

CROSSROADS FUND

change, not charity®

Annual Report 2003

“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

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



“Our Crossroads Fund grant came when there was an explosion of people’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.

FY03 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

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.

FY03 Seed Fund Grantmaking Committee

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

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

Latino Union of Chicago \$4,500

For organizing to improve working conditions of low-income and immigrant workers and day laborers, and for work toward local and national legislation supporting workers' rights

Westside Ministers Coalition \$4,500

For leadership development and organizing among Westside residents, to bring positive community change through a range of intergenerational projects and partnerships

Casa Guatemala \$4,000

For organizing within the Guatemalan community, connecting media projects, cultural work, and community services, and to link local efforts with projects in Guatemala

Community of Uptown Residents for Affordability and Justice (COURAJ) \$4,000

To promote development of a community that meets the needs of low and moderate income Uptown residents

Partnership to End Homelessness \$4,000

To gain support for implementation of the Continuum of Care, a strategic plan to end homelessness in Chicago

Campaign to End the Death Penalty, Chicago Chapter \$3,500

To organize families of death row inmates and the wider community to abolish the death penalty in Illinois and beyond

Coalition of the Chicago

American Indian Community \$3,000

For start-up costs to promote collective action and strategic planning within the local American Indian community

Elgin Foundation for Human Rights \$3,000

For training, leadership development, and organizing among low-income Latino community members in Elgin regarding protection of human rights

Latino Organization of the Southwest (LOS) \$3,000

To launch a participatory community research and assessment project to create an economic development plan for the Latino community on the Southwest side

National Boricua Human Rights Network \$3,000

For work in the Puerto Rican community on voter registration, defense of civil liberties, and education on the US military on the island of Vieques

Women of Faith for Prison Justice \$3,000

To identify and address injustices and unmet needs of women and their families affected by incarceration



“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

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

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

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 Herzogovinan 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

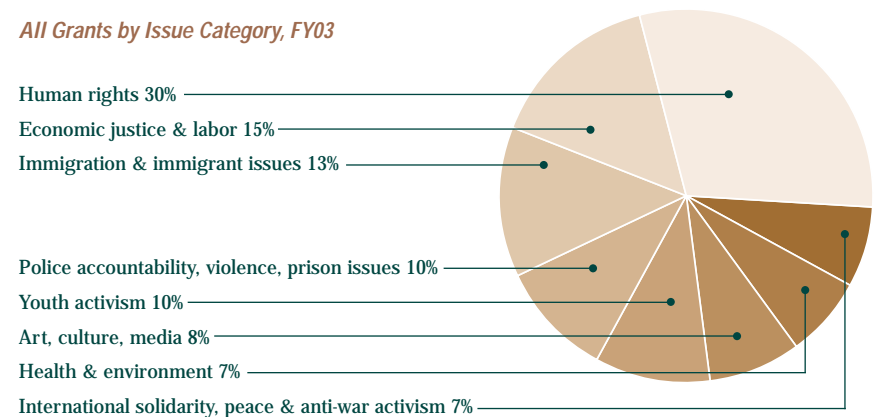
Technical Assistance Fund

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

<i>Cuentos Foundation</i>	\$3,000
For development consultation and training	
<i>San Lucas Workers Center</i>	\$2,820
For technical training for a video documentation and public education project	
<i>Nuclear Energy Information Service</i>	\$2,755
For consulting, staffing, and technology to upgrade financial record keeping systems	

All Grants by Issue Category, FY03



Emergency Fund

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

Donor Advised Fund

Donor Advised grantmaking offers you the ability to play an active role in giving, maintain anonymity if you wish, and enjoy substantial tax savings, while avoiding reporting and administrative burdens. It also provides you with access to the first-hand knowledge and advice of a board and staff with decades of experience across a wide range of social justice issues and communities. This partnership of resources can produce a strategic giving program that functions as a true catalyst for change.

You can open a Donor Advised Fund of \$10,000 or more, or make individual advised gifts of \$1,000 or more. Please contact us at 773.227.7676 to see if donor advised giving might be right for you.

HotHouse/ Center for International Performance and Exhibition (CIPEX) \$500
Emergency support in resolving licensing issues

Video Machete \$250
Unexpected travel expenses to bring activist artist Elizam Escobar to Chicago

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



“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

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

Statement of Financial Position

Year ended June 30, 2003

Current assets:	
Cash	\$ 127,172
Investments	19,754
Receivables	67,785
Prepaid expenses	4,856
Deposit	581
Total current assets	220,148
Office equipment, net of accumulated depreciation of \$42,052 and \$41,007 in 2003 and 2002 respectively	
	2,764
Total assets	\$ 222,912

Liabilities and net assets

<i>Current liabilities:</i>	
Accounts payable and accrued liabilities	\$ 245
Total current liabilities	245
Net assets:	222,667
Total liabilities and net assets	\$ 222,912

Statement of Activities

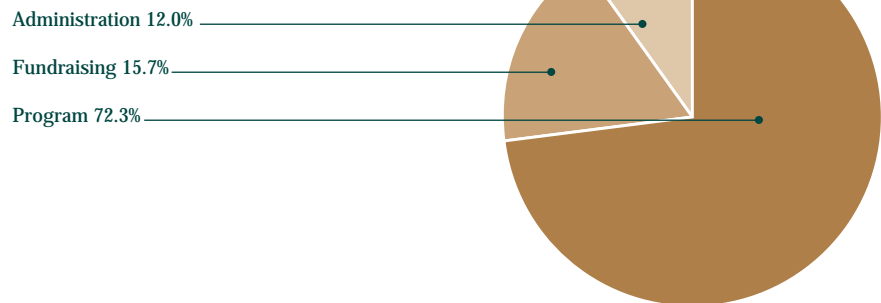
Year ended June 30, 2003

Support and revenue:	
<i>Contributions</i>	
Funding Exchange endowment share	\$ 56,456
Foundation grants	71,500
Individuals	292,582
Investment income	1,975
Special events proceeds	76,572
Special events expenses	(15,060)
Other	7,360
Total support and revenue	\$491,385

Expenses:

Program services	\$ 325,000
Support services	124,508
Total expenses	\$ 449,508
Changes in net assets:	\$ 41,877
Net assets, beginning of year: ..	\$ 180,790
Net assets, end of year:	\$ 222,667

Breakdown of Expenses, FY03



A Community of People Planting Seeds of Change

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 likeminded 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

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 change-makers 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.”

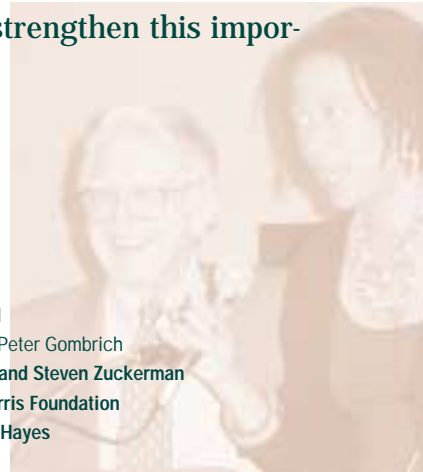


“We give to Crossroads Fund because it is absolutely

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

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.



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

Mardge Cohen and Gordon Schiff

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*Photographs are from the Crossroads Fund
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100-249

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David L. Amor
Jackie Anderson
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Arab American Action Network
Stephanie and Dana Arnett
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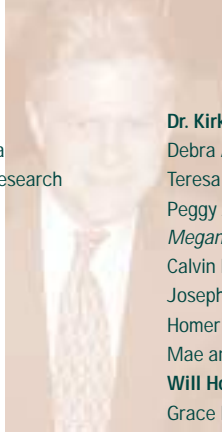
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Our apologies—please contact us to correct our records.

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I N M E M O R Y

Gerardo Montemayor

1967–2003



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 on Gay and Lesbian Issues. 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.

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Crossroads Fund is a public foundation that pools resources to support grassroots organizations working in the Chicago area for social and economic justice. Since 1981, we have distributed millions of dollars to hundreds of organizations—often the first foundation support for groups that go on to gain visibility and create lasting change throughout the city and beyond. Through grants, public programs, workshops and other technical assistance, we strive to reach a broad range of people and support a variety of paths toward progressive social change.

Crossroads Fund is exempt under section 501(c)(3) of the Internal Revenue Code. Gifts are fully tax-deductible to the extent of the law.

Crossroads Fund is a member of the Funding Exchange, a national network of locally-based community foundations committed to funding grassroots groups that address critical issues in their regions. For more information, see www.fex.org.

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