Dear Friends,

For twenty-one years the Crossroads Fund has been supporting groups that speak truth to power. In this way, Crossroads has played a unique role in both the non-profit and philanthropic sectors. By committing the resources that we gather to groups that seek solutions to the underlying causes of injustice—rather than only treating the symptoms—we are making an investment in planting seeds of change for the long haul.

Frederick Douglass’ words stress that fundamental change is never easy or without risk. That is why Crossroads Fund is more committed than ever to growing as a long-term resource for groups working for social justice in the Chicago area by strengthening our own organizational capacity.

To ensure our strength and growth, we are:

• Implementing a technology plan for a smooth transition of data, analysis, and communication into the next ten years.

• Embarking on a strategic plan to take us to our 25th Anniversary in 2006. The plan will include exploratory steps toward establishing an endowment at the Fund.

• Continuing to build our Development Program, which has led over two years to a 100% increase in donors and 33% increase in dollars.

• Launching a new Donor Advised Program that provides donors who have similar interests in funding “change, not charity” with greater options for giving through the Crossroads Fund.

Our grantees over twenty-one years have taught us the importance of perseverance in the face of enormous odds. They are planting daily the seeds to ensure that the oceans roar and the thunder claps, and that justice is served. Thank you for your support of this important work. We couldn’t do it without each other.

With wishes for a year filled with change,

Lawrence Benito  
Co-Chair  
Board of Directors

Neena Hemmady  
Co-Chair  
Board of Directors

Jeanne Kracher  
Executive Director

“Those who profess to favor freedom and yet deprecate agitation, are men who want crops without plowing up the ground, they want rain without thunder and lightening. They want the ocean without the awful roar of its many waters...Power concedes nothing without a demand. It never did and it never will.”

—FREDERICK DOUGLASS
“Our Crossroads Fund
grant came when there
was an explosion of peo-
ple’s ideas and energy to
improve the Westside,
especially for our youth.
It paid for transportation,
phone bills, copies and
other basics to help people
take action for change on
the Westside…”

—Reverend Lewis Flowers and Mrs. Cynthia Flowers, Westside Ministers Coalition

The Westside Ministers Coalition (WMC) is showing Chicago that local residents can overcome even the most substantial community challenges. This multi-issue coalition of ministers and other community members has successfully organized local families, leaders, and educators, with the following recent results:

- Creation of two new grammar schools in Austin. (Local grammar schools had been operating at 150% of maximum capacity, regularly forced to place students in hallways and closets.)
- Hiring of over 30 employees by the Board of Education to curb truancy at Austin High and area feeder schools. This is largely a result of WMC’s successful Parent Patrol program, which the Board of Education is now replicating in schools citywide.
- Keeping Austin’s youth in school. Excepting children who are homeless or in the DCFS system, close to 100% of Austin High’s ’05 class, a record high, returned to school this fall.

Seed Fund

This is where it begins. Seed Fund grantees are small, risk-taking grassroots groups with innovative strategies for creating change. They are led by people whose voices have often not been heard, in communities that often go unnoticed. They address complex and challenging issues and practice new working models. Early support from Crossroads Fund is a stepping stone from which many groups move on, gain visibility, and create lasting change throughout Chicago and beyond.

PYB Seed Fund Grants

Beyondmedia Education $7,000
To create media for progressive organizing with a focus on women’s and girls’ activism

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

Jane Addams Senior Caucus $7,000
For seniors organizing to improve access to social services, quality in-home health care, and affordable housing

* Recipient of $1,000 Ron Sable Award for Activism, FY03

Chicago Committee to Defend the Bill of Rights $5,500
For ongoing education and advocacy regarding civil liberties and political repression, particularly in communities of color

Korean American Resource & Cultural Center $5,500
For youth organizing and advocacy around the rights of undocumented youth

Affinity Community Services $4,500
For leadership, social justice and support programs within the African American lesbian community, focusing on the intersection of class, race, gender and sexual orientation

A committee of activists, supporters, and peers in philanthropy meet with grant applicants, pore over proposals, and struggle together each year to make difficult grants decisions.

PYB Seed Fund Grantmaking Committee

Dale Asis
Bill Barclay
Prudence Browne (Co-Chair)
LaVida Davis
Jeff Edwards
Demetris Giannoulias
Neena Hemmady
Omar McRoberts (Co-Chair)
Chirag Mehta
R. Susan Motley
Martha Wright

FY03 Seed Fund Grantmaking Committee

Dale Asis
Bill Barclay
Prudence Browne (Co-Chair)
LaVida Davis
Jeff Edwards
Demetris Giannoulias
Neena Hemmady
Omar McRoberts (Co-Chair)
Chirag Mehta
R. Susan Motley
Martha Wright
<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Latino Union of Chicago</td>
<td>$4,500</td>
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<tr>
<td>Westside Ministers Coalition</td>
<td>$4,500</td>
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<tr>
<td>Casa Guatemala</td>
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<tr>
<td>Community of Uptown Residents for Affordability and Justice (COURAJ)</td>
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<td>Partnership to End Homelessness</td>
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<td>Campaign to End the Death Penalty, Chicago Chapter</td>
<td>$3,500</td>
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<tr>
<td>Coalition of the Chicago</td>
<td>$3,000</td>
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<td>American Indian Community</td>
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<tr>
<td>Elgin Foundation for Human Rights</td>
<td>$3,000</td>
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<tr>
<td>Latino Organization of the Southwest (LOS)</td>
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<tr>
<td>National Boricua Human Rights Network</td>
<td>$3,000</td>
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<tr>
<td>Women of Faith for Prison Justice</td>
<td>$3,000</td>
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</table>

**Two things about Crossroads Fund move me greatly. One is the passion for helping new and emerging organizations—social change activist groups who have the hardest time getting started. The other is Crossroads’ ability to bring together people from such diverse backgrounds on so many levels—age, physical ability, financial means, ethnicity, you name it. Support from all of these people together makes Crossroads what it is.**

—K. Sujata, Crossroads Fund supporter
“Who would have thought that the US Congress would support an idea that was sparked at a small meeting in Chicago’s Uptown neighborhood—the idea for community accountability at INS/BCIS? Crossroads’ Critical Response Fund provided us with key staff to pressure the White House into meeting our demands.”

—Dale Asis, CAAELII

The Coalition of African, Asian, European and Latino Immigrants of Illinois (CAAELII) is proof that a local grassroots coalition can make a national impact. Recent victories directly resulting from CAAELII-led grassroots mobilization include:

- The Bureau of Citizenship and Immigration Services (BCIS, formerly the INS) changing practices to streamline immigration processes and shorten waiting lists (achieved through CAAELII’s Independent Monitoring Board program)

- Enactment of Section 452 of the Homeland Security Act, creating a federal position to ensure community accountability at BCIS. July 2003 marked the appointment of the first Deputy Secretary responsible for incorporating community input into the work of BCIS

- Training of hundreds of immigrants and refugees on understanding civil rights; recognizing violations of their civil liberties; and documenting INS/BCIS abuses

Critical Response Fund

Within weeks of 9/11/01, peers in philanthropy recognized Crossroads Fund as a link between the local foundation community and emerging grassroots groups. Foundation partners pooled resources at Crossroads Fund for grassroots projects that:

- Combat racism and hate crimes
- Monitor, defend, and educate on civil liberties
- Deepen the public’s understanding of issues facing diverse communities in relation to current US domestic and international policies

As the War on Terrorism evolved, grantees made certain priorities clear:
- Continue monitoring civil liberties and education on civil rights
- Promote and amplify hidden voices within and across communities, particularly youth and women

FY03 Critical Response Fund Partners

The Field Foundation of Illinois
The Funding Exchange
Polk Bros. Foundation
Wieboldt Foundation
Woods Fund of Chicago

FY03 Critical Response Fund Grantees

Coalition of African, Asian, European and Latino Immigrants of Illinois (CAAELII) $16,250
For activities responding to the implementation of policies and practices around the War on Terrorism, particularly the USA PATRIOT Act

Video Machete $10,000
To bring together youth citywide to develop and distribute an interactive DVD on various issues surrounding the War on Terrorism. Collaborating organizations include: Arab American Action Network; Bosnian Herzegovinian Center; Southwest Youth Collaborative; American Indian Center of Chicago

Korean American Resource and Cultural Center $7,000
For organizing a local initiative to take part in a national campaign impacting US foreign policy in Korea
“Crossroads Fund recognizes the role of art and media in organizing work, and provides general operating and technical assistance grants that allow us to build capacity for sustainability. When you have a Crossroads Fund grant on your application, it shouts ‘legitimacy!’”

—Salome Chasnoff, BeyondMedia Education

Since launching in 2000, Beyondmedia Education has taken a mission of “creating alternative media for positive social change” and developed it into a sustainable citywide resource for women’s and girls’ organizations. Early general operating and technical assistance grants from Crossroads Fund supported Beyondmedia in securing 501(c)(3) status, which in turn opened doors for them to other funding sources. Since then, Beyondmedia has more than tripled in size, expanding programs significantly. Recent successes include:

• Attracting over 10,000 people in 4 communities to experience a 30-day installation project created by community residents and former prisoners with Beyondmedia

• Production and local and national screening of A Fish Almost Eaten by a Shark. Beyondmedia assisted Zaida Sanabia in creating this award-winning documentary on the challenges of starting a gay-straight alliance at her Chicago high school

Technical Assistance Fund

Building a solid infrastructure is critical for any social justice organization to create measurable and sustainable change. Technical Assistance grants support organizational development needs such as evaluation, technology, and training that many emerging grassroots groups simply can’t otherwise afford.

FY03 Technical Assistance Grants

Cuentos Foundation $3,000
For development consultation and training

San Lucas Workers Center $2,620
For technical training for a video documentation and public education project

Nuclear Energy Information Service $2,755
For consulting, staffing, and technology to upgrade financial record keeping systems

All Grants by Issue Category, FY03

<table>
<thead>
<tr>
<th>Issue Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human rights</td>
<td>30%</td>
</tr>
<tr>
<td>Economic justice &amp; labor</td>
<td>15%</td>
</tr>
<tr>
<td>Immigration &amp; immigrant issues</td>
<td>13%</td>
</tr>
<tr>
<td>Police accountability, violence, prison issues</td>
<td>10%</td>
</tr>
<tr>
<td>Youth activism</td>
<td>10%</td>
</tr>
<tr>
<td>Art, culture, media</td>
<td>8%</td>
</tr>
<tr>
<td>Health &amp; environment</td>
<td>7%</td>
</tr>
<tr>
<td>International solidarity, peace &amp; anti-war activism</td>
<td>7%</td>
</tr>
</tbody>
</table>
It often just takes a small amount of fast cash to effectively respond to breaking news, mobilize around a sudden development, or take advantage of an unexpected opportunity. This fund provides quick support at critical times for social change organizations and coalitions.

**FY03 Emergency Fund Grants**

- **Racial Justice 911** $500
  Travel expenses for Chicago-based activists to participate in a national convening of people of color around the anti-war movement

**FY03 Donor Advised Grants**

- **New World Resource Center** $8,038
  General operating support to provide resources for activism and education

- **Campus Greens** $7,150
  Capacity building support for a student-led activist education and outreach program

- **Nicaragua Solidarity Committee** $5,000
  General operating support for international solidarity efforts

“Crossroads supports so much of the most exciting grassroots activism in Chicago...but it is so much more than a funding agency. It is a powerful force for long-term strategizing and planning within the city’s progressive activist community, and for dialogue and coalition-building across different communities and organizations.”

— Jeff Edwards, Crossroads Fund supporter
In 1994, a group of African American lesbians on Chicago’s Southside took a risk to create a system of support, build new leaders, contribute to the wider social justice movement, and make their voices heard. Focusing on widely unrecognized effects of intersections of race, class, gender, and sexual orientation—developing a unique model of research, services, support, and action—they are building a sustainable organization that produces results and changes lives. Recent accomplishments include:

- Completion and presentation nationwide of “Take Charge,” a groundbreaking study that surveyed hundreds of Black lesbians about issues impacting their lives such as income, health, racism and homophobia. November 2003 will mark national distribution of the report
- Launching of the organization’s first annual fund campaign. Having completed a development plan, hired their first staff member, and received extensive fundraising training, Affinity is successfully building for the future

“Crossroads Fund was our very first and most long-term funder! One of the very few foundations that supports lesbian, gay, bisexual, and transgender work, Crossroads Fund has been a seminal factor in Affinity’s existence and movement forward.”
—Chris Smith, Affinity Community Services
A Community of People Planting Seeds of Change

**PARTNERSHIPS** with individuals, families, and organizations for strategic giving for change

**INTIMATE GATHERINGS** across the Chicago area connecting grantee organizations, progressive activists, and Crossroads Fund supporters

**COLLABORATION** with peers in philanthropy and the wider community through initiatives, affinity groups, conferences, training institutes and more

**RECOGNITION** of community leaders and changemakers through our annual Ron Sable Award for Activism

**CELEBRATION** of the achievements of local changemakers at an annual benefit hailed by many as both “the best event of the year,” and “the most diverse room in the city”

**BUILDING FUTURE LEADERS** through internship programs of the University of Chicago, Loyola University, and Associated Colleges of the Midwest

These efforts help inform and strengthen our voice for more inclusive and democratic grantmaking processes, more “risk-taking” with emerging issues and constituent-led organizations, and more support for groups digging at the root causes of social problems—“change, not charity.”

**IT TAKES MORE THAN GRANTS** to effectively support grassroots activism for social change. Our work toward achieving greater justice in greater Chicago includes:

**WORKSHOPS** on skills topics requested by grantees

**MAKING CONNECTIONS** for grassroots groups to like-minded organizations and other resources

**ONGOING INFORMAL ASSISTANCE** for groups early in their organizational development

**PUBLIC PROGRAMS** featuring local and national activists on a range of social justice issues
Each year, Crossroads Fund raises all of the money that we redistribute as grants and services. These times are difficult on many fronts. But here's a positive message: more people than ever are showing their commitment to social justice and alternative voices by pooling resources here at the Crossroads Fund. Please join us as we continue to strengthen this important base of support in the years ahead.

“We give to Crossroads Fund because it is absolutely necessary to do so. Crossroads supports small grassroots groups that other funding sources don’t consider. They reach groups at an early stage, nurturing and helping them grow.”

—Martha Wright and Tina Lee, Crossroads Fund supporter

Thank you!

7/1/02–6/30/03 Contributors
Those who have contributed in each of the past 5 years are in bold print. Those in italics made additional contributions by purchasing auction items at our Annual Benefit.

1000+
3 Anonymous gifts
Alphawood Foundation
Margaret Atterbury
Bill Barclay and Peg Strobel
Kay Berkson and Sidney Hollander
Daniel Bianchi
Harry Chandler
Henry and Clarissa Chandler
Kathleen Cheevers
Soon Ho Choi
Marlina Cohen and Gordon Schiff
John D’Emilio and Jim Oleson
Sandy and Mark Ehlert
Steven Feuerstein and Veva Silva
Field Foundation of Illinois
Funding Exchange
Demetris Giannoulas

Photographs are from the Crossroads Fund Annual Benefit on April 11th, 2003.
Conrad and Eileen McAlpine

Laura McAlpine, McAlpine Consulting for Growth

Scott McIntyre

Mary McAlpine, McAlpine Consulting for Growth

Judy Metzgar

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Mary Nell Murphy

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PEPSICO Foundation

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W.W. Grainger, Inc.

Sarah Workneh and Mel Sabella

Martha Wright and Tina Lee

1–99

1 anonymous gift

Southwest Youth Collaborative

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Kathryn Tolin and Steven Starr

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Lee Tockman

J. Lalley

Rashida Tlaib

Susan and Robert Houston

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Jewish Council on Urban Affairs

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J ose Lopez, Puerto Rican Cultural Center
Rebekah Lusk
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Kellie Magnuson
Sharmill Majmudar
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Dana and Mark Wesley
Westside Ministers Coalition
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J ennifer Wheeler
Andrew White and Shari J offe
Nell Whiteman
Angela Wickham, Scrap Mettle Soul
J ohn Williams
Annetta and William Wilson
Kurt Wolf
J ean and Clarence Wood
J anita Wright Potter
Emerald Young
Kyuangnam Yu
Roger Zanchetti
Moises Zavala
J aquelyn Zevin

Missing name? Misspelling?
Other mishap?
Our apologies—please contact us to correct our records.
Money is not the only critical resource that people pool at the Crossroads Fund. The following individuals and organizations contributed important in-kind gifts and services this year:

1000 Waves Spa and Martial Arts Center • Candida Alvarez • Amijen Art Center • Ananas Boutique • Dale Rothenberg • The Ruby Room • Elda de la Rosa • Tony Rusicka, Rusicka & Associates • Robert Salin • Salsedo Press • Santulo’s Eatery • Shedd Aquarium • Veva Silva • Kathy Saybird and Ken Saltman • Willa J. Taylor; Home Cafe • Terra Incognito Toys and Treasures • Trader Joe’s • Utne Reader • Video Databank • Ryan Walther • Laura S. Washington • John Pitman Weber • Wishbone Restaurant • Women and Children First Bookstore • Joy Wright • Quentin Young • Mirtes Zwierszynski

The following individuals and groups were honored and remembered by Crossroads Fund supporters this year with contributions in their name:

Affinity Community Services, by Cathy J. Cohen and Beth E. Richie
Lucy and Peter Asscoli, by Howard and Roberta Siegel
J. Anne Beckett, by Regina McGraw
Lawrence Benito, by Chinese Mutual Aid Association
J. Jeffrey Boston, by Judy and Chuck Golla
Karim Candelaria, by Helen Dinnes
Harry Chandler, by Access Living
Salome Chasnov, by John Archibald and CLAIM
J. John Chester, by Jim Bussen
The Chicago Reporter, by Sunny and Paul Fischer
Inhe Choi and family, by R. Susan Motley
Kyu Im Choi, in memory, by Soon Ho Choi
All Crossroads children—future activists, today’s living consciences—by Alice Cottingham and David Beard
Milton and Trudy Davis, by J. Anne and J. Im Shapiro
Andrew Duppe and Stephen Wesser, by J. Anne Cohlan and George Klein
David Feiner and Laura Willey, by Kay Berkson and Sidney Hollander
Matthew Freeman, in memory, by Catherine Kallal
Clare Golla, by Judy and Chuck Golla
Neris Gonzalez, by Angelic Organics and the CSA Learning Center
Norman Groszinger, by Joyce Bleier
Rhoda Rae Gutierrez, by the Asian Health Coalition of Illinois
J. Annie Hoft, by the Wagners, Reeves and Coles
Davida Ingram, Cesar Sanchez, and Tammy Ko Robinson, by Maria Benfield and Chris Bratton
Abbie Illenberger, by Rhoda Rae Gutierrez and J. Im Clark
William and Diane J. ones, by Steve J. ones and Raja Halwani
Barbara Kermmis and Gina Medalle, by Claudette Baker
Karen Long, by Lisa M. Pickens

Rene Luna, by Tom Wilson
J. Oey Mogul, by Jeff Edwards and Debbie Gould
J. Oey Mogul, by Queer to the Left
Reverend David Ostendorf, by the Nonprofit Financial Center
The People of Vieques, by the Puerto Rican Cultural Center
The People’s Law Office, by Susan Kaplan and Len Cavise
Annie Pickens, in memory, by Susan Boone and Larry Edwards
Lisa Pickens, by Susan Boone and Larry Edwards
Sharon Powell, by Laura Mc Alpine and J. Jeanne Kracher
Kate Pravera and J.erry Milisiekiewicz, by Lorraine Owles and Phil Wagreich
Prisoners of Conscience, by 9th Day Center for Justice
Terry Quin, Ramh Puthuxel, Sandah Puthuxel and Kannan Puthuxel, by Karin Candelaria
Barbara Ransby, by Lisa Lee
Diane Reese, in memory, by P. Catlin Fullwood
Ron Sabile, in memory, by Carol Perez Segura and Robert Segura
J. Anne Saks, by Greg Cameron
J. Janet Smith, by the U. C. Center for Urban Economic Development
Ken Snyder, by Penny Symphon
All students taking leadership against the war, by Inhe Choi and Guy Ward
Michael Thompson, by J. ackie McKay
Voices In The Wilderness and Christian Peacemaker Teams, by the Synapses Foundation, in memory of founder
Dale Erickson, by Donald Erickson
Laura Washington, by J. Anne and J. Im Shapiro
Claudia Westphal, in memory, by Ellen Gurzinsky
J. ack Wolfsohn, in memory, by Laura and Tony Preston
J. ack Wolfsohn, in memory, by the Jewish Council on Urban Affairs
J. oy Wright, by Neema Hemmady
This spring, Crossroads Fund and Chicago suffered a profound loss in the passing of Gerardo Montemayor. Gerardo served on the Crossroads Fund Board of Directors for six years, taking on a number of leadership roles.

Gerardo internalized and enacted the idea of cross-issue organizing that Crossroads Fund promotes. He experienced first-hand how complicated the world is—these layers of complications made him the beautiful, powerful fighter and lover that he was. For Gerardo, it was never only that he was gay, or Latino, or working-class. He intentionally put himself in situations where he tried to understand and absorb a reality beyond his own.

Gerardo most recently served as director of education and training for Rape Victim Advocates (RVA), and was an appointed member of the Chicago Commission on Human Relations Advisory Council. He was also an active member of Queer Nation, among many other social justice activist groups. In all of these capacities, Gerardo crossed traditional boundaries and his efforts served to highlight the diversity within the movements on which he worked. As a tireless champion of men who have been impacted by sexual violence, Gerardo fought for the inclusion of men in the anti-rape movement. As a member of the Advisory Council, he challenged the council to reflect the diversity within the lesbian, gay, bisexual, and transgender communities.

Let us draw strength in Gerardo’s example as someone who was unwilling to stop asking questions—of our leaders, of our institutions, and of our organizations. Let us double our efforts to continue asking those uncomfortable and difficult questions, in memory of Gerardo and in determination for our future.