

CROSSROADS FUND

CHANGE, NOT CHARITY

Annual Report 2002

Dear Friends,

What an extraordinary year. At Crossroads Fund, we marked our 20 year milestone with celebration, reflection, research, mourning, mobilizing, renewing and building.

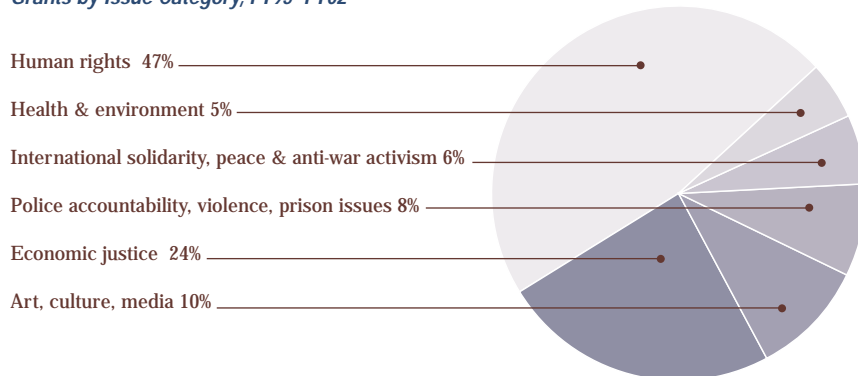
There is much to celebrate in our 20th year of funding social change activism. Over two decades, Crossroads Fund has contributed close to \$4 million to hundreds of grassroots groups—thousands of people—organizing for justice. These groups go beyond treating symptoms—they seek solutions to the underlying causes that create injustice in the first place.

The grantees described in this report reflect the wide range of human rights, economic justice, cultural activism, and international solidarity work that we continue to support, often before it is widely noticed or recognized. Crossroads Fund provides the first foundation support for many groups who go on to gain visibility and create lasting change throughout the city and beyond.

The crisis and instability marking this year also led us to renew our commitment to justice and full participation of all people in society. The bottom line: groups working for social change need more support. Crossroads therefore embarked on two projects in FY02:

- Building our internal capacity
- Researching how to most effectively assist our grantees in building capacity

Grants by Issue Category, FY95–FY02



We must raise more to give more. But there's more to it than that. We must employ the most effective ways to use our limited resources for creating fundamental change. This is especially crucial in such unstable times as these. Months of research with grantees, peers in philanthropy, and local technical assistance providers indicated that Crossroads Fund should pursue:

- Multi-year funding and more individualized assistance to help groups outgrow and sustain beyond seed funding
- Increasing opportunities for grantees to connect with one another and with other funders
- More assistance in locating affordable technical assistance resources

Bringing donors and grantees together. Bringing critical voices into the headlines. Bringing new ideas to the forefront. As we strive to build our base and that of our grantees, these things will bring about fundamental change.

In this anniversary year, we give special thanks to our founders and their mentors, all board and staff members over the years, our supportive colleagues in philanthropy, our generous donors from \$20 to upwards of \$20,000, and, of course, the hardworking and inspirational grantees. Without you our communities would be strides behind with far fewer possibilities.

History has shown that even with victory we must continue to seek out change. Our 20th Anniversary allows us the opportunity to commit ourselves to always looking forward and to growing our consistent pool of funding for the next twenty years.

With thanks for your support and wishes for a year filled with change,

Lawrence Benito
President
Board of Directors

Jeanne Kracher
Executive Director

Seed Fund

This is where it begins. Seed Fund grantees are small, new and emerging grassroots groups with innovative strategies for creating change. Led by people whose voices have often not been heard, in communities that often go unnoticed. Addressing complex and challenging issues, and practicing new working models. Risky? Maybe. Necessary? Absolutely.

All Seed Fund grants provide general operating support.

*Jane Addams Senior Caucus** **\$10,000**
for leadership development and organizing among low-income seniors for affordable housing and quality in-home health care

Beyondmedia Education **\$7,000**
for a media program stimulating critical dialogue about women's incarceration, and the Girls! Action! Media! workshops on media activism with underserved and under-represented girls

Partnership for a Southside Community Development Credit Union **\$7,000**
start up costs for a community-controlled and operated financial cooperative on Chicago's south side

*Illinois Coalition Against the Death Penalty*** **\$7,000**
to educate the public and organize affected communities to end the use of the death penalty in Illinois

Korean American Resource & Cultural Center **\$6,000**
for youth-led organizing around the "war on terrorism" and its affects on immigrant communities

Affinity Community Services **\$5,000**
for resources and support within the African American lesbian and bisexual women's community, with a focus on the intersection of class, race, gender and sexual orientation

Citizens Alert **\$5,000**
for staffing expenses to organize Chicago-area residents for progressive change in law enforcement

Latino Union of Chicago **\$5,000**
for organizing to improve working conditions of low-income and immigrant workers

Partnership to End Homelessness **\$5,000**
for coalition work and implementation of a strategic plan to end homelessness citywide

Pintig Cultural Group **\$5,000**
for theater productions and community organizing within the Filipino and larger multicultural community

Women of Faith for Prison Justice **\$4,000**
to identify and address the injustices and unmet needs of women and their families affected by incarceration

Agujion Theater Company of Chicago **\$3,000**
for the production of bilingual and Spanish-language theater addressing social issues affecting Latinos and the wider population

** Recipient of \$1,000 Ron Sable Award for Activism, FY02*

***Recipient of \$1,000 Special Award*

*Centro de Derechos Humanos
"Simón Bolívar"* **\$3,000**
for training and organizing around
human rights issues within the immi-
grant community in Elgin, Illinois

Colombia Vive **\$3,000**
supporting start-up costs for a resource
center for Colombian immigrants and
for a documentation project on human
rights violations in Colombia

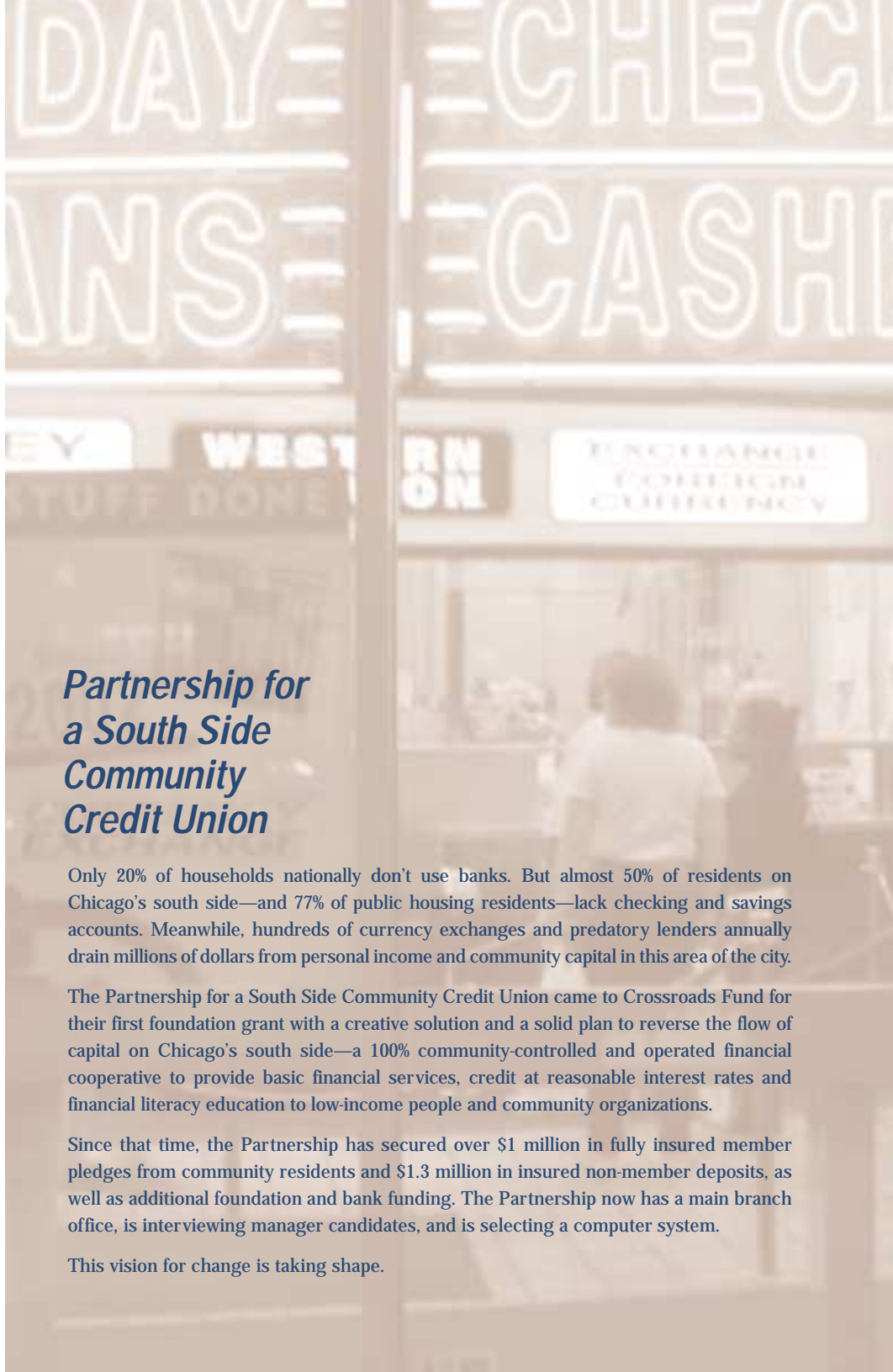
Ecovida **\$3,000**
for popular education and training in
creating alternative models that pro-
mote healthy ecological systems within
low-income, urban Latino communities

Imagine Englewood if...! **\$3,000**
for collaborative work to create a
positive and collective community voice
and vision for Englewood

*Organización de Derechos Humanos
"Libertad y Solidaridad"* **\$3,000**
for training and organizing around
human rights issues within the
immigrant community in
Melrose Park, Illinois

Tamms Committee **\$3,000**
for prisoners and families raising public
consciousness about conditions in the
SuperMax prison in Tamms, Illinois

*Young Women's
Empowerment Project* **\$3,000**
for a community education curriculum
exploring causes for and alternatives to
girls becoming involved in trading sex
for money or survival



Partnership for a South Side Community Credit Union

Only 20% of households nationally don't use banks. But almost 50% of residents on Chicago's south side—and 77% of public housing residents—lack checking and savings accounts. Meanwhile, hundreds of currency exchanges and predatory lenders annually drain millions of dollars from personal income and community capital in this area of the city.

The Partnership for a South Side Community Credit Union came to Crossroads Fund for their first foundation grant with a creative solution and a solid plan to reverse the flow of capital on Chicago's south side—a 100% community-controlled and operated financial cooperative to provide basic financial services, credit at reasonable interest rates and financial literacy education to low-income people and community organizations.

Since that time, the Partnership has secured over \$1 million in fully insured member pledges from community residents and \$1.3 million in insured non-member deposits, as well as additional foundation and bank funding. The Partnership now has a main branch office, is interviewing manager candidates, and is selecting a computer system.

This vision for change is taking shape.

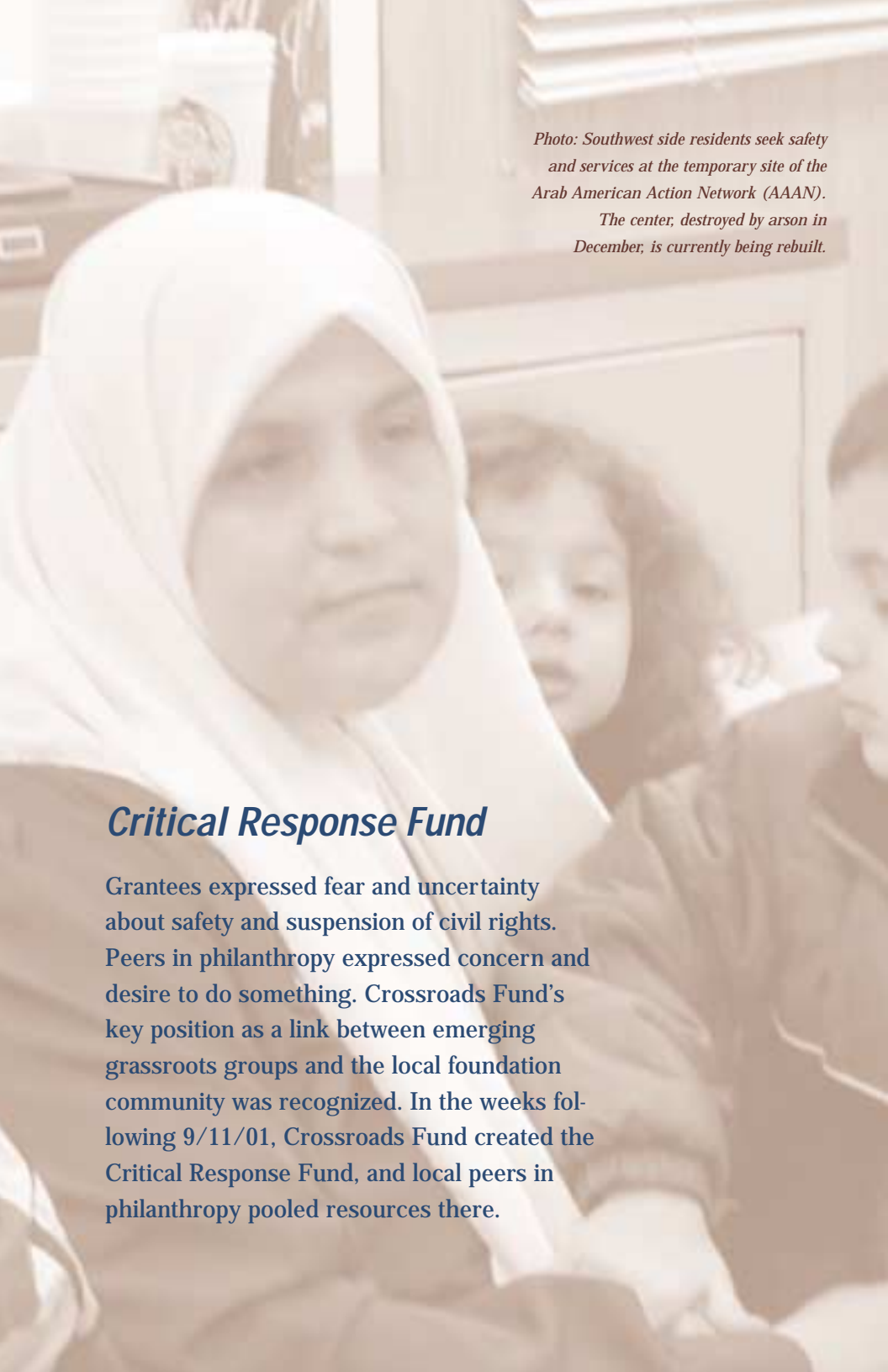


Photo: Southwest side residents seek safety and services at the temporary site of the Arab American Action Network (AAAN).

The center, destroyed by arson in December, is currently being rebuilt.

Critical Response Fund

Grantees expressed fear and uncertainty about safety and suspension of civil rights. Peers in philanthropy expressed concern and desire to do something. Crossroads Fund's key position as a link between emerging grassroots groups and the local foundation community was recognized. In the weeks following 9/11/01, Crossroads Fund created the Critical Response Fund, and local peers in philanthropy pooled resources there.

Critical Response Fund Grantees:

- combat racism and hate crimes
- monitor, defend, and educate on civil liberties
- deepen the public's understanding of complex issues facing diverse communities post 9/11/01.

Partners

Field Foundation of Illinois
Joyce Foundation
John D. and Catherine T. MacArthur Foundation
New Visions Foundation
Polk Bros. Foundation
Wieboldt Foundation
Woods Fund of Chicago

Arab American Action Network \$10,000
to support a campaign for tolerance and safety in local schools and communities

Collaborative PSA Project — (Video Machete and CAELII as lead agencies) \$6,590
to create and distribute public service announcements addressing hate crimes and intolerance in the aftermath of 9/11

American Friends Service Committee \$5,000
for convening the Peace Response Coalition immediately following 9/11 to promote alternatives to war

First Defense Legal Aid \$5,000
for "know your rights" outreach and education in Chicago Arab and Muslim communities

Incite! Chicago Chapter \$3,750
for the Color of Violence conference, focusing on how militarism and US foreign policies impact women of color, domestically and internationally

Not In My Name \$3,750
for a conference to deepen the public's understanding of the Middle East

Inner-City Muslim Action Network \$3,000
to work with Arab, African-American and Latino Muslim youth in "know your rights" trainings and in documenting hate crimes; to teach local youth in high schools about the Islamic faith and the history of Muslim communities here in the U.S.

Pegasus Players \$3,000
for a school-based project written and performed by students about racial and ethnic discrimination experienced as a result of 9/11



Technical Assistance Fund

Long term planning. Organizational development. Technology upgrades. Skills building. Areas critical to building strong social change organizations and coalitions but that many emerging grassroots groups simply can't afford. Based on feedback from grantees, Crossroads has increased TA support and will continue to grow this important program.

Chicago Workers Center **\$3,000**
for a strategic planning retreat and plan implementation

Beyondmedia Education **\$2,293**
for purchasing mobile computer equipment to provide on-site training workshops to organizations dedicated to supporting the lives of women and girls

Transgenesis Social Services **\$2,500**
for board development training

Latinos Progresando **\$2,000**
for technology upgrades to assist in organizing efforts within immigrant communities

Kuumba Lynx **\$2,000**
for computer equipment and training

Asian Health Coalition of Illinois **\$1,000**
for training on conducting research to identify health care barriers for Asian American women and children

Chicago Anti-Bashing Network **\$1,000**
to purchase technology to boost organizing efforts

Chicago Committee to Defend the Bill of Rights **\$1,000**
for fundraising consultation and training

HotHouse/Center for International Performance and Exhibition **\$1,000**
for strategic planning

Emergency Fund

Taking advantage of unexpected opportunities. Mobilizing around sudden developments. Effectively responding to breaking news. It often only takes a small amount of fast cash that small and emerging organizations and coalitions just don't have. This fund provides timely support through tough and critical times.

Filipino Civil Rights Advocates—Chicago \$500

to support emergency organizing in Washington of Chicago Filipino veterans who fought in WWII for the United States, in their struggle for equal veterans benefits

Nobel Neighbors \$500

to attend an emergency meeting in Washington and speak out about predatory lending in the West Humboldt Park neighborhood of Chicago

Donor Advised Fund

A donor advised fund allows you to nominate an organization or interest area. You can nominate an organization or interest area to be the final recipient of your \$500+ contribution to Crossroads Fund. Or you can make a charitable contribution before deciding on the money's specific destination(s) by starting a \$1,000+ Donor Advised Fund. Crossroads staff and board offer skilled assistance, researching and discussing with you organizations that might fit your interest areas and giving goals.

Nicaragua Solidarity Committee \$5,000
general operating support

New World Resource Center \$3,900
general operating support to provide space and resources for activism and education

Southwest Youth Collaborative \$1,000
for community organizing after 9/11

Arab American Action Network \$500
for community organizing and rebuilding after 9/11

The Illinois Coalition Against the Death Penalty

Operating since 1976, The Illinois Coalition Against the Death Penalty (ICADP) has proven in recent years that hanging in for the long haul produces results. They were central organizers of a monthly "summit," bringing together major local groups and coordinating the statewide campaign. They kept the moratorium and anti-death penalty issue in the public eye with a consistent media strategy. Their report, *A Broken System at Work: Report on the State of the Death Penalty in Illinois in the Year of the Moratorium*, was widely reported on and distributed. The overall work resulted in 8 of the 9 gubernatorial candidates supporting continuation of the moratorium and a shift in public sentiment, with 70% of Illinois residents currently for the moratorium.

ICADP Executive Director Jane Bohman states, "Crossroads was the first funder of the Illinois Death Penalty Moratorium Project, which evolved into ICADP. Their consistent support and input furthered our growth and made us a more diverse and strategic-thinking organization. As ICADP continues the work of the Moratorium Project, Crossroads' support is more vital than ever."

Crossroads Fund: Twenty Years & Counting

1984

CTA Provides Accessibility

Crossroads provided the first and the only funds that supported grassroots direct action organizing by people with disabilities in Chicago. In 1984, Crossroads Fund supported **ADAPT** to organize to make the CTA provide accessibility to people on wheelchairs, even prior to passage of the ADA!

—RENE DAVID LUNA, ADAPT

1986

Chicago Landlord—Tenants Rights Ordinance

Crossroads was and is one of the few funders who understands grassroots coalitions and organizing. They supported MTO's work to get the Chicago Tenants Bill of Rights passed in 1986. Crossroads recognized that even Harold Washington needed groups like ours to push from the outside so he could get the work done on the inside. The nearly 2 million tenants of Chicago thank you.

—TIM CARPENTER, FORMER EXECUTIVE DIRECTOR, METROPOLITAN TENANTS ORGANIZATION

Crossroads funds the types of groups that I support—groups that are willing to take risks and confront the underlying causes of problems, not just the symptoms. These groups fight racism and homophobia, work to end the death penalty, preserve civil liberties, and are struggling to make real changes in their communities.”

—SUSAN KAPLAN, Community Economic Development Law Project

1990

City of Chicago Forced to Triple the Budget for HIV/AIDS Services

Crossroads was the only foundation to support the direct action strategies of **ACT-UP CHICAGO**—street protests, posting safe sex ads on the CTA where they had been forbidden, disrupting the City Council, and more. Among other things, these strategies resulted in public awareness and education, a \$2.5 million increase in city AIDS funding, and the opening of a women's AIDS ward at Cook County Hospital.

—DEBBIE GOULD, ACT-UP CHICAGO

1993

Apartheid Ends in South Africa

The **AFRICAN NATIONAL CONGRESS** officially stated that international community support was a major source of power that defeated the apartheid system. Crossroads provided grants over a decade to empower ordinary people to contribute to ending Midwest corporate support for apartheid. The great power of local people impacting US foreign policy is also realized in other solidarity work supported by Crossroads, such as with Central America, the Philippines, and Korea.

—PREXY NESBITT, CHICAGO COMMITTEE IN SOLIDARITY WITH SOUTHERN AFRICA

1995

The UN Fourth World Conference on Women

The UN Fourth World Conference on Women identified media access and education as key tools for advancing the rights of women and girls around the world, and that give birth to our organization. Crossroads funded our work—supporting women and girls as media makers and community organizers—before anyone else did. Crossroads provides support in multiple ways such as funding our general operating expenses, technical assistance needs, and special programs to build our organization.

—SALOME CHASNOFF, BEYONDMEDIA EDUCATION

1996

Immigrants Confront Congressional “Reforms”

In 1995, when the anti-immigrant wave was sweeping the nation, Crossroads provided timely support to KRCC—jump starting our organization and the unprecedented organizing of Korean Americans in Chicago. It was also a historic opportunity for us to work in alliance with Latinos, Polish Americans, Chinese Americans and many other immigrant communities to build multi-ethnic coalitions to impact US immigration policies.

—EUN SOOK LEE, KOREAN AMERICAN RESOURCE & CULTURAL CENTER

1999

Moratorium on Death Penalty in Illinois

Crossroads played a significant role in achieving a moratorium on the death penalty in Illinois. Crossroads gave us the first grant that enabled us to print material, hold meetings, contact legislators and start a movement. Crossroads recognized the importance of our strategy—moving one step at a time to achieve our goal—the abolition of the death penalty.

—BILL RYAN, ILLINOIS COALITION AGAINST THE DEATH PENALTY

I contribute to Crossroads because social change activism and communities of color are prioritized. Crossroads is committed to supporting emerging grassroots organizations that are often just learning the basics of organizational development.

—DAN SWINNEY, Center for Labor and Community Research

2002

Chicago Day Laborer Ordinance

Support from the Crossroads Fund has provided us with the basic necessities to do our work, including transportation costs and other funds which enable workers to testify at hearings. Now we are seeing results.

—JOSE LANDEVERDE, LATINO UNION OF CHICAGO

Growth Fund

It's a continuum. From the early stages of naming the issues to the ultimate creation of sustainable movements, it takes money. Yet, less than 5% of nonprofit public-benefit expenditures are controlled by "neighborhood associations, civil rights and advocacy organizations, community improvement agencies, and the like."¹ Time has shown that we must pursue multiple paths to change, including development of resources and networks beyond our limits. In this new program effective Spring 2003, Crossroads will support collaborations and projects even as they "outgrow" Seed Fund guidelines. Groups with solid track records, continued grassroots leadership, and innovative methods will receive grants up to \$20,000.

20th Anniversary Award

Exemplifying the spirit of the Growth Fund is our 20th Anniversary Award recipient, *CLAIM (Chicago Legal Advocacy for Incarcerated Mothers)*. This \$20,000 award is our largest grant to date.

Since their days as a one-woman office and their first foundation grant from Crossroads Fund in the 1980's, CLAIM has grown considerably. Grassroots leadership, willingness to take risks, vision, and solid planning for achieving that vision all remain at the core of their work. These women are:



INNOVATORS: developing a wide range of programs on the "inside" and advocacy on the "outside" to fight for and achieve policy changes affecting incarcerated mothers

COLLABORATORS: instrumental in outlawing the shackling of mothers during labor

CREATORS: of a community-based mother-infant treatment and training program

INCUBATORS: supporting start-up programs by and for families affected by incarceration

¹Salamon, Lester M. 2001. *America's Nonprofit Sector: A Primer*. The Foundation Center.



The Partnership to End Homelessness

The Partnership to End Homelessness (PTEH) is attacking the root causes and not just the symptoms by facilitating a shift in local dialogue from managing homelessness to ending homelessness. PTEH is a coalition of 71 housing and service agencies sharing expertise, pooling resources, and creating a unified voice to advocate for an end to homelessness. As an “activist trade association,” PTEH played a leadership role in the creation of the Chicago Continuum of Care Governing Board which in turn created *Getting Housed, Staying Housed*, a strategic plan to end homelessness in Chicago in ten years. The plan, including advocacy for more affordable housing and accountability of anti-poverty programs, has been called “visionary” and “cutting-edge” by national leaders in the movement to end homelessness. PTEH is now focusing on the successful implementation of this plan by advocating at the local and state level to strengthen public will and create government buy-in.

Statement of Financial Position

Year ended June 30, 2002

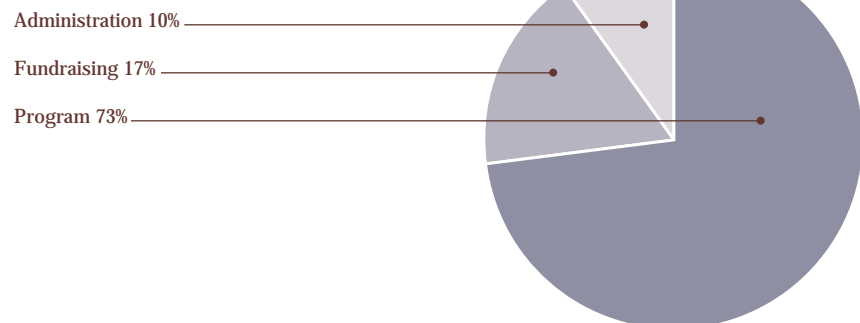
Current assets:	
Cash	\$ 346
Investments	147,212
Receivables	29,200
Prepaid expenses	3,581
Deposit	581
Total current assets	180,920
Office equipment, net of accumulated depreciation of \$41,007 in 2002	
	2,809
Total assets	\$ 183,729
Liabilities and net assets	
<i>Current liabilities:</i>	
Accounts payable and accrued liabilities	\$ 646
Grants payable	2,293
Total current liabilities	2,939
Net assets:	180,790
Total liabilities and net assets	\$ 183,729

Statement of Activities

Year ended June 30, 2002

Support and revenue:	
<i>Contributions</i>	
Funding Exchange endowment share	\$ 57,468
Foundation grants	140,600
Individuals	204,145
Investment income	3,602
Special events proceeds	67,964
Special events expenses	(12,849)
Other	2,590
Total support and revenue ...	\$463,520
Expenses:	
Program services	\$ 353,915
Administrative	47,970
Fundraising/development	83,042
Total expenses	\$ 484,927

Breakdown of Expenses, FY02



Each year, Crossroads raises all of the money we redistribute as grants and services. We couldn't do it without people like you, who believe progressive change is possible and that it starts in local communities. For 20 years and counting, this pooling of funds continues to provide consistent resources for local activists, even in unstable times. Please join us as we strengthen and grow this base of support throughout our next 20 years.

Thank you!

7/1/01–6/30/02

Those who have contributed in each of the past 5 years are in bold print.

1,000 +

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Lucy and Peter Ascoli

Maggi Atterbury

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Changemakers

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1-99

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