many of these services are concentrated in geographic areas of the city that are reported by respondents to be less welcoming of the diversity that is in fact characteristic of Chicago’s LGBTQ community.”<sup>1</sup>

*“The research data and analysis provided valuable context, pinpointed specific needs and continues to inform how we carry out our own work.”*

- LGBTQ Fund anonymous grantee

## 2019 Chicago LGBT Community Needs Assessment

In the fall of 2018, after completing the first fundraising cycle and three rounds of grant making, the Fund once again retained Morten Group to conduct a second Chicago LGBTQ Community Needs Assessment. As in 2012, the objective for this iteration was to gather data on current needs, issues, strengths and resources of the Chicagoland

<sup>1</sup> All quotations are from 2012 Community Needs Assessment

LGBTQ community in order to inform the funding goals and directives which shape the Fund. However, it also put this current landscape in the context of what the previous report discovered in 2012, as well as broadened the scope of the assessment’s reach and exposure beyond the interests of the Fund or the Trust.

The second needs assessment followed a similar methodology. The Morten Group collaborated with 70+ community organizations, groups and businesses to enact a grassroots participatory action research process and utilized online surveys, data cards, and focus groups to gather responses from more than 2,000 LGBTQ Chicagoans. The researchers were able to identify seven recurring themes from the collected data: 1) Inequities within the LGBTQ population; 2) High-quality, affordable, culturally responsive, comprehensive health care; 3) Employment/underemployment and equity in the job market; 4) Support accessing quality human and government services; 5) Community safety and violence prevention for all; 6) Affordable housing and gentrification; and 7) Resilience and capacity of a participatory, intersectional LGBTQ community.

The report’s conclusion noted that, while “much has changed...since [the Fund] commissioned work in 2012,” much of the previous assessment’s findings still held true. In contrast to the general conclusions of the first assessment, the 2019 report included in-depth recommendations associated with each of the seven recurring themes. These included suggestions that the Fund engage more directly with grantees through workshops and events, prioritize equity and intersectionality, and target funding toward communities on the city’s South and West Sides.

Finally, the 2019 Community Needs Assessment included a benchmarking section to compare the broader societal changes that took place between 2012 to 2019. It noted:

*“The intervening seven years...have seen several high-profile changes. In 2013, marriage equality was legally recognized at the state level in Illinois, followed by federal recognition in 2015. Anti-bullying laws were expanded to include LGBTQ people in 2014, with conversion therapy for minors banned as of 2015. Gender identity was added to Illinois’ hate crime statutes in 2015; two years later, the gender reassignment surgery requirement was removed as a barrier to changing gender markers on government documents.”*

Despite these changes at the societal level, “much has remained consistent with regard to LGBTQ Chicagoans’ key needs during that same timespan. Top four needs identified

by survey takers in both 2012 and 2019 included healthcare, employment, community safety, and discrimination.”

There were notable demographic differences between the two assessments as well.

*“Regarding sexual orientation, comparatively fewer individuals identified as gay or lesbian in 2019 than in 2011, whereas more identified as bisexual/pansexual or queer. With regard to gender identity, the percentage of participants identifying as transgender and/or gender nonconforming leapt from 15% in 2012 to 35% in 2019.”*

The 2019 report also offered respondents “an increased variety of gender-expansive identity options, including several that did not appear on the 2012 survey tool such as nonbinary and agender.”<sup>2</sup> The last difference which caught the researchers’ attention was the jump in the percentage of participants who identified as married: up to 24% in 2019 from 9% in 2012.

Alone, each of the needs assessments was a major step forward for Chicago’s LGBTQ community. Together, they represent snapshots on either side of a pivotal decade for local and global LGBTQ communities, alike. Their impact goes well beyond the Fund’s capacity to target funding—important as this may be. The work that the Morten Group conducted has provided Chicago’s LGBTQ community with the situational awareness necessary for any individual or collective to reach their aspirations.

<sup>2</sup> All quotations are from the 2019 Community Needs Assessment

## Fundraising

From the beginning, the Fund employed two fundraising strategies, which set it apart from the Trust’s other Affinity Funds: 1) The Fund maximized impact through a venture capital model that delivered funds to organizations as quickly as possible; and 2) The Fund targeted a donor base *outside* of its designated affinity group, Chicago’s LGBTQ community.

The Fund was the first at the Trust to use a venture capital fundraising model. As opposed to the prevalent, endowment-based fundraising structure, the venture capital model follows in the footsteps of the eponymous financial firms: raise capital with a relatively brief funding cycle and immediately turn to investing that money in worthy ventures. This strategy produces tangible impacts that donors are able to see demonstrated within the community, sometimes within months of their gifts. Additionally, it provides major donors (individuals, corporations and foundations) with a regular and cyclical timeline for their giving. All of this combines to create a sustainable role for the Fund in the greater philanthropic ecosystem.

Nevertheless, while Chicago may boast one of the largest LGBTQ communities in the country, resources are limited. To prevent “cannibalizing” Chicago’s LGBTQ philanthropic community, the Fund purposely targeted foundations, corporations and individuals who had yet to give toward LGBTQ causes. The Fund also utilized challenge grants to draw new donors. With these strategies, the Fund was able to both become a major factor in, and simultaneously sustain the Chicago LGBTQ community’s philanthropic ecosystem.

Through two fundraising cycles conducted over the last ten years, the Fund has raised more than \$3.5M<sup>1</sup>. Two consultants, Mark Warner and Chris Jabin, assisted in the fundraising efforts for Cycle 1 and Cycle 2, respectively. Of the \$3.5M raised, \$2.1M+ was secured through external fundraising efforts, while the Trust provided the remaining \$1.3M. Outside of the Trust’s major gifts to each cycle, the Fund successfully engaged 14 different corporations, 29 foundations, and 105 individuals.

<sup>1</sup> As of December 30, 2020

In addition, since the Fund was able to reach its goal of raising \$1M during Cycle 1, the Trust fulfilled its commitment of granting \$500,000 toward the Fund's endowment. A generous \$50,000 grant from the PERT Foundation in 2017, along with returns on interest of \$375,176, have brought the value of the endowment (as of December 31, 2020) to \$875,176. All of this suggests a robust and sustainable financial future for the Fund as it enters its second decade.

## Donors for the period October 1, 2010 through September 30, 2020

### \$100,000 +

#### Corporations

- BMO Harris Bank

#### Foundations

- The Chicago Community Trust
- Efroymsen - Hamid Family
- The Elizabeth Morse Charitable Trust
- Elizabeth Morse Genius Charitable Trust
- The PERT Foundation
- Glasser and Rosenthal Foundation

#### Individuals

- Francis and Prudence R. Beidler
- Bill and Cindee Dietz
- Ken O'Keefe and Jason Stephens

### \$50,000–\$99,999

#### Corporations

- The Northern Trust Company
- US Bank

#### Foundations

- J.B. and M.K. Pritzker Family Foundation

#### Individuals

- James L. Alexander and Curtis Drayer
- Katherine Groninger and Molly Meyer
- Ken\* and Jane Pigott

### \$25,000–\$49,999

#### Corporations

- Exelon Business Services
- Fifth Third Bank
- Grosvenor Capital Management, L.P.
- UBS

#### Foundations

- The Canning Foundation
- D & R Fund
- Pritzker Family Foundation
- Sage Foundation

**Individuals**

- Anonymous
- Marshall Field

**\$10,000–\$24,999****Corporations**

- JP Morgan Chase

**Foundations**

- Bechily Hodes Family Foundation
- Blue Foundation
- The Deromedi Family Charitable Fund
- Harris Family Foundation
- Julie and Roger Baskes Charitable Trust
- The Lehman Stamm Family Fund
- Polk Bros. Foundation
- The Robert R. McCormick Foundation
- The Robert Thomas Bobins Foundation
- The Vitale Family Foundation, Inc.

**Individuals**

- Bernard Bartilad and Michael Herman
- Maree Bullock
- Denise Foy
- Jeff Grinspoon and Jon Foley
- David D. Hiller
- Richard P\*. and Susan R. Kiphart
- James W\*. and Kay Mabie
- John W. and Jeanne M. Rowe
- Patrick M. Sheahan

**\$5,000–\$9,999****Corporations**

- Horton

**Foundations**

- Anonymous
- The Peter Kinney and Lisa Sandquist Foundation
- Western Wind Foundation

**Individuals**

- Mariterese and Patrick Balthrop
- Thomas J. and Madeleine Burrell

- Greg Cameron and Greg Thompson
- Raymond Crossman
- Stephen Fletcher
- James Kornacki
- David Kulawiak
- Terry and Lottie Mazany
- Sylvia Neil
- Frank Quinn
- Pamela and Russ Strobel

**\$1,000–\$4,999****Corporations**

- B.C. Ziegler & Co.
- Dragonfly Advisors

**Foundations**

- Doing Good
- The Sidney Epstein and Sondra Berman Epstein Foundation
- Jenks Foundation
- Lloyd A. Fry Foundation
- Woods Fund of Chicago

**Individuals**

- Ramesh Ariyanayakam
- Neil Borg
- John Bross\*
- Barbara Burrell
- Bonita A. Burrell
- Dhulsini de Foysa
- Tuan Do and Christopher J. Jowett
- Daniel J. and Elizabeth Hermann
- Gary T. Johnson
- Marcia Lipetz\*
- Brian and Tamara McGough
- Laurie and Kevin McGraw
- Claire Muñana
- Lawrence, Mark & Jane Ordower in Memory of Ben & Rita
- Victoria Raymont
- The Honorable Judith Rice
- James Rondeau
- Mark and Michelle Tisdahl

- Tom Tunney
- Ryan VanMeter
- Mark D. Warner

## Up to \$999

### Corporations

- Beal Properties
- Deloitte Services, LLP
- Eventbrite
- Plante Moran Financial Advisors

### Foundations

- Jacob Beidler and Deborah Witzburg Charitable Foundation

### Individuals

- Lucas Aguiar
- Kendra Allen
- Anne Aslett
- Scott Blessman
- Vern Borders and Francia Harrington
- Emily Brouwer
- Andreason L. Brown
- Gwenn M. Cagann and Ross A. MacIntyre
- Donald A. Carlson Jr.
- Burl Covan
- W. Janet Dougherty
- Jane Eberle
- Bob Eichinger
- Madalyn Garcia-McConnell
- Elizabeth Garibay
- Jason and Kirsty Gelberd
- Jack and Sandra P. Guthman
- John P. and Paige L. Hanley
- Alan Harder
- Zachary Holder
- Elizabeth Jenkins
- Stephen Johnson
- Alexa Katz
- Andrea Katz
- Eric Katz
- David M. and Pamela L. Kolzow

- Haley Kost
- Judith Lazar
- William M. Libit
- Christopher N. Lloyd
- Kimberly Maitlin
- Allan and Marion R. Matlin
- Elizabeth McCostlin
- Thomas Meyers
- Charles R. Middleton
- Jennifer Moss
- Jaaee Nadkarni
- Ricardo Nieves
- Angela Nuss
- Michael O'Connor
- Marlene B. Olson
- Tonise Paul
- John Pfeiffer
- Amy Phan
- Pamela Plancon
- Gianna Procaccio
- Daniel C. and Michelle L. Revie
- Luis Roman
- Nathan Russo
- Rhona J. and Daniel A. Schrandt
- Karen Seal
- Pedro A. Serrano
- Sagaly Shergazy
- Joan Siewert
- Julie Silverstein and Kim Colweck
- Laura Stake
- Heather N. Stanonik
- Michael and Angela Tingwald
- Elizabeth Beidler Tisdahl
- Steven Bruce Tittle
- Carlos Trejo
- Sandra L. Wagner
- Bradley Willard
- Melody Wilson

\*denotes deceased

# Grant Making

The Fund’s fourth goal centered on identifying needs in the community through research and targeting those needs with grant programs. The Morten Group’s Needs Assessments continue to inform the Fund’s priorities for all grant making. In addition to focusing awards on research-informed priorities, the Fund and its Steering Committee members structured grant making efforts around fostering partnerships with grantees. Upon selection, the Fund worked to integrate the awarded organizations into the unique support structures which the Trust provides. To facilitate the most direct contact between Steering Committee members and applicant organizations, the Fund engaged two consultants to support its grant making program: Marcia Lipetz of Millenia Consulting for the first three rounds of grant making; Lisa Gilmore of The Morten Group for the fourth round and Patrick M. Sheahan of Sheahan Strategic Advisors for the subsequent grant making rounds.

Site visits by Steering Committee members are a critical component in the Fund’s grant making process. Throughout the six years of grant making, one or more members of the Fund’s Steering Committee made site visits to half of all awarded organizations. The Fund prioritizes site visits and pre-pandemic visited all funded organizations. As outlined in the Fund’s Site Visit Protocol, these visits were opportunities for everyone to learn about each other’s operations and grow as partners. Additionally, visits to diverse organizations throughout the Chicago metropolitan region engaged Steering Committee members at a personal level in the work to identify needs in Chicago’s LGBTQ community, a component of the Fund’s fourth goal.

*“The site visit experience brings to life the great work being done in the community. We are honored to view potential grantees work in-person.”*

- Bernard Bartilad, Steering Committee Member

Over the course of six years, the Fund received 129 proposals from 80 separate organizations. The total amount of funding requested through the seven rounds of grants was \$4,028,521. The Fund awarded 71 grants worth \$1,978,500 to 42 separate organizations. Of those 71 grants, no organization was awarded more than three times, and no organization received more than \$190K or less than \$10K, cumulatively.

Excluding the “Transformational Grants”, each worth more than \$75K, the average grant award value was approximately. \$23,600. Eight-one percent of all grant awards went to organizations operating in the Chicago city limits and 91% funded programs within Cook County.

Forty-two of the Fund’s 72 awards—all but the COVID-19 Response Grants, which supported general operations—fully supported LGBTQ-centered programs. From these 42 programmatic grants, 14 addressed Housing and/or Employment, 24 focused on Seniors and/or Youth, and 7 served Trans and Gender-nonconforming folks. Twenty-two Health and 25 Safety programs received support, as well.

The table below details requests and gifts according to each round of grant making:

	Community Grants 2015	Transformational Grants 2016	Community Grants 2016	Impact Grants 2018	Community Grants 2020	COVID Relief Round 1	COVID Relief Round 2	Total
# Proposals Received	22	9	10	29	25	16	18	129
# Awards	14	3	7	10	8	13	17	71
\$ Requested	\$692,000	\$725,000	\$404,256	\$691,996	\$919,269	\$353,000	\$417,500	\$4,028,521.00
\$ Awarded	\$282,500	\$350,000	\$290,000	\$250,000	\$313,500	\$210,000	\$282,500	\$1,978,500.00

The following tables details the distribution of programs in each round of grant making by program type, intended age group, and specific gender identity:

Program Type	2015 Community	2016 Transformational	2016 Community	2018 Impact	2020 Community	Total
Advocacy	1	0	0	0	0	1
Arts	2	0	0	0	0	2
Education	2	0	0	0	0	2
Employment	1	0	1	2	2	6
Health	4	2	3	8	5	22
Housing	3	0	1	2	2	8
Safety	5	2	2	10	6	25

Age Group	2015 Community	2016 Transformational	2016 Community	2018 Impact	2020 Community	Total
Seniors	3	0	1	3	2	9
Youth	7	0	3	4	1	15

Gender Identity	2015 Community	2016 Transformational	2016 Community	2018 Impact	2020 Community	Total
Fem	1	0	0	0	0	1
Masc	1	0	0	1	0	2
Trans/GNC	1	1	1	1	3	7

As with all grant making, there are never as many resources as need. The Fund is sensitive to providing as much reach as possible via geography, size of programs, focus of programs and populations served. The organizations that have been declined generally fall into these categories: 1) program is small and unproven; 2) presenting arts organizations; 3) and advocacy work with a very narrow scope. The Steering Committee is committed to learning from the declinations to improve future communication with potential grantees.

The grants awarded by the LGBTQ Community Fund are targeted investments in Chicago's LGBTQ organizations—the primary goal outlined at the Fund's establishment. The Fund supported LGBTQ organizations with longstanding histories in Chicago, such as Howard Brown Health Center and AIDS Foundation of Chicago, as well as new organizations, such as Brave Space Alliance and Chicago Therapy Collective. As the Morten Group's 2019 Chicago LGBTQ Community Needs Assessment makes clear, there are still challenges facing Chicago's LGBTQ community. However, the Fund's investments throughout the past decade demonstrate that there are structures in place to efficiently move philanthropic gifts to programs capable of addressing these challenges.

### 2015 Impact Grant Awards: \$282,500 awarded (\$692k requested)

**About Face Theatre:** \$25k (of \$25k requested)

- Funding supported youth outreach and education programs as well as increased capacity to serve youth and schools

**Adler University's LGBTQ Mental Health and Inclusion Center:** \$25k (of \$25k requested)

- Funds were used to revise and expand a database of LGBT-friendly health and social services, created app for mobile use with "Yelp-like" user reviews

**Affinity Community Services:** \$25k (of \$25k requested)

- Used funds to expand programming for seniors of color from 90 participants to 180

**Ann and Robert H. Lurie Children's Hospital of Chicago:** \$20k (of \$25k requested)

- Created a clinic specifically for LGBT youth staffed by RN and social worker

**Association of Latinos/as Motivating Action (ALMA):** \$20k (of \$25k requested)

- Built infrastructure in Latinx organizations to create safe spaces for LGBT youth and parents by training agency staff on LGBT issues

**Broadway United Methodist Church (Youth Lounge):** \$15k (of \$15k requested)

- Supported Youth Lounge, a bi-weekly safe space serving 60-70 LGBT homeless youth and providing educational/employment resources

**Chicago Filmmakers:** \$20k (of \$25k requested)

- Funded 3 8-day digital workshops for LGBTQ and gender non-conforming teens

**Chicago Gay Black Man's Caucus:** \$15k (of \$20k requested)

- Funded consultant for strategic planning and organizational development as well as salary support of executive director

**Leather Archives and Museum, Inc.:** \$17,500 (of \$21k requested)

- Funds hired curator to develop exhibit on older people of color in leather community; developed a related web source, and produced a related event

**Project Fierce Chicago:** \$25k (of \$25k requested)

- Funds hired executive director and other staff for growth to support the housing collaborative

**RAD Remedy:** \$20k (of \$25k requested)

- Supported mapping comprehensive and culturally competent healthcare resources in Chicago area for trans, gender non-conforming, intersex, and queer communities

**Thousand Waves Martial Arts & Self-Defense Center:** \$20k (of \$25k requested)

- Funded violence prevention and self-defense programs for women and girls

**Transformative Justice Project of Illinois:** \$20k (of \$25k requested)

- Funded first staff member to oversee and coordinate fundraising and community projects focused on legal advocacy for trans and gender non-conforming folks

**Youth Empowerment Performance Project:** \$15k (of \$15k requested)

- Supported executive director's salary; created second year of Leadership Ensemble Program for LGBT youth in the ensemble experiencing homelessness

**2016 Transformational Grant Awards: \$350k awarded (\$725k requested)****AIDS Foundation of Chicago:** \$75k (of \$150k requested)

- Funded a collaboration with the University of Chicago to expand PrEPLine, a telephone-based linkage and referral program providing info about PrEP services

**Chicago House and Social Service Agency:** \$125k (of \$125k requested)

- Funded collaboration with Sarah's Circle to strengthen safety-net services for members of Chicago's transgender and gender-nonconforming community

**Howard Brown Health Center:** \$150k (of \$150k requested)

- Funded development of nation's first LGBTQ-specific survivor advocacy and assault prevention program with Advocate Masonic Medical Center

**Fall 2016 Community Grant Awards: \$290k awarded (\$404,256 requested)****Center on Halsted:** \$50k (of \$50k requested)

- Funded establishment of a coalition of community-based organizations to create LGBTQ+ affirming strategies to combat and respond to violence in Chicago

**Chicago Coalition for the Homeless:** \$20k (of \$20k requested)

- Funded full-time mobile clinic serving civil legal needs of homeless and unaccompanied youth

**Housing Opportunities & Maintenance for the Elderly:** \$20k (for \$19,256 requested)

- Funded safe and welcoming community for LGBT low-income seniors within intergenerational housing program

**Legal Council for Health and Justice:** \$50k (of \$50k requested)

- Funded free, immediate legal assistance to HIV-impacted individuals—and in particular LGBTQ people—at HBH sites

**Night Ministry:** \$50k (of \$50k requested)

- Funded case manager to help homeless LGBTQ youth access health care and social services

**Planned Parenthood of Illinois:** \$50k (of \$50k requested)

- Funded capacity to provide high-quality, inclusive care to transgender patients at four Chicago health centers

**Public Health Institute of Metropolitan Chicago:** \$50k (of \$50k requested)

- Funded design and launch of a city-wide Know-Your-Rights campaign for LGBTQ+ young people via the IL Safe Schools Alliance

**Fall 2018 Impact Grant Awards: \$250k awarded (\$691,996 requested)****Affinity Community Services:** \$25k (of \$25k requested)

- Funded expanded LGBTQ+ older adult programs: inclusive, affirming workshops to make aging manageable and social programming to combat loneliness

**AIDS Foundation of Chicago:** \$25k (of \$25k requested)

- Funded Pride Action Tank program to improve care for LGBTQ+ older adults living in long-term care facilities in the Chicago area

**Brave Space Alliance:** \$25k (of \$25k requested)

- Funded promotion of public safety for transgender people in Chicago through grassroots organizing and self-defense training

**Chicago Black Gay Men's Caucus:** \$25k (of \$25k requested)

- Funded Research & Action Council to develop structural and community-level interventions to improve health and wellness of men in community

**Night Ministry:** \$25k (of \$25k requested)

- Funded The Crib which serves homeless young people ages 18-24 by providing shelter and services for up to 21 young people each night

**Public Health Institute of Metropolitan Chicago / Illinois Safe Schools Alliance:** \$25k (of \$25k requested)

- Funded continuation of Know Your Rights campaign: creation and distribution of marketing materials and upgrade of online viewing systems

**Puerto Rican Cultural Center:** \$25k (of \$25k requested)

- Funded Youth Drop-In to provide a safe space for low income and unstably housed LGBTQ youth under 24 years old

**Roger Baldwin Foundation of ACLU, Inc.:** \$25k (of \$25k requested)

- Funded advocacy on behalf of people facing discrimination based on sexual orientation, gender identity or expression, or HIV status



**Sinai Health System:** \$25k (of \$25k requested)

- Funded establishment of Safe Spaces providing LGBTQ-friendly, personalized, one-on-one psychosocial support to individuals who identify as LGBTQ

**Test Positive Aware Network:** \$25k (requested \$22,500)

- Funded hiring of dedicated specialist at The Tea Room, a 3-day/week drop-in space for LGBTQ young adults, ages 18-29

**2020 Community Grant Awards: \$313,500 awarded (\$919,269 requested)****AgeOptions Inc.:** \$50k (\$50k requested)

- Expanded “Thriving with Pride” Cafes—regular community gathering places providing social support for older LGBT+ adults throughout Cook County

**Chicago House and Social Service Agency:** \$50k (of \$50k requested)

- Funding for Chicago House’s drop-in program, a safe and affirming resource center that offers social support for black and brown LGBTQ community

**Housing Opportunities & Maintenance for the Elderly Inc.:** \$25k (for \$15k requested)

- Funded training and engagement for LGBT low-income within intergenerational housing program

**Legal Council for Health and Justice:** \$43,500 (\$50k requested)

- Funded expansion of Medical Legal Partnership with Howard Brown to south side, providing additional legal advocate at HBH’s Hyde Park Clinic

**McDermott Center:** \$40k (of \$40k requested)

- Expanded Haymarket Center’s gender-affirming services for LGBTQ+ patients who are receiving treatment for a substance use disorder

**Roger Baldwin Foundation of ACLU Inc.:** \$35k (of \$35k requested)

- Funded partnership with Chicago House to ensure health insurance policies for select local government (public) employees in Cook County are trans-inclusive

**Sithub/Chicago Therapy Collective:** \$40k (of \$40k requested)

- Funded #HireTransNOW initiative which aims to enlist 250 employers in its hiring challenge and connect prospective transgender job candidates with employers

**Youth Services of Glenview-Northbrook:** \$30k (of \$30k requested)

- Funded expansion of Pride programming serving transgender and gender non-conforming (TGNC) youth, LGBTQ+ youth of color, and LGBTQ+ youth leadership development

**2020 COVID-19 Response Grant Awards I: \$210k awarded (\$353k requested)****360 Youth Services:** \$17,500 (of \$25k requested)

- Funds helped close a \$106,000 funding gap to provide 4 apartments (8 beds) of Transitional Housing for LGBTQ youth

**Adler University:** \$17,500 (of \$25k requested)

- Funding for a new telebehavioral health program, which will utilize technology to increase access to mental health care for all medically underserved populations

**AIDS Foundation of Chicago:** \$25k (of \$25k requested)

- Funding to increase capacity to deploy emergency financial assistance, provide critical case management and housing services, and respond to emerging client needs

**Association of Latino Men for Actions:** \$12,500 (of \$25k requested)

- Funding for GenOps: continued engagement, support and advocacy for the Latinx LGBTQ community, via creative virtual methodologies

**Center for Disability and Elder Law, Inc.:** \$15k (\$25k requested)

- Funding to help Proud to Thrive program reach LGBT community and provide housing and estate planning legal services necessitated by the COVID-19 crisis

**Center on Halsted:** \$25k (of \$25k requested)

- Funding to support GenOps and continue work to advance community & secure the health and wellbeing of the LGBTQ people of Chicagoland

**Chicago High School for the Arts:** \$17,500 (of \$25k requested)

- Funding to support GenOps of Chicago’s first public high school dedicated to the arts

**Equality Illinois Institute:** \$10k (of \$15k requested)

- Funding for Institute’s GenOps to support its array of initiatives that meet the needs of the LGBTQ community

**Lorde, Rustin & Bates, Inc.:** \$20k (of \$20k requested)

- Funding for GenOps support so the agency can continue to provide its organizational development services

**Planned Parenthood of Illinois:** \$17,500 (\$25k requested)

- Funding for GenOps to provide comprehensive, inclusive sexual and reproductive health care to patients at its 18 health centers

**Sisters in Cinema:** \$10k (of \$25k requested)

- Funding for GenOps and to hire a part-time staff member and to develop the Black Lesbian Writers’ Room as a virtual program

**Transformative Justice Law Project of Illinois:** \$12,500 (of \$25k requested)

- Funding to support increased services for Black and Indigenous Transgender People of Color in the Chicago area

**Upswing Advocates, Inc.:** \$10k (of \$25k requested)

- Funding for GenOps to continue offering LGBTQ2IA-focused trainings on a sliding scale, and for Praxis to provide anti-racism trainings and equity audits

**2020 COVID-19 Response Grant Awards II: \$282.5k awarded (\$417.5k requested)****About Face Theater:** \$10k (of \$25k requested)

- Funding for GenOps to support goals of employing 35 production artists and 10 teaching artists as well as increasing reach via online programs

**AgeOptions, Inc.:** \$17.5k (of \$25k requested)

- Funding to support expansion of direct service programming to LGBT+ older adults and increased outreach to LGBT+ older adults and caregivers

**Brave Space Alliance:** \$20k (of \$25k requested)

- Funding to improve logistics and transportation for operations at 4 food pantries which have served 45,000+ people on South and West sides

**Chicago House:** \$15k (of \$25k requested)

- Funding for GenOps to counter budget shortfalls and support transitions to rapidly respond to needs of 3,000+ individuals and families caused by COVID

**Housing Opportunities & Maintenance for the Elderly Inc.:** \$17.5k (of \$25k requested)

- Funding to redesign space at the Nathalie Salmon House intended as a multi-purpose, flexibly divided healing and arts space

**Howard Brown Center:** \$25k (of \$25k requested)

- Funding to support operation of six COVID-19 community care stations providing free testing across Chicago as well as primary care telehealth and basic needs programming

**Leather Archives and Museum, Inc.:** \$7.5k (of \$7.5k requested)

- Funding for GenOps to minimize budget deficit and support current staff as well as expand digital presence

**Legal Council for Health Justice:** \$17.5k (of \$25k requested)

- Funding for GenOps to support staff providing high quality legal assistance, legal advocacy and healthcare education during the pandemic

**McDermott Center:** \$17.5k (of \$25k requested)

- Funding for GenOps and to provide behavioral health care to clients who identify as LGBTQ+ during the COVID-19 pandemic

**Night Ministry:** \$17.5k (of \$25k requested)

- Funding for GenOps of The Crib, an emergency overnight shelter program which provides safe overnight shelter for up to 21 young adults ages 18 to 24

**Public Health Institute of Metropolitan Chicago:** \$17.5k (of \$25k requested)

- Funding for GenOps to support infrastructure and systems re-design, investment in organizational and staff capacity, and program and service adaptations for the virtual and remote environment

**Puerto Rican Cultural Center:** \$10k (of \$25k requested)

- Funding for GenOps including COVID-specific initiatives like assisting with Emergency Rental and Mortgage applications and the City's Contact Tracing

**Roger Baldwin Foundation of the ACLU, Inc.:** \$17.5k (of \$25k requested)

- Funding for GenOps and to offset costs related to starting new litigation, conducting know-your-rights trainings, and community outreach

**Sit Hub / Chicago Therapy Collective:** \$15k (of \$25k requested)

- Funding for GenOps to support stability and strength of organization and develop / implement multi-stakeholder membership model and work-centered nonprofit infrastructure

**Test Positive Awareness Network:** \$20k (of \$25k requested)

- Funding to support operations of the Tea Room, TPAN's drop-in center for mostly LGBT young adults (ages 18-29)

**Youth Empowerment Performance Project:** \$17.5k (of \$25k requested)

- Funding for GenOps to pay part-time staff and purchase supplies to keep staff safe and for operations of the Distribution Center

**Youth Services of Glenview – Northbrook:** \$20k (of \$25k requested)

- Funding for GenOps to provide programming that meets the unique needs of LGBTQ+ youth and their families during the COVID-19 pandemic

**October 2020 Special Initiative Grant Award\*: \$25k awarded (\$25k requested)****Holocaust Memorial Foundation of Illinois, Inc.:** \$25k (of requested \$25k)

- To provide sponsorship support to its Rise Up: Stonewall and the LGBTQ Rights Movement Special Exhibitions at Illinois Holocaust Museum & Education Center.

\*by invitation only

## The Second Decade

The Fund is off to a great start in 2021 with several key decisions stemming from a facilitated planning session in Fall 2020. The Steering Committee has re-committed to the original goals and has created a committee structure to facilitate in the work of the Fund. Specifically, the current goals of the Fund are:

- More funding to LGBTQ organizations in Chicagoland
- More LGBTQ representation on nonprofit boards
- LGBTQ representation on the Trust's Executive Committee
- Identify needs through research and respond via the grant program
- Venture fundraising approach
- Build the endowment

Katherine Groninger and Alan Harder became Steering Committee co-chairs in October 2020. With the new committee structure comprised of a Nominating/Governance Committee, Communications Committee and Life Member Committee, the Fund has established a new operating model for its second decade. All Steering Committee members will continue to participate in fundraising and grant making.

As a part of the Chicago Community Trust's ecosystem of community-based funds, the LGBTQ Community Fund is proud of its accomplishments to-date. As the Fund continues to grow, the basic tenets of community-based research, strong grantee relationships and venture fundraising will continue drive the Fund into its second decade.

The LGBTQ Community Fund is most grateful to the Chicago Community Trust, The Elizabeth Morse Charitable Trust and The Elizabeth Morse Genius Trust as well as the corporations, foundations and individuals who have provided support. That support has enabled the Fund's grantees to fulfill their mission of service to Chicagoland's LGBTQ population.

*"We are excited and honored to usher the Fund into its second decade. We stand on the accomplishments of those who came before us and we look to the future with great purpose and pride."*

- Katherine Groninger and Alan Harder, Steering Committee Co-Chairs

## Epilogue

The LGBTQ Community Fund Steering Committee is well on its way to accomplishing specific goals established as part of “Plan 2030” created in 2021 and 2022 facilitated by Sheahan Strategic Advisors. Specifically, the plan reaffirmed the Fund’s mission and vision, and articulated values for ongoing operations through 2030.

### MISSION

To advance Chicagoland’s LGBTQ Community through research, connection, and focused grant making.

### VISION

The Fund envisions a Chicagoland LGBTQ Community thriving in a safe, equitable, and supportive environment.

### VALUES



**Community:** We are part of and invested in an inclusive community; we act and collaborate with empathy and social responsibility.



**Justice:** We respect and celebrate human diversity and difference; we work to dismantle homophobia, transphobia, racism, and other inequities to address historical and systemic marginalization.



**Connection:** We seek to connect Chicagoland’s LGBTQ population and its organizations to ideas, research and one other.



**Courage:** We champion leadership, innovation, and creativity; we act on principle, and challenge the status quo.



**Pragmatism:** We support research to understand our community and its needs; we support real-world solutions and measurable results.

In keeping with the Fund’s history of gathering research, the mission, vision and values were shared with grant recipients in Spring 2022; the overwhelming response was positive, encouraging and demonstrated great alignment with our grant recipient organizations. Indeed, the future is bright for the LGBTQ Community Fund and there is great recognition that this work requires an ‘all-in’ focus and the Fund is most grateful to all those who work to advance Chicagoland’s LGBTQ community; indeed, we are stronger together.



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**LGBTQ Community Fund Report**  
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