



# Lilly Endowment Annual Report 2020

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## About Lilly Endowment

Lilly Endowment is an Indianapolis-based, private philanthropic foundation created in 1937 by J.K. Lilly Sr. and his sons Eli and J.K. Jr. through gifts of stock in their pharmaceutical business, Eli Lilly and Company.

The gifts of stock remain a financial bedrock of the Endowment. The Endowment, however, is a separate entity from the company, with a distinct governing board, staff and location.

In keeping with the founders' wishes, the Endowment supports the causes of community development, education and religion. The Endowment affords special emphasis to projects that benefit young people and that strengthen financial self-sufficiency in the charitable sector.

The Endowment funds programs throughout the United States, especially in the field of religion. A key priority of its founders, however, was to help the people of their city and state build better lives. Accordingly, the Endowment maintains a special commitment to its hometown, Indianapolis, and home state, Indiana.

# Now and for the Future

Executive Message 2

Community Development 4

Education 14

Religion 22

Finances & Grantmaking 30

Auditor's Report 31

2020 Grant Approvals 37

Grant Guidelines & Procedures 60

World War One Memorial 62

**While living through the challenges of two world wars and the Great Depression, Lilly Endowment founders, J.K. Lilly Sr. and his sons, Eli and J.K. Jr., dedicated themselves and their company to helping meet the immediate needs of their employees, community and country while they continued to plan and build for the future. During the past extraordinarily challenging year, the Endowment attempted to follow their example by working to help meet various urgent needs in our city, state and country arising from the COVID-19 pandemic while continuing to help build brighter futures for individuals, families, organizations and communities through our ongoing grantmaking in community development, education and religion, the areas of focus established by our founders when they created the Endowment in 1937.**



**The Endowment's COVID-19-related grantmaking in 2020, which totaled nearly \$208 million, supported the inspirational efforts of hundreds of organizations that worked diligently to help meet urgent needs in Indianapolis, throughout Indiana and across the nation. This grantmaking also included funding for several organizations to make pandemic-related adjustments needed to continue to operate their important programs safely. Stories about several of these efforts are featured in the accompanying COVID-19 supplement to this annual report.**

As the pandemic unfolded, its disproportionately negative impact on African Americans in our community and around the country became increasingly clear. Moreover, various other tragic events further revealed and dramatically demonstrated how the quality of life for African Americans has been diminished by longstanding racial inequities, which have limited their access to educational and economic opportunities that others often take for granted. The Endowment felt compelled to add in a substantial way to our ongoing support of efforts to improve the quality of life and promote the future prosperity of African Americans in Indianapolis. Through our conversations with African American leaders, we concluded that the best approach was to develop a strategy whereby the Endowment would provide funding to African American-led organizations so they could deploy resources in accordance with priorities they established after receiving input from a broad cross section of the African American community.

Because of our decades-long relationship and history of support with the National Urban League and the Indianapolis Urban League, the Endowment approved in July a \$100 million grant to the National Urban League for the Indianapolis African American Quality of Life Initiative. For this initiative, the National Urban League is collaborating with the Indianapolis Urban League and the African American Coalition of Indianapolis. A story about this grant and the initiative's progress is featured in this report.

Although we believe progress will be made through the Indianapolis African American Quality of Life Initiative, we acknowledge that much more will need to be done for many years to come to address these longstanding inequities and inequities that negatively affect other communities of color. To that end, we have indicated that our support for this initiative is additive to the Endowment's continuing support of other efforts with similar aims.

**This annual report also highlights other grants** the Endowment approved in 2020 that support promising endeavors to build brighter, more prosperous futures for young children and college students in Indiana and that enhance the future vitality of the community of Indianapolis and communities throughout the state, as well as congregations and seminaries around the country.

More specifically, stories in the report feature the efforts of **Early Learning Indiana** to improve the quality and accessibility of early learning opportunities throughout Indiana and the innovative work of the Central Indiana Corporate Partnership's Ascend Indiana initiative to strengthen the state's workforce by helping prepare and connect Indiana college students with attractive jobs and careers with Indiana employers. For both organizations, there is a special focus on increasing the diversity of those benefiting from these programs.

The report also includes a story about **Project Amplify**, an effort led by the Indy Chamber to depict in authentic ways what it's like to live and work in the Indianapolis region. Through a search-optimized website, Project Amplify provides information about the community's neighborhoods, workplaces, amenities, schools and overall quality of life. There also is a story on Phase VII of the Endowment's 30-year **Giving Indiana Funds for Tomorrow (GIFT)** initiative for Indiana community foundations that highlights the large-scale efforts two community foundations are leading to address high-priority needs and opportunities in St. Joseph and Dubois counties.

Regarding the Endowment's religion grantmaking at the national level, the report features a story on its **Thriving Congregations Initiative**, through which the Endowment has approved more than \$117 million in grants to 115 organizations that are working with hundreds of congregations to help them think deeply about their missions and what they should do to further those missions and enhance their vitality in the context of significant cultural and demographic changes. There also is a story on Endowment grants to the **Forum for Theological Exploration** and to fund Princeton University's Hispanic Theological Initiative to provide support for African American and Hispanic theologians as they pursue their doctorates so that in the future there will be more African American and Hispanic faculty in the nation's seminaries and theological schools.

In reflecting on 2020, it would have been easy to be overwhelmed by the challenges it presented for individuals, communities, our state and country and the world at large. My colleagues and I, however, are blessed by the privilege we have to learn about and help support the multitude of

individuals and organizations of good will—like those featured in this report—that passionately and thoughtfully mobilize to help others in need and foster a more just and equitable future for all. They engender in us much hope for the future.

IN CLOSING, it is important to note a couple of staff transitions. After 14 years of service to the Endowment as a program director in education, **Clarence Crain** retired at the end of August 2020. He played a key role in the development and oversight of grants to all of Indiana's 38 colleges and universities, and he also administered many of the Endowment's grants to community organizations that serve African American youth, including Center for Leadership Development, Indiana Black Expo, Indianapolis Urban League and Fathers and Families. At the national level, he represented the Endowment with respect to major grants to support the Smithsonian Institution's Museum of African American History and Culture, National Urban League and UNCF. Although we will miss him on a daily basis as a staff colleague, we are most pleased that in March 2021, he joined the Endowment's board of directors.

It is with deep sadness that I also note the death in June 2020 of **Dr. John Wimmer**, one of the Endowment's program directors in religion. The founding director of the Indianapolis Center for Congregations, John began his tenure at the Endowment in 2002. A United Methodist pastor for 40 years, John helped shepherd the Endowment's efforts to support the thriving of pastors throughout the country. An accomplished author, theologian and public speaker, he is deeply missed by his colleagues and friends at the Endowment and throughout the country.



N. Clay Robbins  
Chairman, President & Chief Executive Officer

# They Came. They Saw. They Stayed.

**LifeinIndy.com shares personal stories to boost city's profile as a desirable place to live and work**

**When Luke Zhang arrived in the United States,** he was 16 years old and bound for a private high school near Orlando, Florida. Born and raised in Wenzhou, China, Zhang chose to make the long journey to Florida to challenge himself academically and “to write my own life story.”

### **Twelve years later he had a Bachelor of Science degree**

from Rose-Hulman Institute of Technology in Terre Haute, Indiana, and a job as a senior data scientist with a technology firm, Indianapolis-based KSM Consulting (KSMC). He also had purchased a house in the northern Indianapolis suburb of Carmel.

As a Rose-Hulman graduate with majors in computer science, software engineering and mathematics, Zhang was recruited by technology firms on both coasts. But he chose to accept an offer from an Indianapolis start-up firm where he worked for three years before joining KSMC. He had first experienced the city in the summer following his freshman year in college when he was one of the interns (dubbed “X-terns”) hosted by Tech Point, a growth accelerator for Indiana’s technology sector, to introduce technology students to Indianapolis. He had liked it, which led him back.

“When it comes to tech jobs, nobody ever talks about the Midwest,” Zhang says. “The people in the Indianapolis tech community are friendly and accessible. Here people are able to max out their potential.”

Inspired by gratitude for the reception he received in Indianapolis, Zhang volunteers with Indy Chamber’s Project Amplify, a five-year coordinated effort to transform the city’s image locally and globally. As an ‘Indyfluencer,’ Zhang shares his experiences of living and working in the Indianapolis region through LifeinIndy.com, Project Amplify’s search-optimized website.

The site and coordinated social media strategy offer an array of photos, videos and personal stories about the city. In 2020,

Lilly Endowment made a \$2,792,930 grant to the Greater Indianapolis Chamber of Commerce Foundation to support Indy Chamber’s Project Amplify. It is the first coordinated effort to provide a single source of information about life in Indianapolis—from neighborhoods and nightlife to cost of living and quality of life.

The LifeinIndy.com website is intended as a recruitment tool for businesses and a relocation resource for individuals and families. What makes the site more than a branding exercise is its personal touch—it features stories from real people like Zhang, who have settled here and are ambassadors for the city.

Research suggests that people who live in the Midwest know a little about Indianapolis, according to Michael Huber, Indy Chamber’s president and chief executive officer. But outside of the Midwest, people have almost no perception of the city. “And no perception can be worse than a negative perception,” Huber adds.

LifeinIndy.com seeks to improve the perception, especially among individuals who are open to building their lives and careers in the Indianapolis region.

● Luke Zhang (below) has such an affinity for Indianapolis that he has become an ‘Indyfluencer’ on the Indy Chamber’s new digital platform, LifeinIndy.com.



## About LIFE IN INDY

Imagine a place where passion meets innovation.

That's the Indianapolis region—a place where creators and doers come together to inspire progress and discover solutions. Where our hospitality is only matched by our ambition. And where everyone can find their community in a place they love to call home.



Life in Indy is all about creating the life you want to live. Take a few minutes to explore our region, and you just might realize that Indianapolis is the perfect place for you to grow.

**"The Indianapolis region as a cluster of communities has grown significantly in recent years," says Huber, "and its economy is one of the most dynamic in the country, especially in terms of metropolitan areas with a population in the one- to two-million range. There's access to sports, to arts and culture, to an active lifestyle, to community leaders. When people move here, the common reaction is: 'I had no idea all this was here. It's unlike anyplace else I've lived.'"**

For years, Indy Chamber had been learning about the need for an information resource from local business leaders. There had been attempts by other organizations and companies to provide relocation resources, but nothing of the scale or magnitude of Project Amplify. Driven by two guiding principles—what the audience needs to hear outweighs what Indy Chamber wants to say and the initiative grows stronger with each additional diverse voice it showcases—the project's aim is to provide an authentic panorama of Indianapolis rather than a rose-colored-glasses snapshot.

To do that, says Joe Pellman, Indy Chamber's executive director of regional image marketing and the leader of Project Amplify, the effort must be coordinated across an array of corporate, civic, cultural, and community organizations. "For this to succeed," says Pellman, "it has to be a collaborative effort."

To develop LifeInIndy.com, Indy Chamber convened a group of regional marketing professionals from businesses, nonprofits, and government agencies to serve as its "Story Board." Additionally, the Chamber sought input from the Talent Summit, a gathering of human resources and recruiting professionals, and members of the Regional Strategy Council, which oversees economic development strategy at Indy Chamber.

Indy Chamber also tapped a variety of other organizations and individuals for their perspectives, including Julie Heath. The executive director of the Speak Easy, the city's first collaborative workspace for entrepreneurs, Heath also is a co-founder of New to Indy, a meet-up group that helps transplants to the city find one another and build personal and professional networks.

Heath helped start the group after she and her husband moved to Indianapolis from Philadelphia in 2016. While her husband's new job brought them to Indy, Heath was trying to figure out how to plug in professionally. Through connections with other newcomers, she tapped into what she called a hidden brain trust: the partners of professionals who moved here for jobs.

● Michael Huber (opposite left) and Joe Pellman (opposite right) lead LifeInIndy.com, a project of the Indy Chamber designed to uncover and share authentic stories about what it is like to live and work in Indianapolis.

It was that brain trust that Heath turned to when Indy Chamber asked her to lead discussions about Project Amplify with Central Indiana stakeholders. The resulting conversations helped Indy Chamber identify three key factors as it designed LifeinIndy.com. Content should:

- **reflect diversity and inclusion**
- **include input from people who had experience relocating to Indianapolis; and**
- **draw on the combined expertise of the project's partners to amplify the stories being told.**

From the beginning, says Pellman, everyone working on the concept knew that the website had to offer visitors an abundance of useful, insightful information obtained from diverse sources and provide a variety of perspectives. “This has to be about both quality and quantity.”

To achieve both aims, the website was designed to be user-friendly and information rich. From the home page, a visitor can select from four major categories: Community, Things to Do, Career Opportunities, and About. Each category contains multiple subject headings. Under Community, for example, are education, find your neighborhood, cost of living and transportation. Written content and photography are augmented by video to help tell stories within each of the categories.

As suggested by Heath's working group, diversity and inclusion are essential elements of those stories.

“We're making an effort to tell ethnically diverse stories,” says Huber, “as well as stories from LGBTQ residents.”

While it encompasses a variety of topics, LifeinIndy.com isn't the final word on any of them. The website links to other content, including websites for Indyhub, 16 Tech, Indy Black Millennials, TechPoint and the Network of Women in Business.

LifeinIndy.com complements the city's other major online resource designed to attract people to the city, VisitIndy.com. A product of the Indianapolis' tourism agency Visit Indy, VisitIndy.com is focused on promoting the city to tourists and convention planners.

“That's a great resource, but the city deserves to have a residential equivalent,” says Shelly Towns, the chief marketing officer for Marathon Health, primary care platform. Towns, who formerly worked for Angie's List, says competing for talent in the technology and healthcare sectors requires selling Indianapolis as a viable alternative to other cities. “There hasn't been a coordinated effort to market Indy at scale on the talent side. That's what Life in Indy represents. It's a way to brand our city in a differentiated way and tell that story consistently.”

Another Indyfluencer who stepped up to share her story is Lisa Anderson. Originally from Denver, she has lived in Indianapolis twice—the first time in 2001 when her boyfriend (now husband) accepted a job with Eli Lilly and Company. Moving from Austin, Texas, they stayed for nine years before relocating to Southern California. In 2012, they returned to Indianapolis, this time voluntarily because her husband had transitioned to consulting and they were free to live anywhere they wanted. “We liked Indianapolis, so we chose to come back,” says Anderson, who works for the Indiana Public Employees Retirement Fund.

But the first few months after her 2001 arrival, Anderson kept asking herself, “How long do we have to stay here?” Gradually, she got her bearings. “After we had kids,” she says, “we got really comfortable because we connected with other families.”

As someone who didn't settle into Indianapolis right away, Anderson is uniquely positioned to connect with reluctant relocators. Compared to other cities, she says, Indianapolis is underrated. “Living here is easy. There's something for everyone.”

According to Pellman, the success of LifeinIndy.com will be determined by multiple indicators: the amount of traffic the website attracts, the number of people with postsecondary credentials who move to the Indianapolis area, the number of employers using the site and resource library as part of their recruitment efforts, and the number of visitors to the site who contact an Indyfluencer.

Luke Zhang is happy to connect with those virtual visitors. “I'm passionate about promoting Indianapolis,” he says. “The city has been good to me, and I want to give back.”



**Giving Indiana Funds for Tomorrow Initiative  
Strengthens Leadership and Addresses  
Communities' Most Pressing Needs**

# GIFT VII





**Traditionally, we've played a supporting role in community issues, but GIFT VII was the catalyst we needed to step into a leadership role that was desperately needed.**

— Clayton Boyles, executive director of the Dubois County Community Foundation.

In 2020, the community foundation in south central Indiana was one of 11 foundations in the state to receive a large-scale leadership grant through the competitive component of the seventh phase of Lilly Endowment's Giving Indiana Funds for Tomorrow (GIFT) initiative.

Through its GIFT initiative, the Endowment has encouraged Indiana community foundations to seek input broadly from the residents in their communities to identify and prioritize compelling needs and opportunities and then to work with community stakeholders to develop and fund strategies to address those needs and opportunities.

Through the seventh phase of the initiative—GIFT VII—the Endowment provided \$125.6 million in grants to help build upon the momentum and successes community foundations achieved in the initiative's earlier phases. GIFT VII provided multiple funding opportunities, including planning grants, matching fund grants, board engagement grants, community leadership grants and large-scale leadership grants. GIFT VII, which began in 2018 and wrapped up in 2020, was designed to help community foundations strengthen their leadership competencies and their financial conditions.

GIFT VII planning grants totaling \$5.6 million helped foundations to connect with and convene broad cross sections of their communities to research, identify and better understand the highest priority challenges and opportunities affecting residents. "The planning grant was an important piece of the exploration process," says Clayton Boyles, executive director of the Dubois County Community Foundation (below). "We thought we were going in one direction, but our research took us in another. It was a pivotal part of the learning process, giving us time and resources to gain more understanding that helped us make better informed decisions."

Dubois County in southern Indiana, like many other communities across the state, is feeling the impact of substance abuse and addiction and unaddressed mental health

● The Community Foundation of St. Joseph County is using a GIFT VII grant to strengthen its 21st Century Scholars Initiative, which supports students like Quentez Columbus (with school counselor Gaye Johnson), who are working to reach their higher education goals.



#### AT A GLANCE

**Lilly Endowment created GIFT in 1990 to help local communities in Indiana develop the philanthropic capacity to identify and address local needs and challenges. When GIFT began, there were about a dozen Indiana community foundations. Today, there are 94 community foundations and affiliate funds making grants to support local charitable organizations in all of Indiana's 92 counties. The combined community foundation assets have grown from \$100 million in 1990 to \$4 billion at the end of 2019 (\$3.2 billion for those foundations that have regularly participated in GIFT).**

issues. “Lilly Endowment charged us with addressing a complex, deep issue affecting our community,” Boyles says. “The breadth and depth of the challenge of substance abuse are evident in the ripple effect it has on our community.”

Employers are facing workforce shortages. Child protective services is seeing an increase in caseloads. The criminal justice system is struggling with repeat offenders who are not receiving behavioral health treatment. As a result, overall quality of life in the county is diminished, according to Boyles.

Following the GIFT VII planning period, foundations were invited to apply for a second round of funding to help them play a leading role in addressing the priorities they identified through the planning grant process. Through the process of applying for a planning grant and a

leadership grant, the Community Foundation of St. Joseph County in northern Indiana was able to better understand the county’s high rates of generational poverty and below-average median household income. As a recipient of a large-scale leadership grant, the foundation received \$4 million to support the creation and implementation of the 21st Century Scholar Success Initiative.

● Shala George (with high school counselor Kristin Gaines) is preparing to enroll at Indiana University with the support of the 21st Century Scholars Initiative in St. Joseph County. ● Students Cesar Cervera, Kylie Kruger (with advisor Kathy Miller), Forest Wallace and Quentez Columbus are 21st Century Scholars taking part in St. Joseph County programs to help them achieve higher education success (next page).





Through the initiative, St. Joseph County leaders are working to double the number of local 8th grade students enrolled in the 21st Century Scholars program, a statewide effort to help ensure that every Hoosier student can access a college education. With its new initiative, the community foundation will provide mentoring and other support to help students complete college and launch promising careers. The foundation is partnering with leaders in K-12 education, higher education, economic development and social services to design and implement the initiative.

**"We know that improving educational attainment is the only reliable path out of poverty," said Rose Meissner (above), president of the Community Foundation of St. Joseph County. "Every additional level of education correlates to higher income and more secure employment. And so many causes our community cares about correlate with higher income, including better health outcomes, more active civic engagement, improved parenting, reduced incarceration and higher rates of home ownership."**

Under round two of GIFT VII, the Endowment made grants totaling \$11.25 million to 85 community foundations serving 89 Indiana counties. The grants are funding a wide range of priorities, from improving educational attainment to strengthening economic and workforce development efforts, transportation plans and health outcomes.

A third round of grants was competitive. The Endowment encouraged foundations to consider what kind of large-scale leadership projects could make a significant difference in their communities. The Endowment made 11 grants in this round totaling \$33.5 million to address a variety of priorities, including heritage preservation and revitalization efforts, mental health and addiction recovery needs, affordable housing and workforce development, among others.

In connection with its large-scale leadership grant, Dubois County Community Foundation has developed a broad coalition of 40 community members and stakeholders committed to improving access to services that address mental health needs and substance abuse disorders.

"Our vision is a community with effective resources to holistically rehabilitate and provide treatment and support to those in need of behavioral health services. Our hope is that anyone in our community can access services that address mental health and substance abuse disorders if and when they want help," Boyles says. "We also hope that Dubois County can be a leader in our region to help improve access in our neighboring counties."



**Organizers are gathering input from a wide variety of stakeholders to identify greatest needs and build trust.**

In August 2020, the National Urban League announced the creation of the Indianapolis African American Quality of Life Initiative, a place-based effort to address decades of disparities in education, employment, housing, health outcomes and economic well-being that have affected African Americans in Indianapolis.

Funded by a \$100 million Lilly Endowment grant to the National Urban League, the initiative is designed to encourage collaboration between the National Urban League, the Indianapolis Urban League

“This initiative represents a historic opportunity to build a model for other communities to emulate,” said National Urban League President and CEO Marc H. Morial when the grant was announced. “The economic crisis triggered by the COVID-19 pandemic has wrought unprecedented destruction on Black urban communities, many of which never recovered from the Great Recession, and it will take an unprecedented approach to rebuild and revitalize them. This initiative will seek to combine the resources, infrastructure, expertise and passion of the Indianapolis public, private and civic institutions in a way that could have a profound effect not only on Indianapolis’ economic future, but also on the national recovery.”

Data about life in Indianapolis reflect inequality experienced by Black residents that can have a cascading effect on educational attainment, employment opportunities and economic security and mobility. According to IUL:

## Initiative Focuses on Quality of Life in Indianapolis’ Black Community

(IUL) and the African American Coalition of Indianapolis (the Coalition). Together, the organizations are working to identify areas of greatest need and the programs, policies and other ventures that will make meaningful improvements in the daily lives and future prospects of Black residents in Indianapolis. Through the initiative, the National Urban League will make grants in Indianapolis to support the most promising efforts—including collaborations—designed to lead to lasting change.

- **Twenty-eight percent of Indianapolis’ 250,000 Black residents live in poverty.**
- **Homeownership among Black residents in Indianapolis declined from 46 percent in 2007 (before the start of the Great Recession) to 31 percent in 2020.**
- **An estimated 82,000 Black Indianapolis residents live in food deserts—neighborhoods with low access to healthy, affordable food.**
- **Seventy percent of Black students in Indianapolis fail to pass K-12 standardized tests.**



It is against this backdrop that the initiative is taking shape. During the early months of the five-year grant period, the initiative has been focused on gathering input from a broad cross section of Indianapolis' diverse Black community. The goals of that outreach: refine the priorities IUL and the Coalition have framed for the initiative—education, employment, affordable housing and homeownership, health and wellness and business development and entrepreneurship—and build buy-in and trust.

IUL's president and CEO Anthony Mason and the Coalition's chairman Willis K. Bright Jr. are co-managers of the initiative. Working with two Indianapolis consulting firms—Engaging Solutions LLC and Karlin J & Associates—initiative leaders have connected with approximately 700 people during community conversations and one-on-one interviews with stakeholders. They include leaders in education, employment, community development, neighborhood revitalization, public health and religious life. Also part of the process was the dispatch of 'community ambassadors' who have reached out to individuals, families and organizations from neighborhoods that were underrepresented in community meetings and stakeholder conversations. For this initiative to be successful, according to Mason, people from diverse generations, economic backgrounds and geographic locations across the city need to be heard.

"At this moment in time, the reach has to be more than the usual suspects. Because if you talk to emerging leaders or individuals who have felt like they have been excluded in the past, they will tell you their concerns have not been represented," he says. "They have not been heard."

Participants span five generations, from the young adults of Generation Z to the so-called Silent Generation in their 70s and 80s. They come from different parts of the city, spanning high-poverty neighborhoods to affluent suburbs. And those who are connected with civic and community organizations represent a spectrum of groups: long-established ones such as Indiana Black Expo and the Indianapolis NAACP and newer grassroots organizations, including Purpose 4 My Pain, which supports individuals affected by gun violence, and Circle Up Indy, an economic empowerment organization based in the Martindale-Brightwood neighborhood.

Participants are bringing different perspectives about what life is like in this city. "This initiative needs all of their perspectives—and more—to be successful," Mason says.

Bright adds that if the initiative improves opportunities for Black residents, the whole city will benefit. For example, he suggests that efforts to support greater academic achievement among Black students can lead to educational improvements in Indianapolis that will make a difference in the lives of all students.

"Improving the condition of any sector that has been marginalized in the community will have positive ripple effects," Bright says. "As people's lives become better, they have far better opportunities and are more inclined to contribute to the greater community."

By the end of summer 2021, initiative leaders plan to issue the initiative's first round of requests for proposals. They anticipate that initial grants will be made by year's end.

As important as grants will be to help improve lives in Indianapolis, Mason believes that the initiative has another objective: developing a culture of trust so that hope can flourish.

"We want this initiative to foster a sense of hope and aspiration so that people can be prepared to take advantage of the opportunities that are to come," Mason says. "I believe this process we're embarking on can go a long way in creating that sense of trust. Trust leads to hope and a good faith belief that something better is on the horizon, something better than what people have experienced to date."

#### AT A GLANCE

**National Urban League: Founded in 1910 and headquartered in New York City, the National Urban League is a civil rights organization whose mission is to help African Americans and others in underserved communities achieve social parity, economic self-reliance and civil rights. It promotes economic empowerment through education, improving access to housing, community development, workforce development, entrepreneurship, health and quality of life.**

**Indianapolis Urban League: Established in 1965 as an affiliate of the National Urban League, the Indianapolis Urban League is a non-partisan, community-based social services and civil rights organization with a mission to help African Americans and other disadvantaged people achieve social and economic equality. Lilly Endowment has made grants to the Indianapolis Urban League since 1967, supporting various programs, including those focused on education, workforce development and youth.**

**African American Coalition of Indianapolis: Founded in 2000, the African American Coalition of Indianapolis is a non-partisan collaboration of African-American civic, social, professional, service and community organizations working to strengthen the engagement of African Americans in civic life and in the local, state and national political process.**

● Anthony Mason (left) and Willis K. Bright Jr. are co-managers of the Indianapolis African American Quality of Life Initiative.



# Making Early Learning a Priority in Indiana

With more families gaining access to high-quality child care, Early Learning Indiana gets closer to its vision.

**As a mother of three preschool children,** Sadie Worl can quickly name what guides her family's child care decisions. "First priority is cost, especially with three kids," says Worl, a special education teacher for Western Wayne Elementary School, located in Cambridge City, Ind., about 60 miles east of Indianapolis. Husband Logan Worl works as a freight supervisor with a supply chain management company.

After tallying the monthly cost of the average daycare—\$100 a week per child; more for infants, she arrived at a total of \$1,400 a month—an amount that would have put a substantial dent in their household budget.

"That's a huge, huge price for us," she says. "It was so stressful trying to think about, 'How are we going to afford this?' I have a job, my husband has a job, but that's a lot. And we make enough money that we don't qualify for any kind of assistance."

Next on Worl's list is accessibility. Since Cambridge City is a small town with a population of about 1,700, child care options are limited. Most families rely on a network of unlicensed providers who care for children in their homes, Worl says. Getting to a licensed child care center with openings in nearby Richmond, Indiana, would have required a 40-minute commute each day.

So, it was a big relief when the Worls learned that a new child care center was opening in Cambridge City with support from Early Learning Indiana, a statewide organization that works to strengthen early childhood education programs for infants, toddlers and preschoolers up to age 5 and is a leader in improving access to those programs. In 2019, Lilly Endowment approved a \$15 million grant to Early Learning Indiana to help it partner with child care programs, schools, community foundations and other organizations to expand high-quality early learning options, improve the skills of teachers and strengthen awareness statewide about the value of high-quality child care programs for children, families and communities.

An important part of Early Learning Indiana's effort has been to help reduce the number of child care deserts—places where access to quality child care programs is so limited that there is no more than one child care seat for every three children. Child care deserts exist in each of Indiana's 92 counties, and four out of every 10 children in Indiana live in a child care desert. In the state as a whole, more than 45 percent of children live in a child care desert, according to Early Learning Indiana. In 2019, it partnered with the Indiana University Business Research Center to study early learning and child care availability and capacity throughout Indiana.

Cambridge City was one of those child care deserts.

In 2020, Early Learning Indiana made grants to 13 organizations across the state to help their local communities increase child

care capacity, including a grant to the Wayne County Community Foundation. The foundation collaborated with Early Learning Indiana, Western Wayne School Corporation and the Richmond YMCA to establish the new Cambridge City YMCA Y-Care, an early learning program housed at Western Wayne Elementary School.

Maureen Weber, President and CEO of Early Learning Indiana, says that the recent addition of high-quality child care centers, like Cambridge City YMCA Y-Care, reflects efforts her organization has led with support from Endowment grants to improve the quality and availability of high-quality child care seats throughout Indiana.

"The work really started with an Endowment grant in 2014," she says. "The key focus was to improve the quality of early learning programs and increase their capacity to serve more families. We undertook all sorts of initiatives, including efforts to support providers, improve curriculum and develop cohorts that allow individual providers to collaborate around activities to improve quality."

● Sadie Worl enrolled her three children (opposite) in a new child care program in Cambridge City, Ind., supported by Early Learning Indiana, an organization led by Maureen Weber (right) working to improve early learning statewide.



Another focus has been educating stakeholders throughout Indiana about the attributes of high-quality child care, she says. A big part of that effort has been promoting Paths to QUALITY, Indiana's early learning quality rating and improvement system that was launched in 2007. Its development was based on research that indicates that high-quality early childhood programs prepare children for success in school, work and life.

Between 2015 and 2020, Early Learning Indiana helped expand the number of high-quality early learning providers by 335—more than half of the total statewide increase of such providers during that time. Also during those five years, efforts by Early Learning Indiana contributed to the creation of close to 3,000 seats in new and existing high-quality early learning providers. Early learning providers that have achieved Level 3 or 4 on Indiana's Paths to QUALITY rating system are considered to be high quality.

### **Structured environment supports learning**

Support from Early Learning Indiana has helped Cambridge City YMCA Y-Care get off to a strong start, according to Misty Hollis, executive director of the Richmond YMCA, which administers the

program. The strength, she says, is rooted in a structured learning environment that encourages the cognitive and physical development of young children and regularly keeps families informed of progress.

"A child's first teacher is always their parent, but we also want parents to have the freedom to make choices for the workforce," Hollis says. "If a parent is going to leave their child with a provider, the first choice should be a provider of quality education. You don't want a child to not be ready for school. The best way to reach those measurements—the milestones that research shows children should be reaching—is through a qualified child care provider."

While families in Cambridge City are recognizing the benefits of the new local early learning program, evidence of the value of these kinds of programs is far-reaching, according to Lori Connors-Tadros, senior research fellow for the National Institute for Early Education Research at Rutgers University.

Research indicates that high-quality programs help set the foundation in children for social and emotional intelligence, better health outcomes and even employment later in life, Connors-Tadros says. Also, studies have outlined the positive impact to society as a whole, including improved workforce productivity of parents because of a decrease in missed days related to lack of child care.



Decades of research show the importance of high-quality, early learning programs to health and development, especially for low-income children and children experiencing various risks and adversities, according to Connors-Tadros. She points to evidence-based research led by Rutgers colleague W. Steven Barnett, an economist who has advocated for universal access to high-quality early learning.

Senior co-director of the National Institute for Early Education Research at Rutgers, Barnett maintains that the essential components of a high-quality program that results in lifelong benefits include:

- **Activities that facilitate children's social, emotional, moral and physical development**
- **Well-paid teachers who hold at least a bachelor's degree and who are supported through expert supervision and professional development**
- **Inclusion in a larger system that provides additional resources, such as support for children with disabilities or children from households where English is not the predominant language**
- **Small class sizes**
- **Age-appropriate introduction of language and literacy skills, numbers and math and science concepts, and arts and culture**

Despite significant research showing the benefits of high-quality early learning, federal and state funding of early learning programs has been sporadic and generally inadequate, leaving millions of children nationwide without access to high-quality early care and education options, according to Connors-Tadros. Efforts in Indiana, however, to raise awareness of the value of high-quality programs are making a difference for children, their families and local communities.

"Lilly Endowment, by investing in Early Learning Indiana, has helped build a model that identifies what is most important for an effective early childhood education program, like the training of teachers, high-quality curriculum and parental support," she says.

Moving forward, according to Weber, Early Learning Indiana will continue its multi-faceted approach to ensure that high-quality early learning opportunities are available to all children. That means helping organizations in communities like Cambridge City come together to develop new programs and strengthen awareness among families, employers and non-profit groups about the importance of high-quality offerings; continuing to help providers improve their standing in the Paths to QUALITY rating system; and working with higher education institutions and other stakeholders to attract, prepare and retain early learning teachers and administrators and help them obtain credentials in early childhood education.

## Economies of scale enable more resources for children

And there are new efforts on the horizon. One such effort is Stronger Together, a grantmaking initiative through which Early Learning Indiana is helping communities launch shared "service hubs." Hubs can be designed to help providers build economies of scale in human resources, IT support and other office functions so they can focus more on providing high-quality care to children.

In addition, Early Learning Indiana is developing a digital platform to give families and providers real-time information about seat availability in local communities. The technology also will provide families with a rubric of what to look for when choosing an early learning program that best fits their needs.

Weber says she is hopeful that through ongoing collaborative initiatives and support from both the public and private sectors, Indiana will continue to make progress in overcoming its challenges to provide high-quality early learning programs statewide.

"About 10 years ago, these issues felt absolutely immovable. Now, while they are still challenging, we have lots of evidence to show that we can grow capacity and improve quality when we undertake focused efforts," Weber says. "There's such a hopefulness to this work as a result of the contributions that the Endowment has made to help support it.

"It's really spurred and catalyzed not just our work but a tremendous amount of work across the state among individuals, foundations, United Ways, and others who weren't really in the conversation prior to the Endowment's substantial investment in making early learning a priority," she says.

- Misty Hollis (opposite) helps administer the YMCA Y-Care program in Cambridge City, Ind., which along with IU Health Day Early Learning in Indianapolis (below) is supported by Early Learning Indiana.





# Ascend Plays Matchmaker Between Job Openings and Available Talent

Ascend's high-tech and high-touch matchmaking connects job openings with available talent

**Idriss Bah needed a job.** He'd graduated from Ivy Tech Community College in Indianapolis in 2018 with an associate degree and was getting ready to continue his education studying informatics at Indiana University in Bloomington.

Ivy Tech recommended several ways for him to find work. The one Bah chose was Ascend Indiana. Using a combination of online algorithms and personal assistance, Ascend matched him with a digital marketing firm called Hanapin Marketing, where he landed a position as an IT assistant.

Then, in fall 2019, when he needed an internship to fulfill his course requirements from IU's Luddy School of Informatics, Computer, and Engineering, Bah went back to Ascend. This time, he was connected with enFocus, a non-profit based in South Bend, Indiana. He landed not only the internship but a two-year fellowship.

"Informatics is a vast field. There are so many things you can do with technology and data," says Bah, who came to the United States from Sierra Leone with his family when he was about 4. "Ascend's ability to narrow that down and almost curate for what I'm looking for and am interested in is incredible."

Ascend, which is an initiative of the Central Indiana Corporate Partnership, launched its services in November 2017 with a mission to work with schools, employers and prospective employees to close the gap between open jobs and available talent. To do so, it developed three solutions. The Ascend Network provides a software platform that invites applicants to build their profile and then seeks to match them with employers. Ascend Services connects employers that have a common, recurring need for a specific kind of talent—nurses, for example—with schools that can develop the

talent to fill those positions. And Ascend's research arm educates policymakers on how to best respond to a changing economy.

What Ascend did for Idriss Bah, it has now done for more than 1,500 people in a little more than three years. By the time the \$12.75 million Lilly Endowment grant to support the charitable and educational aspects of Ascend ends in December 2022, Ascend expects to have placed at least 2,500 students and other job seekers into gainful employment in Indiana. Of those, 35 percent will come from communities that are often underrepresented in higher education. It also anticipates having 1,200 employers participating in its network and plans to meet with more than 8,000 screened candidates to ensure they are better prepared for the job market.

## Expanding Scope to Help Workers Displaced by COVID-19



And now, because of COVID-19, Ascend is providing services for displaced workers. New software will enable colleges, community-based organizations and workforce investment boards to provide case management to individuals who register through Ascend.

"We see Ascend's work as a critically important social innovation bringing together technological innovation with

the spirit of a non-profit that aims to ensure people, irrespective of their background, are able to succeed and find employment," says Ascend cofounder, President and CEO Jason Kloth.

Ascend's work has caught the attention of the Brookings Metropolitan Policy Program, a research arm of the Brookings Institution, the Washington, D.C.-based public policy organization.

In a report called *State of Renewal*, which came out in February 2021 and focused largely on the state's economy during the pandemic, Brookings praised Ascend as "a flexible, scalable, Hoosier-built tool for improving worker transitions."

Robert Maxim, a research associate, says Brookings began looking at Ascend as part of a larger examination of Indiana's economy. He noted that one of the challenges Indiana faces is that only 42 percent of the jobs in Indiana met Brookings' definition of good jobs, as measured by salaries, benefits and other criteria.

"One thing Ascend's done that impressed us is they played an important role in signaling the importance of good jobs for Indiana's recovery," he says. "That was a major theme of our report. Ascend made sure that the jobs they were connecting workers to paid at least \$13 an hour. That type of commitment from employers in general but also workforce intermediaries is going to be important to ensure that Indiana's recovery is on a sustainable trajectory not only for the state's economic growth but also workers' well-being."

## A Way to Level the Playing Field

Ascend began to take shape when Kloth was deputy mayor of the city of Indianapolis, a position he held from 2012 to 2015. His focus was on education and workforce development. In that role, he wondered: How do we more effectively align the education of individuals in our community with good jobs, and how do we do that in a way that's fair for people irrespective of their socio-economic backgrounds?

● Ascend Indiana, under the leadership of Jason Kloth (left), connects college students and recent graduates to careers with Indiana companies. ● Idriss Bah works in IT at enFocus, a South Bend, Ind., non-profit organization (opposite left). ● Ascend helps colleges and universities in Indiana, including the University of Indianapolis, strengthen career preparation efforts (below).



In conversations with businesses looking to come to or expand in Indianapolis, he noted that they were looking for more than tax incentives—they wanted a skilled workforce. Initially, Kloth and his Ascend cofounders Stephanie Bothun and David L. Johnson, the president and CEO of the Central Indiana Corporate Partnership, raised \$855,000 in early funding and assembled a steering committee that included corporate executives and university presidents and chancellors to identify issues and potential solutions.

By 2016, Ascend had lined up \$9.7 million in funding, including \$5 million from the Endowment. It took another year for Ascend to design, build and populate the Ascend network with employers and job seekers and connect with college and university partners.

As Ascend has grown, much of what it provides can be done online, though unlike commercial sites, there will continue to be case managers providing education and personalized support.

“No other system blends those two components across everything from students looking for apprenticeships coming out of high school

managers with her to schools to sell the company to prospective employees and interns and try to do as many interviews as possible. That proved to be highly labor intensive. Ascend came to them and says, ‘Let us be an extension of Roche. Let’s leverage technology.’

As a result, Roche now is in contact with the higher education institutions it wants to target. Ascend has helped Roche spread the word about the company and Ascend “is able to glean information about candidates and use their technology and their algorithms to make great matches,” Boyle says.

For summer 2021, Ascend helped Roche sign up more than 70 interns from 30 schools. “No way would we have been able to get to 30 schools or more in the amount of time they were able to help us. And they were able to target schools we never would have been able to target, and so our diversity statistics are going up just the way that we want them. In the past, maybe our summer intern classes used to be about a third of diverse candidates. Now they’re nearing half.”

University of Indianapolis President Rob Manuel was another of



to college students looking for internships or jobs to dislocated workers trying to find their way back into employment following COVID,” Kloth says.

## Reaching More College Students, More Efficiently

Roche Diagnostics was one of the first companies to work with Ascend. Bridget Boyle, head of people and culture, says Roche needed help reaching as many colleges and universities as possible to help promote Roche as an attractive option for job-seeking college students. It also accessed Ascend to help screen candidates for summer internships, its two-year rotational program for recent college graduates and for direct-hire positions like technicians.

“They help us cast a much wider net to a lot of schools that we wouldn’t normally have the capacity to reach,” she says.

Prior to Ascend, Roche’s college recruiter would bring a team of

Ascend’s early partners. Under his leadership, one of the school’s goals has been to create degree programs that feed the workforce need while also producing students who graduate with jobs and careers.

“Our relationship with Ascend helps the University of Indianapolis to extend our services and the social capital of our students to more corporate relationships and employment opportunities than we would be able to do ourselves,” he explained.

When the university received a \$1 million Endowment grant to create the Professional Edge Center—its new version of career services—it worked with Ascend.

● University of Indianapolis President Rob Manuel and Bridget Boyle, an executive at Roche Diagnostics in Indianapolis, say Ascend is helping develop the college-to-career pipeline in Indiana.

“The Endowment’s grant enabled us to reimagine our traditional career services and create a program centered on helping students develop human, social and cultural capital,” says Manuel. “Using the Ascend model, we are better able to connect our students in more meaningful ways to a broader array of job opportunities and corporations.”

Just as Roche had been unable on its own to reach all the schools it wanted, UIndy lacked the ability to connect with as many employers as it would have liked. Ascend solved that problem.

One successful aspect of their partnership has been connecting UIndy and Community Hospital. The hospital operates health and physical therapy clinics in the UIndy Health Pavilion, and students in health professional programs get clinical placements there as part of their education. Because of the proximity, they’re also able to do joint research with faculty and students.

“Thanks to Ascend’s intermediary work between Community and the competitive bidding process, we were able to build new connections with Community, including a customized educational program for students in the nursing field that paves the way for advancement,” Manuel says.

## An Unexpected Opportunity

Idriss Bah, who aspires to become a chief information officer, never expected his career to start in the non-profit world. But he’s happy that Ascend connected him with enFocus, whose focus is on talent attraction and retention in the South Bend-Elkhart region. He’s getting professional experience and enjoying the opportunity to try out a new place to live after so many years in Indianapolis and Bloomington.

He doesn’t know what will happen after the summer of 2022 when his fellowship ends or what kind of job he’ll pursue.

“I’m not sure where I’m going to be, but I’m working on it,” he says. “And I’m going to reactivate my Ascend account in the near future so I can start prepping for it.”

● Nursing students at the University of Indianapolis train on campus for careers in healthcare.



# 'The Times They Are A-Changin'

Shifting demographics, social disruptions move congregations to explore how to remain relevant and serve their communities



**Many pastors may hear today the echo of Bob Dylan's iconic lyrics** as they reflect on the rapid social and cultural changes that are affecting Christian congregations. Digital technologies are not only changing ways that people worship. They also are affecting daily ministry and efforts to keep members connected with one another. Moreover, significant demographic shifts throughout the United States are changing the neighborhoods in which many congregations are located and conduct their ministries. These and other changes are affecting churches and influencing how individuals and families—especially young adults—participate in congregational life.

In this fluid context, Lilly Endowment launched the Thriving Congregations Initiative to strengthen Christian congregations and help them thrive on into the future. According to the Rev. Tim Shapiro, president of the Indianapolis-based Center for Congregations, strong and thriving congregations have vitality and engage in ministries that are relevant to members and their communities. With this in mind, this initiative is designed to help churches explore and understand social and cultural changes and gain clarity about their missions and values. Through the initiative, the Endowment seeks to encourage congregations to draw on practices from their theological traditions to adapt and meet the new and emerging needs of their members and others in the communities they serve.

## Fostering Vitality in Various Contexts

Through two rounds of grantmaking—in 2019 and in 2020—the Endowment made grants totaling a little more than \$117 million to 115 organizations that are leading Thriving Congregations programs across the United States.

These organizations include seminaries, denominational agencies, other church-related organizations, and congregations with the capacity to support other churches, and they have launched programs that are working with congregations from diverse theological traditions that are engaged in ministries in a wide variety of contexts.

Grant-funded efforts include the University of Notre Dame's Church Communications Ecology Program. It is helping Catholic parishes nationwide—including St. John Catholic Church in Goshen, Ind.—understand how digital technologies are affecting parishioners and ministers as individuals and the impact of technology on worship, faith formation, pastoral care and the nature of Christian identity.

The General Synod of the Reformed Church of America's Renovations Project is helping churches around the country re-imagine their missional future as they explore what it means to share faith and serve one another; Payne Theological Seminary's Mapping the Future of Black Methodism program is strengthening congregational ministries in the Midwest; Latin American Bible Institute's Learning Communities and Hispanic Church Program is engaging Hispanic congregations in the western U.S.; Mere Christianity Forum's Tap Roots and Seed Crystals program, designed

to help congregations in college towns to reach young people; and Yale Divinity School's program is working with churches in the New Haven, Connecticut, region.

In early 2020 the first wave of programs was beginning to take shape. Then the COVID-19 pandemic hit, becoming a profound and unexpected social force affecting faith communities—and the Thriving Congregations programs designed to engage them.

## A Year Like No Other

The year 2020 was nothing like Pastor Davie Tucker Jr. ever imagined, although it dawned with promise for the 24 Tennessee churches that American Baptist College had gathered under the wings of a Thriving Congregations program.



● The Rev. Jose Arroyo of St. John Catholic Church in Goshen, Ind., (opposite) is participating in the University of Notre Dame's national program exploring technology and congregations. ● Pastor Davie Tucker Jr. directs the American Baptist College's Thriving Congregations program in Tennessee (below). ● The Rev. Tim Shapiro is president of the Center for Congregations (left).





Tucker is pastor of Beech Creek Missionary Baptist Church in Nashville and program director for the Thriving Congregations grant at American Baptist College, a historically Black college with deep regional connections. The Endowment grant is supporting the college's Empowering Congregations to Heal Communities program. Through the program, Black congregations of varying denominations and sizes from four urban areas—Chattanooga, Knoxville, Memphis and Nashville—are exploring how to engage theological convictions and practices of inclusive justice as they minister to people in their neighborhoods.

During the night of March 2, 2020, Tucker and his wife awoke to the terrifying sounds of a powerful tornado ripping through north Nashville. The storm barreled across a 100-mile swath of Tennessee, killing 128 people and damaging or destroying thousands of homes, businesses and churches.

As cleanup began, the COVID-19 pandemic forced churches, traditional places of refuge in times of grief and need, to close their doors and quickly adapt to social distancing and remote worship, even while members were sick and dying.

Spring and summer brought more suffering with the police killing of George Floyd in Minnesota, a fresh wound from the familiar and painful scourge of racially-motivated violence.

"In my entire life, I never imagined that I would live through such a struggle, in which instability and uncertainty were the rule of the day," Tucker says. "We had to adapt to changing conditions on the ground."

The Thriving Congregations grant enabled American Baptist College to be flexible with how it supports churches and pastors as they learn new ways of ministering in communities facing rapid change and, yes, crisis. The year of hardship reinforced the importance of recapturing the powerful and prophetic Black church tradition, according to Tucker.

"In some ways, we have lost the theological imagination that once allowed us to lean into the life-threatening realities our people have had to face and ask, 'What is God saying to me?' It requires

imagination to take risks and challenge assumptions to address suffering and encourage flourishing," he says. "It is hard to give words to that connection, but we know when we have been in the presence of the Divine."

## Congregations as Communities of Faith and Practice

Congregations have long served as the local communities where Christians gather for worship, pass down faith to their children, extend care to one another and seek to strengthen their relationships with God.

**"In many neighborhoods, towns and cities, congregations are touchstones for the entire human lifecycle—birth, marriage, sickness, old age and death," says Shapiro of the Center for Congregations. "They are the places where people turn as they approach these life-changing crossroads in their lives."**

Congregations also are communities where people learn how to love others beyond their local churches and where they draw on their faith to strengthen the social fabric locally and around the world, according to Shapiro, who has researched and written about practices that foster the vitality of Christian congregations.

To remain relevant, congregations need to adapt to the rapid changes having an impact on society—from the demographic shifts affecting congregations in rural, urban and suburban settings to the ever-evolving impact of digital technology on everyone, notes Shapiro.

● Members of multiple congregations are involved in Cornerstone University's Thriving Congregations program focused on neighborhood outreach in Grand Rapids, Mich.



## “Big Ideas”

The Rev. Eliza Cortés Bast, pastor and program director of the Renovations Project, the Thriving Congregations program for the General Synod of the Reformed Church of America (RCA), says the initiative is encouraging her to “go after big ideas” with RCA congregations from around the country.

“Our old model of saying ‘You, come to us,’ was very frustrating to those who were limited by geography, for pastors who were bi-vocational, or those who had other circumstances that made travel difficult,” Cortés Bast says. Yet she, like other leaders, needed to make unanticipated program adjustments in the face of the pandemic. “This year, we had the additional challenge of leaders who were exceptionally anxious and tired. We knew we had to adjust and change.”

Developing an online digital platform, Learn.Faithward.org, was always part of the plan for the RCA program, but the pandemic accelerated the rollout of new digital resources, including a podcast network. “If there had been no pressure on us, we wouldn’t have moved so quickly,” Cortés Bast says.

“My hope is that the church will look for a new normal. The heart of this grant is looking at what are ‘good bones’ and what needs to be refreshed,” she adds. “Thriving Congregations gives us the freedom to dream something different.”

● The Rev. Eliza Cortés Bast leads the Thriving Congregations program of the Reformed Church of America (above). ● The Rev. Khary Bridgewater directs the Thriving Congregations program of Cornerstone University in Grand Rapids, Mich. (right).

## An Emphasis on Relevance

Before COVID-19, “church” was what happened on Sunday morning, according to the Rev. Khary Bridgewater, director of the Thriving Congregations program at Cornerstone University’s Urban Church Leadership Center in Grand Rapids, Michigan. In 2020, Grand Rapids experienced “church” in action: finding food for hungry people and helping clergy understand the COVID-19 risks so they could work to keep their congregations safe. “Church” became working with local and state health authorities to dispel myths about vaccines and helping people get vaccinated. It became about ministering to people experiencing deep pain and high anxiety during a time of intense stress over racial and political divisions. “This grant enabled us to walk with churches at this unprecedented moment,” Bridgewater says. “Without this grant, we would not be engaged in this way. We had a team and resources in place, and there is no doubt that without this grant, people would have died.”

While the community continues to recover from grief, lingering illness and financial fallout, the Urban Church Leadership Center has begun to refocus on the grant’s initial work: helping Black, Latino, Asian and new immigrant congregations connect their ministries to people in their communities. A cohort of clergy and lay leaders is engaged in a process to connect parishioners with the residents of surrounding communities. Congregations are using research tools to better understand changing culture in their communities. Cornerstone’s Thriving Congregations program is making small capacity-building grants to help congregations design, test and implement new ministries.

“Our objective is for churches to think deeply about the ways they help their members form faith and communicate it with others,” Bridgewater says. “We are thinking about what it means to gather and be engaged. Those are questions we need to ask more than ever if we are to be relevant in this new environment.”





# Mission Critical Work for the Future of Theological Education

## ‘Teaching in seminary is my destiny’

In her mid-20s, Gina A. S. Robinson was happy and successful, a young Emory University graduate working at an Atlanta law firm.

Life started “taking a turn,” as she became deeply involved with youth ministry at Elizabeth Baptist Church in Atlanta, working with middle school girls, Robinson says.

“I began to realize the difference between loving something and feeling passionate. I loved my job at the law firm, but I was passionate about the work I was doing in my church,” she says. “As I prayed for direction, I heard the Spirit telling me to go to seminary. I said, ‘If You say I need to go, I’ll go.’”

Robinson did go. She earned a Master of Divinity degree from Candler School of Theology at Emory, followed by a Master of Sacred Theology degree from Yale Divinity School. Then Robinson heard a call to teaching and entered the Ph.D. program at Garrett-Evangelical Theological Seminary in Evanston, Illinois.



In 2020, she began work on her dissertation about efforts to elevate the voices and experiences of Black girls in theological discourse and to create spaces where Black girls and women can thrive and contribute to the flourishing of Christian communities. Putting research into practice, she has worked with youth at Atlanta's historic Ebenezer Baptist Church and with students at the Children's Defense Fund Freedom School in Evanston.

Her goal is to find a permanent faculty position. "I feel that teaching in seminary is my destiny," Robinson says.

During her graduate school journey, Robinson has had support from the Forum for Theological Exploration (FTE). For nearly 70 years, FTE, which has awarded more than 6,000 fellowships, focused its efforts on inspiring young people to explore careers in ministry and in the academy to make a difference in the world through leadership in Christian communities.

Since 1999, Lilly Endowment has supported dissertation-year fellowships for students of African descent under FTE's Doctoral Fellowships Program for Students of Color, which also provides fellowships for doctoral students of Latino, Asian, Pacific Islands or First Nations descent.

In addition to providing \$25,000 fellowship awards, FTE leads dissertation writers' workshops, facilitates mentoring relationships with senior scholars, convenes professional development gatherings and helps build relationships among fellows. The program maintains a 97 percent completion rate among the doctoral fellows.

Robinson's FTE experience was during a summer program for students of color pursuing doctorates in religion, Bible and theology. Now, as an FTE Doctoral Fellow, she is grateful for how the program nurtures her as a scholar.

"The support I receive from FTE enables me to focus on my studies without the burden of worrying about financial means or seeking mentorship outside of Garrett," says Robinson. "Now that I am at the dissertation phase, the support and encouragement from FTE not only contributes to my professional development, but more importantly to my overall well-being."

## Addressing the Challenge

FTE is just one Endowment-funded effort that supports doctoral students from communities of color. Others are the Hispanic Theological Institute (HTI) at Princeton Theological Seminary and the Asian Theological Summer Institute (ATSI), which is based at United Lutheran Seminary in Philadelphia.

According to Frank Yamada, executive director of the Association of Theological Schools, the percentage of faculty from communities of color in theological schools is low. "To adequately prepare their students to serve churches in increasingly diverse ministry contexts, it is mission critical for theological schools to recruit and develop more faculty from

● Gina A.S. Robinson is answering God's call to become a theologian (opposite). ● Association of Theological Schools President Frank Yamada says seminaries grow stronger when their faculties reflect the diversity within Christianity.



communities of color. It is especially imperative for their increasing numbers of students of color to have faculty who understand fully their particular traditions and can serve as mentors and role models,” says Yamada.

For example, the number of Latino Christian churches in the U.S. is growing rapidly. Yet fewer than five percent of faculty in American theological schools are Latino, which means that many seminaries do not have faculty who understand cultural contexts and are prepared to share their perspectives and expertise with the next generation of students.

The Hispanic Theological Initiative (HTI) was established in 1996 to address this challenge. It is a consortium of 24 universities and theological schools collaborating to increase the number and quality of Latino faculty in theological disciplines teaching in theological schools nationwide.

In 2003, the Endowment made its first grant to Princeton to support HTI. Additional grants have been made since 2016 to fund HTI’s work with doctoral students.

With Endowment funding, HTI provides doctoral students with \$25,000 dissertation fellowships, a mentoring program, professional development conferences and other resources to help them progress through their Ph.D. programs.

Since 2002, HTI has achieved a 94 percent completion rate for doctoral participants, and 144 HTI alumni are now teaching in seminaries and universities across the nation. Their academic

leadership in places where pastors and lay leaders are being formed holds the potential to influence theological and religious conversations for future generations.

### An Affirming Space

Financial support for HTI scholars is critical because funding pools for theological graduate education have dried up dramatically,

according to the Rev. Joanne Rodríguez, HTI’s executive director.

“Our students already come to this endeavor at a deficit, because there is very little wealth built up among first- and even second-generation Hispanic students,” Rodríguez says. “Too often, the choice is either that you increase your debt, or you don’t continue your studies.”

● The Rev. Joanne Rodríguez directs the Hispanic Theological Institute (above). ● The Forum for Theological Exploration gathers students enrolled in Ph.D. programs in theology for workshops and networking (right).

But the financial piece of HTI is not all that inspires loyalty among alumni. “HTI has stood out as exemplary for so many reasons,” says Daniel Ramírez, associate professor of American religions at Claremont Graduate University in California.

“The gatherings of scholars have been so affirming in terms of providing a friendly context in which to try out ideas and a rare forum for deep ecumenical dialogue, for everyone from Catholics to Pentecostals and everything in between,” he says.



Born and raised in California, Ramírez was a first-generation college student at Yale as well as the son—and grandson—of Pentecostal church members, part of a wave of evangelical Christianity conversion in the U.S. Southwest that dates back to the early part of the 20th century.

While working as a university administrator at Stanford in the early 1990s, Ramírez began exploring his family story and the history surrounding it. The result was a paper presented at an academic conference where he met Grant Wacker, a well-known expert in American religion, who invited Ramírez to pursue religious studies at Duke University.

Since earning his Ph.D. in 2005, Ramírez has carved out a career of teaching, researching, and writing about U.S. and Latin American religious history and culture at Claremont and in previous faculty postings at the University of Michigan and Arizona State University. He also is the first Latino elected president of the American Society of Church History.



HTI served a “catalytic function” at the beginning of his career and continues to play an important role, Ramírez says. He attends at least one HTI gathering each year, has served as an official HTI mentor three times, and currently serves on the HTI steering committee.

“Inspired by my own mentors, I try to pay it forward,” he says.

Ramírez and other HTI scholars bring much needed diversity to

academe, Rodríguez says. “Lilly Endowment provides us with resources to work with diverse Hispanic communities, which allows us to bring different perspectives and ways of nurturing to all of God’s people,” she says. “HTI is life-transformative work that is done en conjunto [altogether] for the edification of all God’s creation.”



## Stronger, Diverse Leadership

In his work as president of FTE, Stephen Lewis brings many lessons he learned as a young banking officer before experiencing a call to ministry in 1997 and leaving the corporate world for seminary.

As part of a leadership cohort at the bank, Lewis benefited from mentoring and other experiences and he believed they could help the church and its young leaders, too.

“The way the bank invested in us was not out of a sense of crisis, its leaders recognized that the strength and future of the institution depends on the next generation. I thought that I could bottle up all that I had experienced and learned about cultivating leadership and take it to the church,” Lewis says.

FTE helps create stronger, more diverse leadership in theological education. And, whether inside the academy or out in the world, Lewis believes that addressing society’s challenges depends on a capacity to harness a collective genius. “Diversity is our superpower,” he says.

In the Gospel of John, Jesus spoke of the ‘living water’ of the Spirit. “That living water is right before our eyes, in our young men and women,” Lewis says. “At FTE, we say, ‘yes’ to that next generation. The church is worthy of your gifts, your voice and your leadership.”

- Daniel Ramírez, a religion professor at Claremont Graduate University, is an alumnus of the Hispanic Theological Institute (above).
- Stephen Lewis is president of the Forum for Theological Exploration.

# FINANCES & GRANTMAKING

# 2020




During 2020 Lilly Endowment paid \$773.2 million in grants and approved \$807.8 million in new grants.

## Cumulative figures

The generosity of the Endowment's founders has enabled it to disburse since 1937 nearly \$11.7 billion in grants to 10,386 charitable organizations, most of them in Indiana. Of that \$11.7 billion, \$4.4 billion supported education (38 percent), \$4.2 billion supported community development (36 percent), and \$3.1 billion supported religion (26 percent). At the end of 2020 the Endowment's assets totaled \$21 billion.

## Grants paid [top chart]




In 2020 the Endowment paid grants of \$773.2 million:

-  Community development grants accounted for \$332.3 million or 43 percent of the total;
-  Education grants added up to \$230.4 million or 30 percent;
-  Religion grants totaled \$210.5 million or 27 percent.

As in previous years, most grants were paid to organizations in Indiana – a total of \$543.1 million (70 percent). Of the payment total of \$773.2 million, \$299.6 million (39 percent) was paid to non-Marion County grantees in Indiana and \$243.5 million (31 percent) to Marion County (Indianapolis) grantees. Organizations outside Indiana received \$230.1 million or 30 percent, mostly from religion grants.

## Grants approved [bottom chart]

During 2020 the Endowment approved 1,346 grants for a total of \$807.8 million to 921 grantees, 338 new to the Endowment:

-  Community development grants totaled the most dollars at \$335 million or 41 percent of the total;
-  Education grants totaled \$218.5 million or 27 percent;
-  Religion grants totaled \$254.3 million or 32 percent.

Sixty-six percent of grants approved in 2020 went to Indiana organizations. Of the \$807.8 million in grants approved, \$290.9 million (36 percent) was approved for non-Marion County grantees in Indiana and \$240.5 million (30 percent) to Marion County (Indianapolis) grantees. Indiana organizations thus were awarded \$531.4 million (66 percent) of grants approved. \$276.4 million (34 percent) in grants was approved for non-Indiana organizations.

Board-approved and officers' grants are listed in the back of this report and are divided into community development and philanthropy, education and youth, and religion. Discretionary grants of up to \$7,500, authorized by the officers, are listed as a single line item for each division.

The Endowment's match for the charitable contributions of staff, retirees and Board members is reported as a single line item before the total of all grants approved. "Grant Guidelines & Procedures" are outlined on page 60 of this report.



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## Report of Independent Auditors

The Board of Directors  
Lilly Endowment Inc.

We have audited the accompanying financial statements of Lilly Endowment Inc., which comprise the statements of financial position as of December 31, 2020 and 2019, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in conformity with U.S. generally accepted accounting principles; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Lilly Endowment Inc. as of December 31, 2020 and 2019, and the changes in its net assets and its cash flows for the years then ended in conformity with U.S. generally accepted accounting principles.

March 18, 2021

*Ernst & Young LLP*

## Statements of Financial Position

As of December 31	2020	2019
<b>Assets</b>		
Cash and cash equivalents . . . . .	\$ 192,712,931	\$ 102,895,606
Other receivables . . . . .	4,229,536	4,531,089
Investments—at fair value:		
United States government and agency, bank, and corporate interest-bearing obligations . . . . .	195,544,772	249,050,902
Eli Lilly and Company common stock (cost—\$81,354,048 at December 31, 2020, and \$81,835,254 at December 31, 2019) . . . . .	18,763,584,792	15,056,699,527
Diversified equity investments . . . . .	1,850,235,860	1,564,553,202
Other assets . . . . .	970,637	86,447
	<u>\$ 21,007,278,528</u>	<u>\$ 16,977,816,773</u>
<b>Liabilities</b>		
Amounts appropriated for future grants . . . . .	\$ 162,920,466	\$ 104,554,908
Federal excise tax payable . . . . .	-	1,098,576
Deferred tax liability . . . . .	266,072,722	211,402,789
	<u>428,993,188</u>	<u>317,056,273</u>
Net assets without donor restrictions . . . . .	20,578,285,340	16,660,760,500
	<u>\$ 21,007,278,528</u>	<u>\$ 16,977,816,773</u>

See accompanying notes.

## Statements of Activities

Year Ended December 31	2020	2019
Income:		
Dividends .....	\$ 366,486,858	\$ 336,001,433
Interest .....	6,943,653	7,776,108
Total income .....	373,430,511	343,777,541
Expenses:		
Program grants approved .....	847,439,861	542,788,367
Program support .....	10,019,036	9,695,262
Operational support .....	6,564,437	7,713,393
Current federal excise tax .....	12,729,363	15,198,576
Deferred federal excise tax .....	54,669,933	(58,884,715)
Total expenses .....	931,422,630	516,510,883
Realized gain on sale of investments .....	554,050,020	428,463,140
Unrealized gain on investments .....	3,921,201,608	1,683,867,433
Other income .....	265,331	325,704
Increase in net assets .....	3,917,524,840	1,939,922,935
Net assets without donor restrictions:		
Balance at beginning of year .....	16,660,760,500	14,720,837,565
Increase in net assets .....	3,917,524,840	1,939,922,935
Balance at end of year .....	\$ 20,578,285,340	\$ 16,660,760,500

See accompanying notes.

## Statements of Cash Flows

Year Ended December 31	2020	2019
Operating activities		
Increase in net assets . . . . .	\$ 3,917,524,840	\$ 1,939,922,935
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Investment expenses . . . . .	413,239	895,548
Unrealized gain on investments . . . . .	(3,921,201,608)	(1,683,867,433)
Realized gain on sale of investments . . . . .	(554,050,020)	(428,463,140)
Changes in assets and liabilities:		
Other receivables . . . . .	301,553	364,164
Other assets . . . . .	(884,190)	8,691,322
Amounts appropriated for future grants . . . . .	58,365,558	2,487,257
Federal excise tax payable . . . . .	(1,098,576)	1,098,576
Deferred tax liability . . . . .	54,669,933	(58,884,715)
Net cash used in operating activities . . . . .	(445,959,271)	(217,755,486)
Investing activities		
Purchases of investments . . . . .	(604,067,812)	(495,438,979)
Proceeds from sale and maturity of investments . . . . .	1,140,257,647	761,767,956
Investment expenses . . . . .	(413,239)	(895,548)
Net cash provided by investing activities . . . . .	535,776,596	265,433,429
Net increase in cash and cash equivalents . . . . .	89,817,325	47,677,943
Cash and cash equivalents at beginning of year . . . . .	102,895,606	55,217,663
Cash and cash equivalents at end of year . . . . .	\$ 192,712,931	\$ 102,895,606

See accompanying notes.

# Notes to Financial Statements

December 31, 2020

## 1. Significant Accounting Policies

### Description of Organization

Lilly Endowment Inc. (the Endowment) is an Indianapolis based, private philanthropic foundation created in 1937 by J.K. Lilly Sr. and sons Eli and J.K. Jr. through gifts of stock in their pharmaceutical business, Eli Lilly and Company. The stock of Eli Lilly and Company continues to be the Endowment's most significant asset. The Endowment supports the causes of religion, education and community development. The Internal Revenue Service has determined that the Endowment is exempt from federal income tax under Section 501(a) of the Internal Revenue Code. It remains a private foundation subject to federal excise tax on net investment income.

### Basis of Presentation

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States (U.S. GAAP). Preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, income, expense and related disclosures at the date of the financial statements and during the reporting period. Actual results could differ from those estimates. Subsequent events have been evaluated through March 18, 2021, the date these financial statements were issued. There were no subsequent events that required recognition or disclosure in the financial statements.

### Cash and Cash Equivalents

Investments with original maturities of three months or less at the time of purchase are considered to be cash equivalents.

### Investments

Investments are stated at fair value in accordance with the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 958, *Not for Profit Entities*. Investments comprise equity and fixed income securities, which are recorded at market-quoted fair values. Changes in fair value are recorded in the statements of activities. There are no restrictions on investments.

Realized gains and losses from the sales of Eli Lilly and Company common stock are calculated using the first-in, first-out method of allocating cost.

### Facilities and Equipment

Expenditures for facilities and equipment are expensed as incurred. The amounts expensed during 2020 and 2019 are not material to the financial statements.

### Grants

The Endowment primarily makes grants to organizations that qualify as public charities under the Internal Revenue Code (the Code). When distributions are made to organizations other than public charities, the Endowment assumes expenditure responsibility as required under applicable federal law. Grants are approved by the Board of Directors or its authorized representatives and are accrued when approved. Amounts appropriated for future grants at December 31, 2020, are expected to be paid to grantees as follows: \$153,370,466 in 2021, \$8,175,000 in 2022 and \$1,375,000 in 2023.

### Functional Allocation of Expenses

The Endowment allocates expenses based on nature and function among its various programs and supporting services.

### Income Recognition

Income is recognized when amounts are realizable and earned. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date.

## 2. Required Distributions

The Code provides that the Endowment generally must distribute for charitable purposes 5% of the average market value of its investment assets. The Endowment must make additional qualifying distributions of approximately \$688,000,000, before January 1, 2022, to meet the 2020 minimum distribution requirements.

## 3. Other Receivables

Other receivables represent the fair value of future cash flows to be received from the Endowment's split-interest agreement held by third parties. Amounts recorded are subject to subsequent changes in fair value, which are recorded in the statements of activities as other income. These changes totaled income of \$265,331 and \$325,704 during 2020 and 2019, respectively.

## 4. Fair Value of Financial Instruments

The Endowment determines fair values based on the framework for measuring fair value under ASC Topic 820, *Fair Value Measurements*. The following table summarizes fair value information at December 31, 2020 and 2019.

Description	Cost	Quoted Prices in Active Markets for Identical Assets (Level 1)	Observable Inputs (Level 2)	Unobservable Inputs (Level 3)	Fair Value (Carrying Value)
<b>December 31, 2020</b>					
Cash equivalents	\$ 122,056,668	\$ 122,074,241	\$ —	\$ —	\$ 122,074,241
Fixed income securities	195,903,282	—	195,544,772	—	195,544,772
Marketable securities	1,191,374,044	20,613,820,652	—	—	20,613,820,652
	1,509,333,994	20,735,894,893	195,544,772	—	20,931,439,665
Other receivables	—	—	—	4,229,536	4,229,536
	<u>\$ 1,509,333,994</u>	<u>\$ 20,735,894,893</u>	<u>\$ 195,544,772</u>	<u>\$ 4,229,536</u>	<u>\$ 20,935,669,201</u>
<b>December 31, 2019</b>					
Cash equivalents	\$ 87,941,516	\$ 88,024,720	\$ —	\$ —	\$ 88,024,720
Fixed income securities	248,080,064	—	249,050,902	—	249,050,902
Marketable securities	1,121,337,077	16,621,252,729	—	—	16,621,252,729
	1,457,358,657	16,709,277,449	249,050,902	—	16,958,328,351
Other receivables	—	—	—	4,531,089	4,531,089
	<u>\$ 1,457,358,657</u>	<u>\$ 16,709,277,449</u>	<u>\$ 249,050,902</u>	<u>\$ 4,531,089</u>	<u>\$ 16,962,859,440</u>

Transfers between levels, if any, are recorded at the beginning of the reporting period. There were no transfers between Levels 1, 2, and 3 during the years ended December 31, 2020 and 2019.

The fair value for marketable securities is determined based on the regular trading session closing price on the exchange or market in which such securities are principally traded on the last business day of each period presented (Level 1).

Fixed income securities are not based on quoted prices in active markets (Level 2). The fair value is determined by pricing models, quoted prices of securities with similar characteristics, or discounted cash flows. Fair values for these fixed income securities are obtained primarily from third-party pricing services.

Other receivables, which is a split-interest agreement, are valued using significant unobservable inputs (Level 3). The need to use unobservable inputs generally results from the lack of an active market or marketplace with respect to the split-interest agreement. The split-interest agreement is recorded at the estimated fair value based on the present value of the Endowment's future cash flows from the related trust. Future cash flows are based on an income approach (present value techniques), the inputs of which include the fair value of the underlying trust assets, the Endowment's interest percentage in the split-interest agreement, annuity percentage per the split interest agreement, estimated rate of return and discount rate.

## 5. Liquidity and Availability

None of the financial assets as listed on the statements of financial position, with the exception of other receivables, is subject to donor restrictions, board designations, or other contractual restrictions that make them unavailable for general expenditure within one year of the statement of financial position date. As part of the Endowment's liquidity management, the Endowment has policies to structure its financial assets to be available for its general expenditures (grant making activities and other expenses). The Endowment uses dividends, interest and sales of investments to cover these expenditures.

## 6. Federal Excise Taxes

On December 20, 2019, the Taxpayer Certainty and Disaster Relief Act of 2019 (the Act) was signed into law. Among other things, the Act simplified the federal excise tax rate imposed on private foundations to a flat 1.39% rate, which is effective for tax years beginning after December 20, 2019. During 2019, the Endowment was subject to federal excise taxes imposed on private foundations at 2%, or at 1% if certain conditions are met. The excise tax is imposed on net investment income, as defined under federal law, which includes interest, dividends, and net realized gains on the sale of investments. The Endowment's excise tax rate was 2% for the year ended December 31, 2019. Current federal excise tax expense on realized amounts was \$12,729,363 and \$15,198,576 for the years ended December 31, 2020 and 2019, respectively. The Endowment made estimated excise tax payments totaling \$13,700,000 and \$14,100,000 during 2020 and 2019, respectively. Due to estimated tax overpayments during 2020, the Endowment recorded a receivable of \$970,637 at December 31, 2020 within other assets in the statements of financial position. Due to estimated tax underpayments during 2019, the Endowment recorded a federal excise tax payable of \$1,098,576 at December 31, 2019 in the statements of financial position.

The deferred tax liability relates to deferred federal excise taxes on unrealized gains of investments. The Endowment recorded an increase in the deferred tax liability of \$54,669,933 for the year ended December 31, 2020 and a decrease of \$58,884,715 for the year ended December 31, 2019. These changes were driven by the enactment of the Act in 2019 (establishing a fixed tax rate for future years) as well as changes in the amounts of unrealized gains on investments recorded in the statements of activities during 2020 and 2019.

The Endowment is subject to routine audits by taxing jurisdictions. The Endowment believes it is no longer subject to income tax examinations for years prior to 2017 due to three-year statute of limitations.

If incurred, any interest and penalties would be recorded as a component of federal excise tax.

# Grant Approvals





# Grants

## Community Development and Philanthropy

Dollar amount approved in 2020

### American Cabaret Theatre

Indianapolis, IN

General operating support	100,000
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### American Enterprise Institute for Public Policy Research

Washington, DC

General operating support	100,000
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### American Red Cross

Washington, DC

Disaster relief	7,500,000
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### Arts Council of Indianapolis

Indianapolis, IN

Art & Soul at the Artsgarden	52,000
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General operating support	300,000
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### Association for Research on Nonprofit Organizations & Voluntary Action (ARNOVA)

Indianapolis, IN

General operating support	240,000
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### Atlas Economic Research Foundation (Atlas Network)

Arlington, VA

General operating support	500,000
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### Benjamin Harrison Presidential Site

Indianapolis, IN

Capital campaign	1,500,000
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### Career Learning & Employment Center for Veterans

Indianapolis, IN

Continued support for Operation: Job Ready Veterans	450,000
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### Central Indiana Community Foundation (CICF)

Indianapolis, IN

Support for racial equity fund	500,000
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### Central Indiana Corporate Partnership (CICP) Foundation

Indianapolis, IN

Building a digital technology ecosystem	36,000,000
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CICP charitable, educational and scientific programs	1,500,000
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### Children's Museum of Indianapolis

Indianapolis, IN

Power of Children expansion planning	48,950
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### Coalition for Homelessness Intervention and Prevention

Indianapolis, IN

General operating support	260,000
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### The Conversation US

Waltham, MA

Philanthropy Journalism Collaboration	3,600,000
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Support for legal expenses for the Philanthropy Journalism Collaboration	17,500
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### Crossroads Rehabilitation Center (Easterseals Crossroads)

Indianapolis, IN

Continuation of the Autism Family Support Center and related programs	750,000
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Respite program	762,251
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Speech and Hearing Resource Center	837,328
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### Dance Kaleidoscope

Indianapolis, IN

General operating support	100,000
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**Domestic Violence Network of Greater Indianapolis**

Indianapolis, IN

General operating support 225,000

**The Economic Club of Indiana**

Indianapolis, IN

General operating support 10,000

**Eiteljorg Museum of American Indians and Western Art**

Indianapolis, IN

Eiteljorg Contemporary Art Fellowship 470,000

General operating support 1,147,500

**The Federalist Society for Law and Public Policy Studies**

Washington, DC

General operating support 150,000

**Fraser Institute**

Vancouver, BC

General operating support 300,000

**Freedom House**

Washington, DC

General operating support 100,000

**Freetown Village**

Indianapolis, IN

Capacity building 151,350

**George Mason University Foundation**

Fairfax, VA

Operating support for Law and Economics Center judicial education programs 100,000

**Greater Indianapolis Chamber of Commerce Foundation**

Indianapolis, IN

Planning efforts for a website about the Indianapolis region 34,300

Support for a website about the Indianapolis region 2,792,930

**Greater Indianapolis Progress Committee**

Indianapolis, IN

Capacity building 19,892

**Heartland Film**

Indianapolis, IN

General operating support 300,000

**Indiana Association for Community Economic Development (Prosperity Indiana)**

Indianapolis, IN

General operating support 175,000

**Indiana Association of United Ways (Indiana United Ways)**

Indianapolis, IN

General operating support 1,240,000

**Indiana Humanities**

Indianapolis, IN

General operating support 100,000

National Humanities Conference support 36,500

Support to increase access to resources about racial injustice 135,125

**Indiana Management Performance Hub**

Indianapolis, IN

State public health data capacity assessment 50,000

**Indiana Music Education Association Foundation**

Indianapolis, IN

Strategic planning and technology enhancements 43,000

**Indiana National Guard Relief Fund**

Indianapolis, IN

Continuing support for the Indiana National Guard Relief Fund 429,850

**Indiana Performing Arts Centre**

Indianapolis, IN

Capital and technology enhancements 36,292

**Indiana Philanthropy Alliance**

Indianapolis, IN

General operating support 298,750

**Indiana Philanthropy Alliance Foundation**

Indianapolis, IN

Community Foundation Internship Program 1,014,000

GIFT technical assistance 735,000

### Indiana Repertory Theatre

Indianapolis, IN

General operating support	300,000
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### Indiana Sports Corporation

Indianapolis, IN

General operating support	500,000
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### Indiana State Museum Foundation

Indianapolis, IN

Comprehensive master planning for Indiana State Museum	196,140
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### Indiana Symphony Society (Indianapolis Symphony Orchestra)

Indianapolis, IN

General operating support	1,237,000
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### Indiana War Memorials Foundation

Indianapolis, IN

Support for Indiana 9/11 Memorial	50,000
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### Indianapolis Art Center

Indianapolis, IN

General operating support	200,000
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### Indianapolis Children's Choir

Indianapolis, IN

General operating support	150,000
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### Indianapolis Jazz Foundation

Indianapolis, IN

Indy Jazz Fest	42,000
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### Indianapolis Museum of Art (Newfields)

Indianapolis, IN

General operating support	500,000
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### Indianapolis Neighborhood Housing Partnership

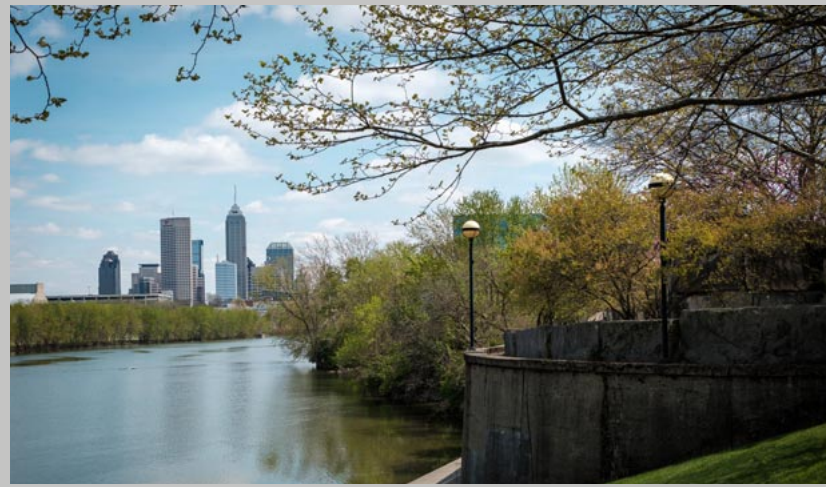
Indianapolis, IN

General operating support	5,300,000
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### Indianapolis Neighborhood Resource Center

Indianapolis, IN

General operating support	250,000
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### Indianapolis Opera

Indianapolis, IN

Capital campaign to acquire and renovate Basile Opera Center	1,500,000
General operating support	80,000

### Indianapolis Shakespeare Company

Indianapolis, IN

Production of "A Midsummer Night's Dream"	25,000
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### Indianapolis Theatre Fringe Festival (IndyFringe)

Indianapolis, IN

Strategic planning	25,000
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### Indianapolis Zoological Society (Indianapolis Zoo)

Indianapolis, IN

General operating support	1,116,720
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### Indianapolis-Marion County Public Library Foundation

Indianapolis, IN

Support to increase access to resources about racial injustice	140,000
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### IndyBaroque Music

Indianapolis, IN

Marketing capacity building	25,000
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### Intercollegiate Studies Institute

Wilmington, DE

General operating support	125,000
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### The International Center

Indianapolis, IN

General operating support	500,000
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**Keep Indianapolis Beautiful**

Indianapolis, IN

General operating support	325,000
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**Kennedy King Memorial Initiative**

Indianapolis, IN

Development counsel and campaign support	49,750
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**Local Initiatives Support Corporation**

New York, NY

Indianapolis LISC program	500,000
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**Manhattan Institute for Policy Research**

New York, NY

General operating support	200,000
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**National Urban League**

New York, NY

Support for efforts to address racial injustices and inequities in Indianapolis (a \$100,000,000 grant shared with the Education Division)	50,000,000
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Support for general operations and Fort Wayne and Northwest Indiana affiliates	7,000,000
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**New Harmony Project**

Indianapolis, IN

General operating support	50,000
---------------------------	--------

Strategic planning and capacity building	50,000
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**Pacific Research Institute for Public Policy**

Pasadena, CA

General operating support	175,000
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**Philanthropy Roundtable**

Washington, DC

Support for leadership transition	50,000
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**Phoenix Theatre**

Indianapolis, IN

Strategic planning and feasibility study	50,000
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**Political Economy Research Center  
(Property and Environment Research Center)**

Bozeman, MT

General operating support	50,000
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**Sagamore Institute for Policy Research**

Indianapolis, IN

General operating support	300,000
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**The Salvation Army National Corporation**

Alexandria, VA

Disaster relief	2,500,000
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**Stanford University**

Stanford, CA

General operating support	125,000
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**Steward Speakers**

Indianapolis, IN

Support for lecture series	45,000
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**Tax Foundation**

Washington, DC

General operating support	110,000
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**16 Tech Community Corporation**

Indianapolis, IN

General operating support	7,050,000
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**United Way of Central Indiana**

Indianapolis, IN

Facilities Maintenance Fund	700,000
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Homelessness Targeted Initiatives Fund	544,829
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Support for 2020 annual fundraising	4,300,000
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**University of Southern Indiana**

Evansville, IN

General operating support for the Historic New Harmony project	125,000
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**Village of Merici**

Indianapolis, IN

Support for capital campaign	250,000
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**Welcome Home Vietnam Veterans, Inc.  
(Indiana Gold Star)**

Indianapolis, IN

Support for first printing of 20,000 copies of a book honoring Indiana Vietnam Veterans	250,000
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**Young Audiences of Indiana**

Indianapolis, IN

General operating support	200,000
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## COVID-19 Grantmaking – Community Development

Grants to support efforts in Indiana and around the country that address a variety of needs arising from the COVID-19 pandemic.

American Red Cross, Indianapolis, IN	3,000,000
American Red Cross, Washington, DC	7,500,000
Arts Council of Indianapolis, Indianapolis, IN	10,230,000
Catholic Charities Indianapolis, Indianapolis, IN	250,000
Christamore House, Indianapolis, IN (2)	537,285
Coalition for Homelessness Intervention and Prevention, Indianapolis, IN	400,000
Coburn Place Safe Haven, Indianapolis, IN	250,000
Community Alliance of the Far Eastside (CAFE), Indianapolis, IN (2)	805,310
Concord Center Association, Indianapolis, IN (2)	603,040
Damien Center, Indianapolis, IN	100,000
Dayspring Center, Indianapolis, IN	100,000
Domestic Violence Network of Greater Indianapolis, Indianapolis, IN	100,000
Eastern Star Jewel Human Services Corporation, Indianapolis, IN	75,000
Ebenezer Baptist Church, Indianapolis, IN	50,000
Edna Martin Christian Center, Indianapolis, IN (2)	1,674,600
Englewood Community Development Corporation, Indianapolis, IN	600,000
Families First Indiana, Indianapolis, IN	250,000
Fay Biccard Glick Neighborhood Center at Crooked Creek, Indianapolis, IN (2)	677,605
Flanner House, Indianapolis, IN (2)	1,102,500
Gleaners Food Bank of Indiana, Indianapolis, IN (3)	4,750,000
Hawthorne Social Service Association, Indianapolis, IN (2)	791,095
HealthNet, Inc., Indianapolis, IN	100,000
Hoosier Veteran Assistance Fund, Indianapolis, IN	100,000
Horizon House, Indianapolis, IN	100,000
Indiana Association of United Ways (Indiana United Ways), Indianapolis, IN	30,000,000
State of Indiana, Department of Administration, Indianapolis, IN	5,000,000
Indianapolis Urban League, Indianapolis, IN (2)	1,219,585
John H. Boner Community Center (John Boner Neighborhood Centers), Indianapolis, IN (2)	3,339,900
The Julian Center, Indianapolis, IN	250,000
Kheprw Institute, Indianapolis, IN	50,000
La Plaza, Indianapolis, IN (2)	614,460
Light of the World Christian Church, Indianapolis, IN	75,000
Martin Luther King Multi Service Center, Indianapolis, IN (2)	626,315

Mary Rigg Neighborhood Center, Indianapolis, IN (2)	1,104,700
Metropolitan Development Commission of Marion County, Indiana, Indianapolis, IN	5,000,000
Midwest Food Bank - Indiana Division, Indianapolis, IN	1,000,000
Mt. Carmel Baptist Church, Indianapolis, IN	75,000
Mt. Zion Baptist Church, Indianapolis, IN	50,000
New Direction Christian Church, Inc., Indianapolis, IN	75,000
The Salvation Army National Corporation, Alexandria, VA	10,000,000
Salvation Army Indiana Division, Indianapolis, IN	5,000,000
Shepherd Community (Shepherd Community Center), Indianapolis, IN	1,000,000
Southeast Community Services, Indianapolis, IN (2)	778,605
The Ross Foundation, Indianapolis, IN	25,000
Tourism Tomorrow, Indianapolis, IN	200,000
United Service Organizations (USO), Arlington, VA	3,000,000
United Way of Central Indiana, Indianapolis, IN (3)	23,073,800
United Way Worldwide, Alexandria, VA	893,975
Volunteers of America, Indianapolis, IN	250,000
Wheeler Mission Ministries, Indianapolis, IN	500,000

## Enhancing Opportunity in Indianapolis

Initiative to help individuals and families in Marion County facing complex and varied challenges associated with poverty make progress toward lasting economic self-sufficiency. Planning grants to finalists supported the development of complete proposals detailing collaborations, activities, budgets and goals.

(33 grants ranging from \$6,000 to \$50,000) 1,260,079

Bosma Visionary Opportunities Foundation, Indianapolis, IN
Boys & Girls Clubs of Indianapolis, Indianapolis, IN
Central Indiana Community Foundation (CICF), Indianapolis, IN
Coalition for Homelessness Intervention and Prevention, Indianapolis, IN
Coburn Place Safe Haven, Indianapolis, IN
Crossroads Rehabilitation Center (Easterseals Crossroads), Indianapolis, IN
Dove Recovery House for Women, Indianapolis, IN
DREAM Alive Academy, Indianapolis, IN
Eastern Star Church Jewel Human Services Corporation, Indianapolis, IN
Eleven Fifty Academy, Indianapolis, IN
Englewood Community Development Corporation, Indianapolis, IN

Family Development Services, Indianapolis, IN  
 Felege Hiywot Center, Indianapolis, IN  
 Goodwill of Central and Southern Indiana, Indianapolis, IN  
 Greater Indianapolis Progress Committee, Indianapolis, IN  
 Hoosier Veteran Assistance Fund, Indianapolis, IN  
 Horizon House, Indianapolis, IN  
 Indiana Connected by 25 (Foster Success), Indianapolis, IN  
 Indiana Latino Institute, Indianapolis, IN  
 Immigrant Welcome Center, Indianapolis, IN  
 Indiana University Health Foundation, Indianapolis, IN  
 Indianapolis Private Industry Council, Indianapolis, IN  
 Kheprw Institute, Indianapolis, IN  
 La Plaza, Indianapolis, IN  
 Local Initiatives Support Corporation (LISC), New York, NY  
 Martin Luther King Multi Service Center (MLK Center), Indianapolis, IN  
 Neighborhood Christian Legal Clinic, Indianapolis, IN  
 New Beginnings Church, Indianapolis, IN  
 Public Advocates in Community Re-entry (PACE, Inc.), Indianapolis, IN  
 Renew Indianapolis, Indianapolis, IN

Southeast Community Services, Indianapolis, IN  
 Sagamore Institute for Policy Research, Indianapolis, IN  
 Workforce Inc. (RecycleForce), Indianapolis, IN

## Giving Indiana Funds for Tomorrow (GIFT) Phase VII

Through three types of grants in 2020 the Endowment supported Indiana community foundations in developing leadership capacity. Leadership grants helped foundations and affiliate funds identify and address high-priority challenges and opportunities in their communities. Competitive leadership grants supported several large-scale projects to address local challenges and opportunities. Finally, board engagement grants encouraged board member engagement at foundations and affiliate funds.

(181 grants ranging from \$75,000 to \$5 million) 53,071,245

Adams County Community Foundation (2)  
 Benton Community Foundation  
 Blackford County Community Foundation (2)  
 Blue River Foundation (2)  
 Brown County Community Foundation (2)  
 Cass County Community Foundation (2)  
 Community Foundation Alliance (15)  
 Community Foundation of Bloomington and Monroe County (2)  
 Community Foundation of Boone County (2)  
 Community Foundation of Crawford County (2)  
 Community Foundation of Grant County Indiana (2)  
 Community Foundation of Greater Fort Wayne (2)  
 Community Foundation of Howard County (7)  
 Community Foundation of Jackson County (3)  
 Community Foundation of Madison and Jefferson County (2)  
 Community Foundation of Morgan County  
 Community Foundation of Muncie and Delaware County (2)  
 Community Foundation of Pulaski County (2)  
 Community Foundation of Randolph County (2)  
 Community Foundation of Southern Indiana (4)  
 Community Foundation of St. Joseph County (3)  
 Community Foundation of Switzerland County (2)  
 Community Foundation of Wabash County (2)  
 Community Foundation Partnership (4)  
 Dearborn Community Foundation (2)  
 Decatur County Community Foundation (2)  
 DeKalb County Community Foundation (2)  
 Dubois County Community Foundation (3)  
 Elkhart County Community Foundation (3)



Fayette County Foundation (2)  
 Greater Lafayette Community Foundation (3)  
 Greene County Foundation (2)  
 Hancock County Community Foundation (2)  
 Harrison County Community Foundation (2)  
 Hendricks County Community Foundation (2)  
 Henry County Community Foundation (2)  
 Heritage Fund of Bartholomew County (3)  
 Huntington County Community Foundation (2)  
 Indianapolis Foundation (2)  
 Jasper Newton Foundation (4)  
 Jennings County Community Foundation (2)  
 Johnson County Community Foundation (3)  
 Kosciusko County Community Foundation (3)  
 LaGrange County Community Foundation (2)  
 Legacy Foundation (2)  
 Legacy Fund (2)  
 Madison County Community Foundation  
 Marshall County Community Foundation (2)  
 Montgomery County Community Foundation (2)  
 Noble County Community Foundation (2)  
 Northern Indiana Community Foundation (6)  
 Ohio County Community Foundation  
 Orange County Community Foundation (2)  
 Owen County Community Foundation (2)  
 Parke County Community Foundation (2)  
 Porter County Community Foundation (2)  
 Portland Foundation (2)  
 Putnam County Community Foundation (2)  
 Ripley County Community Foundation (2)  
 Rush County Community Foundation (3)  
 Scott County Community Foundation (2)  
 Steuben County Community Foundation (2)  
 Tipton County Foundation (2)  
 Union County Foundation  
 Unity Foundation of LaPorte County (2)  
 Wabash Valley Community Foundation (5)  
 Warren County Community Foundation (3)  
 Washington County Community Foundation (2)  
 Wayne County, Indiana Foundation (2)  
 Wells County Foundation  
 Western Indiana Community Foundation (3)  
 Whitley County Community Foundation (3)

## Holiday Assistance Fund

(20 grants ranging from \$2,500 to \$275,600) 500,000

Catholic Charities Indianapolis  
 Christ Emmanuel Missionary Baptist Church  
 Community Action of Greater Indianapolis  
 Flanner House  
 Gleaners Food Bank of Indiana  
 Hall Temple Church of God in Christ  
 Healing Place  
 HOPE Project  
 Indiana F.O.P. Foundation  
 Indianapolis Housing Agency  
 Indianapolis Urban League  
 Kingsley Terrace Church of Christ  
 La Plaza  
 Latino Community Development Corporation  
 Lutheran Child & Family Services of Indiana  
 Metro Baptist Center  
 Mozel Sanders Foundation  
 Rev. Richard Hunter Ministries  
 Salvation Army Indiana Division  
 Westminster Neighborhood Services

## PHILANTHROPY

Candid, New York, NY	125,000
Candid, New York, NY	35,000
Council on Foundations, Washington, DC	43,500
Independent Sector, Washington, DC	17,500
Philanthropy Roundtable, Washington, DC	100,000

## Subtotal

Community Development Division Grants	334,974,056
Community Development Division Discretionary Grants	64,932

## Total

Community Development Division Grants	335,038,988
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# Grants

## Education and Youth

Dollar amount approved in 2020

### Central Indiana Community Foundation (CICF)

Indianapolis, IN

Latino Scholarship Fund Celebration	10,000
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### Central Indiana Corporate Partnership (CICP) Foundation

Indianapolis, IN

Assesment by Conexus Indiana of Indiana's Manufacturing Innovation and Entrepreneurial Ecosystem and White Paper Development	50,000
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Funding for the charitable and educational purposes of Conexus Indiana	2,500,000
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Strategic planning activities for TechPoint	100,000
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### Chalkbeat

New York, NY

Continued support for Indiana education news service	200,000
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### Grantmakers for Education

Portland, OR

2020 operating support	10,700
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### Independent Colleges of Indiana

Indianapolis, IN

Administration of the Lilly Endowment Community Scholarship Program 2021/22	1,652,392
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Lilly Endowment Community Scholarship Program for 2022	14,706,830
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### Indiana Association of Public Education Foundations

Greenwood, IN

Fundraising training and capacity building for Indiana public education foundations	50,000
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### Indiana INTERNnet

Indianapolis, IN

Indiana Talent Development Clearinghouse	2,500,000
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Operating support for Indiana INTERNnet	250,000
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### Indiana School Counselor Association

Indianapolis, IN

ISCA Annual Conference	50,000
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### Indiana State University

Terre Haute, IN

Extending Teacher Creativity 2021: A Summer Workshop for Teacher Creativity Fellows	80,000
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### Indiana Student Financial Aid Association

Carmel, IN

College Goal Sunday 2021 events	50,000
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### Indiana Youth Institute

Indianapolis, IN

Kids Count Conference December 2020	50,000
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### Indianapolis Public Schools Education Foundation

Indianapolis, IN

Partial support for Stand for Children Indiana parent engagement programs	262,500
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### Mind Trust

Indianapolis, IN

Continued support for Teach for America (Indianapolis) and other teacher quality initiatives	3,450,000
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### National Urban League

New York, NY

Support for efforts to address racial injustices and inequities in Indianapolis (a \$100,000,000 grant shared with the Community Development Division)	50,000,000
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### Nextech

Indianapolis, IN

Fundraising and development capacity building	150,000
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### Rose-Hulman Institute of Technology

Terre Haute, IN

Continuation of AskRose (formerly known as Homework Hotline) 1,467,499

Continuation of PRISM website for Indiana's science, mathematics and technology teachers and students 635,000

### St. Joseph Institute for the Deaf

Indianapolis, IN

Executive search and leadership planning 50,000

### Starfish Initiative

Indianapolis, IN

Program support and capacity building 100,000

### United Negro College Fund (UNCF)

Washington, DC

Support for the UNCF Indiana Campaign 100,000

### University of Notre Dame du Lac

Notre Dame, IN

Indiana Advanced Placement Teacher Investment Program 1,799,731

### Charting the Future for Indiana's Colleges and Universities

Initiative to help Indiana's 38 colleges and universities activate strategies to strengthen their effectiveness and long-term sustainability. Grant amounts are based on the student population of the colleges and universities.

(38 grants ranging from \$999,136 to \$5 million) 61,997,134

Ancilla College

Anderson University

Ball State University Foundation

Bethel University

Butler University

Calumet College of St. Joseph

DePauw University

Earlham College

Franklin College of Indiana

Goshen College

Grace College

Hanover College

Holy Cross College

Huntington University

Indiana Institute of Technology

Indiana State University Foundation

Indiana University Foundation

Indiana Wesleyan University



Ivy Tech Foundation

Manchester University

Marian University

Martin University

Oakland City University

Purdue Research Foundation

Rose-Hulman Institute of Technology

St. Mary-of-the-Woods College

St. Mary's College

Taylor University

Trine University

University of Evansville

University of Indianapolis

University of Notre Dame du Lac

University of Saint Francis

University of Southern Indiana

Valparaiso University

Vincennes University Foundation

Wabash College

Western Governors University

## COVID-19 Grantmaking – Education and Youth

Grants to support education and youth relief efforts in Indiana and around the country that address a variety of needs arising from the COVID-19 pandemic

American Camping Association, Martinsville, IN	417,509
Central Indiana Corporate Partnership (CICP) Foundation, Indianapolis, IN	330,000
Early Learning Indiana (2), Indianapolis, IN	26,171,700
Girls Inc., New York, NY	1,142,222
Greater Indianapolis Progress Committee, Indianapolis, IN	1,000,000
Martin University, Indianapolis, IN	188,690
The Mind Trust, Indianapolis, IN	500,000
Service Year Alliance, Washington, DC	1,000,000
United Negro College Fund (UNCF), Washington, DC	5,000,000

### Youth Program Resilience Fund

Grants help youth-serving organizations face challenges caused by the COVID-19 pandemic.

(297 grants ranging from \$5,000 to \$800,000) 24,951,000

A Positive Approach to Teen Health (PATH, Inc.), Portage, IN  
 Achieve International, Fishers, IN  
 Adult & Child Center, Indianapolis, IN  
 Albion Fellows Bacon Center, Evansville, IN  
 Amani Family Services, Fort Wayne, IN  
 Amigos, the Richmond Latino Center, Richmond, IN  
 Anthony Wayne Area Council - Boy Scouts of America, Fort Wayne, IN  
 Apple Tree Center, Kendallville, IN  
 The Arc of Northeast Indiana, Fort Wayne, IN  
 ArtMix, Indianapolis, IN  
 Asante Children's Theatre, Indianapolis, IN  
 Ascent 121, Carmel, IN  
 Autism Society of Indiana, Indianapolis, IN  
 AYS, Indianapolis, IN  
 Baker Boys Club (Baker Youth Club), Warsaw, IN  
 Bashor Home, Goshen, IN  
 Bauer Family Resources, Lafayette, IN  
 Benjamin Harrison Presidential Site, Indianapolis, IN  
 Big Brothers Big Sisters of Central Indiana, Indianapolis, IN  
 Big Brothers Big Sisters of Elkhart County, Goshen, IN  
 Big Brothers Big Sisters of Monroe County, Bloomington, IN  
 Big Brothers Big Sisters of Northeast Indiana, Inc., Fort Wayne, IN

Big Brothers Big Sisters of Southwestern Indiana, Evansville, IN

Big Brothers Big Sisters Southern Lake Michigan Region, South Bend, IN

100 Black Men of Indianapolis, Indianapolis, IN

Bloom Project, Indianapolis, IN

Bona Vista Programs, Kokomo, IN

Boy Scouts of America Council, Indianapolis, IN

Boys & Girls Club of Bloomington, Bloomington, IN

Boys & Girls Club of Boone County, Zionsville, IN

Boys & Girls Club of Evansville, Inc., Evansville, IN

Boys & Girls Club of Fort Wayne, Inc., Fort Wayne, IN

Boys & Girls Club of Harrison County Incorporated, Corydon, IN

Boys & Girls Club of Lawrence County, Bedford, IN

Boys & Girls Club of Morgan County, Mooresville, IN

Boys & Girls Club of Noblesville, Noblesville, IN

Boys & Girls Club of Seymour, Seymour, IN

Boys & Girls Clubs in Indiana (Indiana Alliance of Boys & Girls Clubs), Indianapolis, IN

Boys & Girls Clubs of Elkhart County, Goshen, IN

Boys & Girls Clubs of Greater Northwest Indiana, Portage, IN

Boys & Girls Clubs of Indianapolis, Indianapolis, IN

Boys & Girls Clubs of Johnson County, Franklin, IN

Boys & Girls Clubs of Wayne County Indiana, Richmond, IN

Boys and Girls Club of Huntington County, Huntington, IN

Boys and Girls Club of Montgomery County, Crawfordsville, IN

Boys and Girls Club of Rush County, Rushville, IN

Boys and Girls Club of St. Joseph County, South Bend, IN

Boys and Girls Clubs of Marshall County, Plymouth, IN

Brightpoint, Fort Wayne, IN

Brooke's Place for Grieving Young People, Indianapolis, IN

Brookside Community Development Corporation, Indianapolis, IN

Burmese American Community Institute, Indianapolis, IN

Campagna Academy, Schererville, IN

Carmel Youth Assistance, Carmel, IN

CASA of Scott County, Scottsburg, IN

The CASIE Center, South Bend, IN

Catch the Stars Foundation, Indianapolis, IN

Catholic Charities, Bloomington, IN

Center for Community Justice, Elkhart, IN

Center for Leadership Development, Indianapolis, IN

Center for Nonviolence, Fort Wayne, IN  
 Center for the Homeless, South Bend, IN  
 The Center for Whitley County Youth, Columbia City, IN  
 Centerstone of Indiana, Bloomington, IN  
 Central Indiana Educational Service Center, Indianapolis, IN  
 Central Indiana Youth for Christ, Indianapolis, IN  
 Chances and Services for Youth, Terre Haute, IN  
 Charity Church Ministry, Indianapolis, IN  
 Child Advocates, Indianapolis, IN  
 Child and Parent Services (CAPS), Elkhart, IN  
 Children and Family Services, Vincennes, IN  
 Children's Bureau, Indianapolis, IN  
 Children's Center for Dance Education, Evansville, IN  
 The Children's Museum of Indianapolis, Indianapolis, IN  
 Children's TherAplay Foundation, Carmel, IN  
 Choices Coordinated Care Solutions, Indianapolis, IN  
 City Life Center, Gary, IN  
 Clark County Youth Programs, Jeffersonville, IN  
 Claude McNeal's Musical Theatre Training Program, Indianapolis, IN  
 Cliff Hagan Boys & Girls Club, Owensboro, KY  
 Clinton County Boys & Girls Club, Frankfort, IN  
 Coburn Place Safe Haven, Indianapolis, IN  
 College Mentors for Kids, Indianapolis, IN  
 Communities in Schools of Clark County, Jeffersonville, IN  
 Communities in Schools of Lake County, East Chicago, IN  
 Communities in Schools of Wayne County, Richmond, IN  
 Community Mental Health Center, Lawrenceburg, IN  
 Community Service Center of Morgan County (WellSpring), Martinsville, IN  
 Community Youth Center, Flora, IN  
 Concord Center Association (Concord Neighborhood Center), Indianapolis, IN  
 Cornerstone Youth Center, Monroeville, IN  
 Crossroad Child & Family Services, Fort Wayne, IN  
 Crossroads Rehabilitation Center (Easterseals Crossroads), Indianapolis, IN  
 Culver Community Youth Center (Culver Boys and Girls Club), Culver, IN  
 DREAM Alive Academy, Indianapolis, IN  
 Damar Services, Indianapolis, IN  
 Delaware County Prevention Council, Muncie, IN  
 Dream Center Evansville, Evansville, IN

E3 Robotics Center, Elkhart, IN  
 East Tenth United Methodist Children and Youth Center, Indianapolis, IN  
 Easter Seals Rehabilitation Center, Evansville, IN  
 Eclectic Soul VOICES Corporation (VOICES Corp), Indianapolis, IN  
 Edna Martin Christian Center, Indianapolis, IN  
 El Campito, South Bend, IN  
 Elevate Indianapolis, Indianapolis, IN  
 Elkhart Education Foundation, Elkhart, IN  
 Emanuel Lutheran Child Care, Tipton, IN  
 Englewood Christian Church, Indianapolis, IN  
 Englishton Park Presbyterian Ministries, Lexington, IN  
 Every Child Can Read, Richmond, IN  
 Extended Love Child Care Ministry, South Bend, IN  
 Family Advocates, La Porte, IN  
 Family Ark, Jeffersonville, IN  
 Family Service of Bartholomew County, Columbus, IN  
 Family Service Society, Marion, IN  
 Felege Hiywot Center, Indianapolis, IN  
 Fight for Life Foundation, Indianapolis, IN  
 First United Methodist Church, W. Lafayette, IN  
 Fishers Youth Assistance Program, Fishers, IN  
 Flanner House, Indianapolis, IN  
 Foundation for Youth of Bartholomew County, Columbus, IN



Freewheelin' Community Bikes, Indianapolis, IN  
 Friends of Open Door Youth Services,  
 New Albany, IN  
 Gary Alumni Pathways to Students, Gary, IN  
 GenderNexus, Indianapolis, IN  
 George Washington HUB Club, Indianapolis, IN  
 Girl Scouts of Central Indiana, Indianapolis, IN  
 Girl Scouts of Northern Indiana-Michiana,  
 Fort Wayne, IN  
 Girl Scouts of Southwest Indiana, Evansville, IN  
 Girls Inc. of Jefferson County, IN, Madison, IN  
 Girls Inc. of Shelbyville & Shelby County,  
 Shelbyville, IN  
 Girls Inc. of Wayne County, Richmond, IN  
 Girls Inc. of Franklin, Franklin, IN  
 Girls Inc. of Greater Indianapolis, Indianapolis, IN  
 Girls Inc. of Jackson County, Seymour, IN  
 Girls on the Run Central Indiana, Fishers, IN  
 Girls on the Run Michiana, Granger, IN  
 Girls on the Run of Northwest Indiana, Griffith, IN  
 Girls on the Run of Southwest Indiana, Jasper, IN  
 Global Center for School Counseling Outcomes  
 Research, Evaluation & Development,  
 South Bend, IN  
 Groundwork Indy, Indianapolis, IN  
 Hamilton Center, Terre Haute, IN  
 Happy Hollow Children's Camp, Indianapolis, IN  
 Harold W. McMillen Center for Health Education,  
 Fort Wayne, IN  
 Hawthorne Social Service Association,  
 Indianapolis, IN  
 Health and Science Innovations, Indianapolis, IN  
 The Hendricks County Child Advocacy Center  
 (Susie's Place Child Advocacy Centers), Avon, IN  
 Heroes Camp, Mishawaka, IN  
 Hoosier Trails Council, Boy Scouts of America,  
 Bloomington, IN  
 Horizon Education Alliance (on behalf of Elkhart  
 County collaborative), Goshen, IN  
 Human Delta, South Bend, IN  
 Huntingburg Teenage Canteen, Huntingburg, IN  
 libada Dancers (libada Dance Company),  
 Indianapolis, IN  
 IMPACT Old Southside, Indianapolis, IN  
 Indiana Alliance of YMCAs, Indianapolis, IN  
 Indiana Amateur Baseball Association  
 (Play Ball Indiana), Indianapolis, IN  
 Indiana Black Expo, Indianapolis, IN  
 Indiana Dunes Environmental Learning Center,  
 Chesterton, IN  
 Indiana FFA Foundation, Trafalgar, IN  
 Indiana Latino Institute, Indianapolis, IN

Indiana Special Olympics, Indianapolis, IN  
 Indiana Symphony Society (Indianapolis Symphony  
 Orchestra), Indianapolis, IN  
 Indiana Troopers Youth Services, Indianapolis, IN  
 Indiana United Methodist Children's Home,  
 Lebanon, IN  
 Indiana Youth Group, Indianapolis, IN  
 Indianapolis Private Industry Council (EmployIndy),  
 Indianapolis, IN  
 Jack & Shirley Lubeznik Center for the Arts,  
 Michigan City, IN  
 James Whitcomb Riley Memorial Association,  
 Indianapolis, IN  
 Jay County Boys' Club, Portland, IN  
 Jefferson County Youth Shelter, Madison, IN  
 Jewish Community Center Association of  
 Indianapolis, Indianapolis, IN  
 John H. Boner Community Center (John Boner  
 Neighborhood Centers), Indianapolis, IN  
 Joseph Maley Foundation, Indianapolis, IN  
 Judah Church of God in Christ, Indianapolis, IN  
 Judy A. Morrill Recreation Center, Garrett, IN  
 Junior Achievement of Central Indiana,  
 Indianapolis, IN  
 Junior Achievement of OKI Partners, Cincinnati, OH  
 Kids Dance Outreach, Indianapolis, IN  
 Kids Discovery Factory, Batesville, IN  
 Kids Voice of Indiana, Indianapolis, IN  
 Kidscommons Children's Museum, Columbus, IN  
 KidsPeace, Schnecksville, PA  
 Kokomo Urban Outreach, Kokomo, IN  
 Lampion Center, Evansville, IN  
 The Landing Place, Greenfield, IN  
 LaSalle Council - Boy Scouts of America,  
 South Bend, IN  
 Latino Youth Collective of Indiana, Indianapolis, IN  
 Latinos Count, Fort Wayne, IN  
 League for the Blind and Disabled, Fort Wayne, IN  
 LifeLine Wesleyan Church, Greensburg, IN  
 Lifeline Youth and Family Services, Fort Wayne, IN  
 Like A Lion, Indianapolis, IN  
 Living Waters Assembly of God, Connersville, IN  
 Logan Community Resources, South Bend, IN  
 Lotus Education and Arts Foundation,  
 Bloomington, IN  
 Louis J. Koch Family Children's Museum of  
 Evansville, Evansville, IN  
 Lutheran Child & Family Services of Indiana,  
 Indianapolis, IN  
 Mackida Loveal & Trip Mentoring Outreach  
 Center, Indianapolis, IN  
 Martin Luther King Multi Service Center  
 (MLK Center), Indianapolis, IN

Mentors for Youth of Dubois County, Jasper, IN  
 Meridian Health Services Corp., Muncie, IN  
 Middle Way House, Bloomington, IN  
 Mission 25, Columbia City, IN  
 Monroe County CASA, Bloomington, IN  
 More Than Conquerors, Pendleton, IN  
 Morning Dove Therapeutic Riding, Zionsville, IN  
 Mount Zion Academy, Indianapolis, IN  
 Muncie Boys and Girls Club  
 (Boys & Girls Clubs of Muncie), Muncie, IN  
 Muncie Children's Museum, Muncie, IN  
 Music for All, Indianapolis, IN  
 National Junior Tennis League of Indianapolis,  
 Indianapolis, IN  
 New Beginnings Church, Indianapolis, IN  
 New Beginnings Community Church,  
 Loogootee, IN  
 New Horizons Rehabilitation, Batesville, IN  
 Nine 13 (Nine13sports), Indianapolis, IN  
 Northeast Indiana Works, Fort Wayne, IN  
 Northern Indiana Hispanic Health Coalition,  
 Elkhart, IN  
 Northern Indiana Workforce Board,  
 South Bend, IN  
 Northside New Era Community Outreach,  
 Indianapolis, IN  
 Oak Park Church (Oak Park Early Learning  
 Academy), Richmond, IN  
 The Oaks Community Center, Indianapolis, IN  
 One Community One Family, Batesville, IN  
 Open Arms Family & Educational Services,  
 Switz City, IN  
 Outfitters, Pendleton, IN  
 Outreach, Indianapolis, IN  
 Parenting Time Center, Evansville, IN  
 Patchwork Central, Evansville, IN  
 Pathway Resource Center, Indianapolis, IN  
 Peace Learning Center, Indianapolis, IN  
 Personal Counseling Services, Clarksville, IN  
 Plainfield Youth Assistance Program, Plainfield, IN  
 Playworks, Indianapolis, IN  
 Pro 100 (TeenWorks), Indianapolis, IN  
 Project Leadership, Marion, IN  
 Project Transformation Indiana, Indianapolis, IN  
 Purchased, Indianapolis, IN  
 Reach for Youth, Indianapolis, IN  
 Reach Services, Terre Haute, IN  
 Region 10 Workforce Board,  
 (Southern Indiana Works), New Albany, IN  
 Reins and Rainbows Equine Assisted Therapy and  
 Learning Center, Wabash, IN  
 Reins of Life, South Bend, IN

RightFit, Indianapolis, IN  
 River Valley Resources, Madison, IN  
 Ryan's Place, Goshen, IN  
 Sagamore Council Boy Scouts of America,  
 Kokomo, IN  
 St. Martin de Porres Center  
 (St. Martin Community Center), Marion, IN  
 The Salvation Army Indiana Division,  
 Indianapolis, IN  
 The Salvation Army Kroc Center, South Bend, IN  
 The Salvation Army of Lake County, Munster, IN  
 SCAN (Stop Child Abuse and Neglect),  
 Fort Wayne, IN  
 Shelby County Youth Assistance Program,  
 Shelbyville, IN  
 Shelbyville Boys Club, Shelbyville, IN  
 Sheltering Wings, Danville, IN  
 Shepherd Community (Shepherd  
 Community Center), Indianapolis, IN  
 Sheridan Youth Assistance Program, Sheridan, IN  
 Sista's of Royalty, Anderson, IN  
 Social Health Association of Indiana, Indianapolis, IN  
 South Central Community Action Program,  
 Bloomington, IN  
 South Central Region 8 Workforce Board,  
 Bloomington, IN



Spencer Pride, Spencer, IN  
 Starfish Initiative, Indianapolis, IN  
 The Starke County Youth Club, Knox, IN  
 The STEM Connection, Indianapolis, IN  
 Step-Up, Indianapolis, IN  
 Stone Belt Arc, Bloomington, IN  
 Stop the Violence Indianapolis, Indianapolis, IN  
 Stopover, Indianapolis, IN  
 Tabernacle Presbyterian Church, Indianapolis, IN  
 Teachers' Treasures, Indianapolis, IN  
 TechPoint Foundation for Youth, Indianapolis, IN  
 Terre Haute Children's Museum, Terre Haute, IN  
 Thrive, Mt. Vernon, IN  
 Townsend Community Center, Richmond, IN  
 Transformation Ministries, South Bend, IN  
 Trinity Wesleyan Church Child Care Center, Indianapolis, IN  
 Turning Point Domestic Violence Services, Columbus, IN  
 United Charitable - Athletes for Charity, East Chicago, IN  
 United Methodist Youth Home, Evansville, IN  
 United Way of Elkhart and LaGrange Counties - Read United, Elkhart, IN  
 United Way of Howard County, Kokomo, IN  
 Vanderburgh County CASA, Evansville, IN  
 Villages of Indiana, Bloomington, IN  
 Wayne County Historical Museum, Richmond, IN  
 Wellspring Interfaith Social Services, Fort Wayne, IN  
 Wesselman Woods, Evansville, IN  
 Westminster Neighborhood Services, Indianapolis, IN  
 Whittington Homes and Services for Children and Families, Fort Wayne, IN  
 WonderLab Museum of Science, Health and Technology, Bloomington, IN  
 YMCA of Indianapolis, Indianapolis, IN  
 YMCA of Steuben County, Angola, IN  
 Young Women's Christian Organization of Northwest Indiana, Gary, IN  
 Youth Encouragement Services (YES Home), Aurora, IN  
 Youth First, Evansville, IN  
 Youth Service Bureau of Jay County, Portland, IN  
 Youth Service Bureau of St. Joseph County, South Bend, IN  
 YWCA North Central Indiana, South Bend, IN  
 YWCA of Evansville, IN, Evansville, IN

## Teacher Creativity Fellowship Program

Competitive program for renewal of Indiana K-12 teachers, principals and assistant principals, school counselors and library/media specialists.

(100 grants of up to \$12,000 each) 1,163,892

## YOUTH PROGRAMMING

### 100 Black Men of America

Atlanta, GA

National Summit of the Collegiate 100 150,000

### 100 Black Men of Indianapolis

Indianapolis, IN

Operating support and capacity building 156,000

### Center for Leadership Development

Indianapolis, IN

Operating support 1,000,000

### Child Advocates

Indianapolis, IN

Continued support for the Child Permanency Pilot project 561,377

### First Baptist Church

Indianapolis, IN

First Baptist Athletics 50,000

### Georgetown University

Washington, DC

Support the National Urban Fellows 70,000

### Indiana Afterschool Network

Indianapolis, IN

Operating support 540,000

### Indiana Black Expo

Indianapolis, IN

Youth and family programs and initiatives 1,000,000

### Indiana Children's Wish Fund

Indianapolis, IN

Marketing and communications plan to enhance board and staff education 50,000

### Indiana Youth Institute

Indianapolis, IN

Operating support 5,000,000

### Indiana Youth Services Association

Indianapolis, IN

Youth Professional Fellowship Program	1,254,025
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### Kid's Voice of Indiana

Indianapolis, IN

Children's Law Center	776,500
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### Marion County Commission on Youth

Indianapolis, IN

Continued support for the Mayor's Youth Leadership Council	220,000
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Operating support	260,000
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### Office of Judicial Administration of the Supreme Court

Indianapolis, IN

Indiana Juvenile Justice System Assessment	50,000
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### Summer Youth Program Fund

Grants for organizations to support summer activities for Indianapolis (Marion County) youth. Grants to organizations that support summer programs for Indianapolis (Marion County) youth. (167 grants ranging from \$1,000 to \$255,711) 2,470,320

Adult & Child Center

Agape Therapeutic Riding Center

American Diabetes Association

American Foundation for Preventive Medicine

Art With a Heart

ArtMix

Arts for Lawrence

Asante Children's Theatre

AYS

Benjamin Harrison Presidential Site

Big Brothers Big Sisters of Central Indiana

Big Car Media

100 Black Men of Indianapolis

Bosma Industries for the Blind

Boys & Girls Clubs of Indianapolis

Brave Camps

Brightwood Community Center

Brooke's Place for Grieving Young People

Brookside Community Development Corporation

Burmese American Community Institute

Butler University

Camp To Belong Indiana

Camptown

Castleton United Methodist Church

Catholic Charities Indianapolis

Catholic Youth Organization,  
Camp Rancho Framasa

Center for Interfaith Cooperation

Central Indiana Youth for Christ

Children's Bureau

Children's Museum of Indianapolis

Christamore House

Christel House Academy

Claude McNeal's Musical Theatre  
Training Program

Coburn Place Safe Haven

Community Alliance of the Far Eastside (CAFE)

Community Health Network Foundation

Community Life Line Christian Church

Concord Center Association

Conner Prairie Museum

D.R.E.A.M. Alive

Damar Services

Dance Kaleidoscope

Dayspring Center

Diabetic Youth Foundation of Indiana

DirectEmployers Institute

Dyslexia Institute of Indiana

Early Learning Indiana

Earth Charter Indiana

East Tenth United Methodist Children and  
Youth Center

Eastern Star Jewel Human Services Corporation

Edna Martin Christian Center (2)

Englewood Christian Church

Englishton Park Presbyterian Ministries

Entrepreneurial Ventures in Education

Felege Hiywot Center

Fellowship of Christian Athletes

Fight For Life Foundation

Financial Empowerment Through Education

First Samuel Missionary Baptist Church

Flanner House

Freetown Village

Freewheelin' Community Bikes

Girl Scouts of Central Indiana

Girls Incorporated of Greater Indianapolis

Gleaners Food Bank of Indiana (2)

Good News Mission

Great Commission Church of God

Greater Gethsemane Missionary Baptist Church

Groundwork Indy

Happy Hollow Children's Camp

Harrison Center for the Arts (Harrison Center)

Hawthorne Social Service Association  
 (Hawthorne Community Center)  
 Health and Hospital Corporation  
 Health and Science Innovations  
 Hear Indiana  
 Hemophilia of Indiana  
 Hispanic Latino Minority Health Coalition of  
 Greater Indianapolis  
 Hoosier Burn Camp  
 Humane Society of Indianapolis  
 libada Dancers (libada Dance Company)  
 Indiana Amateur Baseball Association  
 (Play Ball Indiana)  
 Indiana Black Expo  
 Indiana Deaf Camps Foundation  
 Indiana Golf Foundation  
 Indiana Latino Institute  
 Indiana Performing Arts Centre  
 Indiana State Museum Foundation  
 Indiana University Foundation  
 Indiana Writers Center  
 Indianapolis Art Center  
 Indianapolis Ballet  
 Indianapolis Children's Choir  
 Indianapolis Freedom School Partnership

Indianapolis Housing Agency  
 Indianapolis Parks Foundation  
 Indianapolis Soap Box Derby Association  
 Indianapolis-Marion County Public  
 Library Foundation  
 Jackson Center for Conductive Education  
 Jameson (Jameson Camp)  
 John H. Boner Community Center  
 (John Boner Neighborhood Centers)  
 Judah Church of God in Christ  
 Julian Center  
 Keep Indianapolis Beautiful  
 Kids Dance Outreach  
 La Plaza  
 Latino Youth Collective of Indiana  
 Lawrence Community Gardens  
 Lawrence United Methodist Church  
 Like A Lion  
 Lillian Davis Foundation  
 Little Red Door Cancer Agency  
 Lutheran Child & Family Services of Indiana  
 LYN House  
 Mackida Loveal & Trip Mentoring  
 Outreach Center  
 Madam Walker Legacy Center  
 Marian University  
 Marion County Commission on Youth (4)  
 Martin Luther King Multi Service Center (MLK Center)  
 Mary Rigg Neighborhood Center  
 Morning Dove Therapeutic Riding  
 Muscular Dystrophy Association  
 Music for All  
 National Association of Black Accountants  
 Greater Indianapolis Chapter  
 National Junior Tennis League of Indianapolis  
 New Beginnings Church  
 Nextech  
 Nine 13 (Nine13 sports)  
 Northside New Era Community Outreach  
 Oaks Academy  
 Outdoor Youth Exploration Academy Inc.  
 Paramount School of Excellence  
 Pathway Resource Center  
 Peace Learning Center  
 Philharmonic Orchestra of Indianapolis  
 Pro 100 (TeenWorks)  
 ProAct Community Partnerships  
 Project Transformation Indiana  
 Recovery High School at Fairbanks  
 St. Florian Center



St. Richard's School  
 Salvation Army Indiana Division  
 School on Wheels  
 Second Helpings  
 Shepherd Community (Shepherd Community Center)  
 SHEroes  
 Social Health Association of Indiana (LifeSmart Youth)  
 Southeast Community Services  
 Speedway Baptist Church  
 Starfish Initiative  
 The STEM Connection  
 Stop the Violence Indianapolis  
 Storytelling Arts of Indiana  
 Symphonic Youth Orchestra of  
 Greater Indianapolis  
 Trinity House Academy  
 Wayne Township Education Foundation  
 Westminster Neighborhood Services  
 Winning Experiences  
 YMCA of Indianapolis (YMCA of Greater Indianapolis)  
 Young Actors Theatre  
 Young Audiences of Indiana  
 Young Life Indianapolis Urban  
 Zion Hill Missionary Baptist Church

### Summer Youth Program Fund – Capital

Capital project grants for organizations to improve capacity to conduct summer programs for Indianapolis (Marion County) youth

(36 grants ranging from \$1,121 to \$30,000) 724,680

Agape Therapeutic Riding Center  
 ArtMix  
 Big Car Media (Big Car Collaborative)  
 100 Black Men of Indianapolis  
 Boys & Girls Clubs of Indianapolis  
 Burmese American Community Institute  
 Camptown  
 Castleton United Methodist Church  
 Christel House Academy  
 Community Alliance of the Far Eastside (CAFE)  
 Damar Services  
 DirectEmployers Institute  
 East Tenth United Methodist Children and  
 Youth Center

Felege Hiywot Center  
 First Samuel Missionary Baptist Church  
 Flanner House  
 Freewheelin' Community Bikes  
 Girl Scouts of Central Indiana  
 Happy Hollow Children's Camp  
 Indiana Golf Foundation  
 Indiana State Museum Foundation  
 Indiana University Foundation  
 Jameson (Jameson Camp)  
 Keep Indianapolis Beautiful  
 Latino Youth Collective of Indiana  
 New Beginnings Church  
 Nine 13 (Nine13sports)  
 Northside New Era Community Outreach  
 Paramount School of Excellence  
 Peace Learning Center  
 Recovery High School at Fairbanks  
 Starfish  
 The STEM Connection  
 Symphonic Youth Orchestra of  
 Greater Indianapolis  
 Winning Experiences  
 Zion Hill Missionary Baptist Church

### Subtotal

Education Division Grants	201,577,068
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### Subtotal

Education Youth Programming Grants	16,892,633
Education Division Discretionary Grants	41,397

### Total

Education Division Grants	218,511,098
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# Religion

Dollar amount approved in 2020

## Association for Hispanic Theological Education

Orlando, FL

Support for capacity-building project	800,931
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## Calvin University

Grand Rapids, MI

Continued support for Web-based resources to strengthen preaching and worship	2,131,800
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## Christian Theological Seminary

Indianapolis, IN

Continued support for institutional renewal project	485,000
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Support for Lilly Endowment Indiana and National Clergy Renewal Programs for 2022	9,590,963
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## City Seminary of New York

New York, NY

Ministry in the City Hub project	3,300,000
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## Conversation US

Waltham, MA

Global Religion Journalism Initiative	4,697,737
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## Duke University

Durham, NC

Continued support for Leadership Education at Duke Divinity project	8,116,447
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## Emory University

Atlanta, GA

Project to create interactive digital resources to enhance pastoral leadership	50,000
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Study on law and ministry in the United States	356,585
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## Friends of the National World War II Memorial

Washington, DC

FDR D-Day Prayer Plaque Addition and Circle of Remembrance Restoration Project	2,000,000
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## Hartford Seminary

Hartford, CT

Planning for Beyond the Pandemic: Tracking Change and Exploring Innovation in America's Congregational Landscape project	299,969
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## Indiana University Foundation

Bloomington, IN

Continued support for Religion, Spirituality and the Arts program	168,637
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Continued support for the Association of Religion Data Archives project	2,270,358
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Project on Religion and Urban Culture 2.0	1,575,877
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Support for Shifting Ground project	1,249,944
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## Indianapolis Symphonic Choir

Indianapolis, IN

Continued support for Sacred Choral Art series	256,000
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## Institute for Ecumenical and Cultural Research

Collegeville, MN

Research and writing project on faith-inspired asset-based community development	50,000
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## Louisville Presbyterian Theological Seminary

Louisville, KY

Continued support for the Louisville Institute project	7,999,574
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Supplemental support for Louisville Institute project	3,997,290
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**Luther Seminary**

St. Paul, MN

Support for project to explore practices of transcendence in congregational life	1,463,880
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**Princeton Theological Seminary**

Princeton, NJ

Support for the Hispanic Theological Initiative Doctoral Fellowship Program	1,602,848
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**Protestant Episcopal Cathedral Foundation of the District of Columbia**

Washington, DC

Planning for a Cathedral College of Faith and Culture project	50,000
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**Religion News Foundation**

Columbia, MO

Continued support for Global Religion Journalism Initiative	1,748,000
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Continued support for Religion News Service project	1,098,000
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Project to strengthen operations of Religion News Service	25,000
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**Texas A&M University**

College Station, TX

Analyzing Church Engagement with Technology during the COVID-19 Pandemic project	327,677
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**Union Presbyterian Seminary**

Richmond, VA

Children's Spirituality Research & Innovation Hub project	4,512,255
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**Union Theological Seminary**

New York, NY

Hispanic Summer Program capacity-building project	1,800,000
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**United Lutheran Seminary**

Gettysburg, PA

Asian Theological Summer Institute program	400,000
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**Wabash College**

Crawfordsville, IN

Continued support for Wabash Center for Teaching and Learning in Theology and Religion	3,175,000
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**Whidbey Institute**

Clinton, WA

Project to assess and share Whidbey Institute's history and insights related to pastoral and religious leadership development	50,000
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**William Marsh Rice University**

Houston, TX

Supplemental support for Faith at Work national research study	301,734
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**COVID-19 Grantmaking – Religion**

Grants to support religion relief efforts in Indiana and around the country that address a variety of needs arising from the COVID-19 pandemic.

Cardus, Chino, CA	125,000
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Hood Theological Seminary, Salisbury, NC	1,000,000
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Howard University, Washington, DC	1,000,000
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In Trust, Wilmington, DE	1,522,400
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Indianapolis Center for Congregations, Indianapolis, IN (2)	8,000,000
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Interdenominational Theological Center, Atlanta, GA	1,000,000
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Payne Theological Seminary of Wilberforce, Ohio, Wilberforce, OH	1,000,000
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Protestant Episcopal Cathedral Foundation of the District of Columbia, Washington, DC	258,500
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Shaw University, Raleigh, NC	1,000,000
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Virginia Union University, Richmond, VA	1,000,000
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**Campus Ministry Theological Exploration of Vocation Initiative**

Grants to help sustain programs led by campus ministries at public universities as they strengthen their vocational discernment work with undergraduate students.

(4 grants ranging from \$42,000 to \$50,000)	192,000
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Chapel of the Cross Treasurer, Chapel Hill, NC	
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Lutheran Campus Ministry at Minot State University, Minot, ND	
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Lutheran Council for Campus Ministry at the Pennsylvania State University, University Park, PA	
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Wesley Foundation at the University of Oklahoma, Norman, OK	
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### High School Youth Theology Institutes Initiative

Support to help colleges and universities sustain efforts to cultivate a new generation of leaders for Christian communities through enrichment and discernment programs for high school students.

(28 sustainability grants ranging from \$65,000 to \$300,000) 6,850,114

Ashland University, Ashland, OH  
 Bethel University, St. Paul, MN  
 Caldwell University, Caldwell, NJ  
 Campbell University, Buies Creek, NC  
 Cardinal Stritch University, Milwaukee, WI  
 Catawba College, Salisbury, NC  
 Concordia University Irvine, Irvine, CA  
 Corporation of Gonzaga University, Spokane, WA  
 Franciscan Missionaries of Our Lady University, Baton Rouge, LA  
 George Fox University, Newberg, OR  
 Grand View University, Des Moines, IA  
 Huntington University, Huntington, IN  
 Indiana Wesleyan University, Marion, IN  
 LeTourneau University, Longview, TX  
 Lewis University, Romeoville, IL  
 Loyola University of Chicago, Chicago, IL  
 Marian University, Indianapolis, IN  
 Maryville College, Maryville, TN  
 Mid-America Nazarene University, Olathe, KS  
 Philander Smith College, Little Rock, AR  
 Randolph-Macon College, Ashland, VA  
 Simpson College, Indianola, IA  
 Southwestern College, Winfield, KS  
 Tabor College, Hillsboro, KS  
 Trevecca Nazarene University, Nashville, TN  
 Trinity International University, Deerfield, IL  
 University of Indianapolis, Indianapolis, IN  
 Virginia Union University, Richmond, VA

### Religion and Cultural Institutions Initiative

Grants to museums and other cultural institutions across the United States to develop exhibitions and educational programs that fairly and accurately portray the role of religion in the U.S and around the world.

(18 grants ranging from \$500,000 to \$8 million) 43,328,566

Boston Children's Museum, Boston, MA  
 Chicago Historical Society, Chicago, IL  
 Children's Museum of Indianapolis, Indianapolis, IN  
 Colonial Williamsburg Foundation, Williamsburg, VA  
 Conner Prairie Museum, Fishers, IN  
 Eiteljorg Museum of American Indians and Western Art, Indianapolis, IN  
 Field Museum for Natural History, Chicago, IL  
 Heard Museum, Phoenix, AZ  
 Liberty Memorial Association, Kansas City, MO  
 Museum of Fine Arts, Boston, MA  
 Museum of Fine Arts, Houston, Houston, TX  
 Plimoth Plantation, Plymouth, MA  
 Smithsonian Institution, Washington, DC (4)  
 University of California, Los Angeles, CA  
 University of Notre Dame du Lac, Notre Dame, IN

### Strengthening Ministries with Youth Initiative

Support for programs that help congregations and youth ministry organizations design and test new models for ministries with middle and high school youth (ages 12 to 18).

Center for Youth Ministry Training, Brentwood, TN 996,184  
 Fuller Theological Seminary, Pasadena, CA 436,976

### Thriving Congregations Initiative

Support to help organizations working with congregations to strengthen their ministries and thrive so they can better help people deepen their relationship with God, enhance their connections with each other and contribute to the flourishing of their communities and the world.

(92 program grants ranging from \$223,180 to \$1 million and 1 grant of \$3.79 million to support a coordination program for the initiative) 92,883,210

African Methodist Episcopal Church Christian Education Department, Nashville, TN  
 Augsburg University, Minneapolis, MN  
 Austin Presbyterian Theological Seminary, Austin, TX  
 Baltimore-Washington Conference of the United Methodist Church, Fulton, MD

Bethune-Cookman College, Daytona Beach, FL  
 Boston University, Boston, MA  
 Calvary Lutheran Church, Alexandria, MN  
 Catholic Church Extension Society of the United States of America, Chicago, IL  
 Catholic Leadership Institute, Malvern, PA  
 Center for Public Justice, Alexandria, VA  
 Children's Defense Fund, Washington, DC  
 China Evangelical Seminary North America, West Covina, CA  
 Christian & Missionary Alliance, Colorado Springs, CO  
 Christian Reformed Church in North America, Grand Rapids, MI  
 Columbia Theological Seminary, Decatur, GA  
 Cooperative Baptist Fellowship, Decatur, GA  
 Dakotas United Methodist Foundation, Mitchell, SD  
 Davidson College, Davidson, NC  
 Duke University, Durham, NC (2)  
 Ecclesia Ministries, Boston, MA  
 Emmanuel Gospel Center, Dorchester, MA  
 Emory University, Atlanta, GA  
 Englewood Community Development Corporation, Indianapolis, IN  
 Episcopal Diocese of Indianapolis, Indianapolis, IN  
 Episcopal Diocese of New York, New York, NY  
 Episcopal Diocese of Washington, Washington, DC  
 Episcopal Theological Seminary of the Southwest, Austin, TX  
 Esperanza, Philadelphia, PA  
 Evangelical Lutheran Church in America, Chicago, IL  
 Faith & Philanthropy Institute, Grand Prairie, TX  
 Faith Matters, New York, NY  
 FaithAction International House, Greensboro, NC  
 FCS Urban Ministries, Atlanta, GA  
 Fresno Pacific University, Fresno, CA  
 Fuller Theological Seminary, Pasadena, CA  
 Gordon Conwell Theological Seminary, South Hamilton, MA  
 Greater New Jersey Annual Conference of the United Methodist Church, Neptune, NJ  
 Greek Orthodox Metropolis of Boston, Brookline, MA  
 Hampton University, Hampton, VA  
 Hispanic Baptist Convention of Texas, San Antonio, TX  
 Hood Theological Seminary, Salisbury, NC

Indiana-Kentucky Synod Evangelical Lutheran Church in America, Indianapolis, IN  
 Instituto Fe Y Vida, Stockton, CA  
 Interdenominational Theological Center, Atlanta, GA  
 Johnson University, Knoxville, TN  
 Judson Memorial Church, New York, NY  
 Latin American Bible Institute, La Puente, CA  
 Leadership Foundations, Tacoma, WA  
 Leighton Ford Ministries, Matthews, NC  
 Lott Carey Baptist Foreign Mission Convention, Landover, MD  
 Louisville Presbyterian Theological Seminary, Louisville, KY  
 Macedonian Ministry Foundation, Decatur, GA  
 Marian University, Indianapolis, IN  
 Marquette University, Milwaukee, WI  
 Mere Christianity Forum, Travelers Rest, SC  
 Messiah College, Mechanicsburg, PA  
 Metropolitan District of the Christian and Missionary Alliance, Newark, NJ  
 Minneapolis Area Synod, ELCA, Minneapolis, MN  
 Montreat Conference Center, Montreat, NC  
 North Carolina Conference of the United Methodist Church, Garner, NC  
 Oregon Synod of the Evangelical Lutheran Church in America, Portland, OR  
 Pepperdine University, Malibu, CA  
 Presbytery of Cincinnati, Cincinnati, OH  
 Redeemer City to City, New York, NY  
 St. Catherine University, St. Paul, MN  
 St. John's University, Collegeville, MN  
 St. Olaf College, Northfield, MN  
 St. Sabina Church, Chicago, IL  
 St. Thomas the Apostle Catholic Church, Chicago, IL  
 Samford University, Birmingham, AL  
 Scottsboro Cumberland Presbyterian Church, Scottsboro, AL  
 Seattle Presbytery, Seattle, WA  
 Seattle School of Theology and Psychology, Seattle, WA  
 Second Episcopal District African Methodist Episcopal Church, Washington, DC  
 Shaw University, Raleigh, NC  
 Southern Methodist University, Dallas, TX  
 Stillman College, Tuscaloosa, AL  
 Street Psalms, Tacoma, WA  
 Sustainable Faith, Columbus, OH  
 Texas Methodist Foundation, Austin, TX  
 Together Chicago, Chicago, IL

Trinity International University, Deerfield, IL  
 United Methodist Church of Los Altos,  
 Los Altos, CA  
 United Methodist Health Ministry Fund,  
 Hutchinson, KS  
 Wake Forest University, Winston-Salem, NC  
 West Angeles Church of God in Christ,  
 Los Angeles, CA  
 West Ohio Conference of  
 The United Methodist Church, Worthington, OH  
 Westmont College, Santa Barbara, CA  
 Wheaton College, Wheaton, IL  
 Whitworth University, Spokane, WA  
 Wisconsin Council of Churches, Madison, WI  
 Yale University, New Haven, CT

### Thriving in Ministry Initiative

Support for programs that help pastors thrive in congregational leadership and to enhance the vitality of the congregations they serve. Grants are for planning, implementation, sustainability and coordination of the programs.

(26 planning grants ranging from \$37,928 to \$50,000; 26 implementation grants ranging from \$227,625 to \$1 million; 2 sustainability grants of \$500,000 each; 1 grant of \$450,000 to support coordination of the initiative) 27,738,578

AFED Community Economic Development Corporation, Montgomery, AL (2)  
 Barton College, Wilson, NC (2)  
 Diocese of Central Florida, Orlando, FL (2)  
 Duke University, Durham, NC  
 Fifth Episcopal District of the African Methodist Episcopal Church, Marina Del Rey, CA (2)  
 Flourish San Diego, San Diego, CA (2)  
 Fuller Theological Seminary, Pasadena, CA (2)  
 Global Impact, Alexandria, VA (2)  
 Grace College, Winona Lake, IN (2)  
 Latin American Bible Institute, La Puente, CA (2)  
 Leadership Council for Healthy Communities, Washington, DC  
 Leighton Ford Ministries, Matthews, NC (2)  
 Massachusetts Baptist Multicultural Ministries, Lexington, MA (2)  
 Methodist Theological School in Ohio, Delaware, OH (2)  
 Mexican American Catholic College, San Antonio, TX (2)  
 New Brunswick Theological Seminary, New Brunswick, NJ (2)  
 Northwest University, Kirkland, WA (2)  
 Philander Smith College, Little Rock, AR (2)

Point Loma Nazarene University, San Diego, CA (2)  
 Presbytery of Philadelphia, Philadelphia, PA (2)  
 Second Episcopal District African Methodist Episcopal Church, Washington, DC (2)  
 Sixth Episcopal District of the African Methodist Episcopal Church, Atlanta, GA (2)  
 Sojourners, Washington, DC  
 Transformation Ministries, Covina, CA (2)  
 Trevecca Nazarene University, Nashville, TN (2)  
 Union Baptist Church, New York, NY  
 Union Theological Seminary, New York, NY  
 University of Mount Olive, Mount Olive, NC (2)  
 University of the Ozarks, Clarksville, AR (2)  
 Word of Faith Family Worship Center, Austell, GA (2)

### Subtotal

Religion Division Grants 254,283,034

### Subtotal

Religion Division Discretionary Grants 7,500

### Total

Religion Division Grants 254,290,534

### Grand Total – All Divisions

807,840,620

Matching grants – staff, retiree and Board giving 16,415,846

Total – All Grants Approved 824,256,466

### \*Reconciliation to Financial Statements

To reconcile the total of all grants approved with the financial statements, the following adjustments for conditional grants, decommitments and refunds must be made:

Adjustments 23,183,395

Net Total – Grants Approved 847,439,861

# Grant Guidelines & Procedures

The following guidelines and procedures, which are based on the interests and values of our founders, govern our grantmaking decisions.

## Areas of Interest

We consider proposals in three main program areas: community development, education and religion. We also are interested in initiatives that benefit youth and promote the causes of philanthropy and volunteerism.

## Community Development

Our community development grantmaking focuses primarily on enhancing the quality of life in Indianapolis and Indiana. We grant funds for human and social service needs, central-city and neighborhood revitalization, low-income housing, and arts and culture in Indianapolis. On a statewide level, we routinely offer initiatives to support community foundations and United Ways. Nationally, the Endowment provides support on an invitational basis for compelling other causes that are consistent with our areas of interest, such as disaster relief and recovery efforts and programs for veterans' affairs and their families.



## Education

Our education grantmaking revolves primarily around objectives to enhance and increase the educational attainment and meaningful economic opportunities of residents in Indiana with the overall aim of improving the quality of life of the state's residents. We support programs in Indiana on an invitational basis that promote high-quality early childhood education, strengthen K-12 education, prepare students for education and careers beyond high school, connect college students and graduates with meaningful employment opportunities in Indiana, enhance the effectiveness of Indiana colleges and universities to prepare their students for successful lives and careers, and build the state's intellectual capital. Nationally, we support on an invitational basis programs that expand and enhance higher education opportunities for African Americans, Native Americans and Latino Americans.



## Religion

Our religion grantmaking aims to deepen and enrich the religious lives of American Christians, principally by supporting efforts that enrich the vitality of congregations. We believe that the long-term health of congregations depends on excellent pastoral leadership, and our grants seek to ensure that congregations have a steady stream of wise, faithful and well-prepared leaders. We also support efforts that help Christians draw on the wisdom of their theological traditions as they strive to understand and respond to contemporary challenges and live out their faith more fully. Much of this work centers on the theological concept of vocation and focuses on helping Christians, especially youth and young adults, discover how God calls them to lead lives of meaning and purpose.

In addition, through grants to major cultural institutions and 501(c)(3) news and media organizations, we seek to foster public understanding about the role religion plays in the U.S. and across the globe and about the beliefs and practices of diverse religious communities. While we seek to lift up the contributions that people of faith make to our greater civic well-being, we also encourage fair and accurate portrayals of both the negative and positive effects of religion on the world.

## Youth and Philanthropy

Besides grantmaking in our three principal areas, we award grants in support of youth development and the advancement and study of philanthropy and the nonprofit sector. Our youth grants support direct service organizations in Marion County, Ind., build the capacity of intermediary organizations throughout the state, and provide professional development for the staffs and volunteer leadership of these organizations. Regarding philanthropy, we seek to support and nurture good stewardship among the trustees and executives of charitable organizations by

providing on an invitational basis funding for research on the governance and effectiveness of nonprofit

organizations. We also support efforts to advance philanthropy by supporting selective research projects and educational programs focused on charitable giving and fundraising.

### Geographic priorities

In keeping with the founders' wishes, the Endowment gives priority to efforts that improve the quality of life in Indianapolis and Indiana. This priority applies especially to grants for community development and elementary/secondary education. Exceptions include occasional funding on an invitational basis for national programs that complement or relate to our work in Indiana or further a compelling cause aligned with our founders' interests.

Our interest in higher education extends to Indiana colleges and universities and nationwide to historically Black colleges and universities, Native American colleges, and programs to increase access to college for Latino Americans. Grants to institutions of higher learning outside Indiana are restricted to programs offered by the Endowment on an invitational basis.

Our grantmaking in religion is national in scope, as is support relating to philanthropy and the nonprofit sector, which is provided on an invitational basis. Grants for international purposes are limited to a few United States-based economic and public policy programs affecting North and South American countries.

### Limitations

The Endowment generally does not support the following:

- Loans or cash grants to private individuals. Virtually all grant money is awarded to charitable entities. We do not assist individuals with personal or business-related finances.
- Requests to discharge pre-existing debts of individuals or organizations.
- Healthcare projects.
- Mass media projects. The Endowment does not typically fund mass media projects and limits consideration to projects that fall squarely within our specific program areas.
- Endowments or endowed chairs. The Endowment does not fund endowments or endowed chairs, except in unusual cases involving longstanding grantees or special initiatives.
- Libraries. Except for special initiatives, the Endowment regularly declines grants to public libraries outside Marion County, Ind.

Requests for projects outside of Indianapolis that involve building campaigns, elementary/secondary education, arts and culture, human services, general operations or neighborhood development usually are declined (except as part of invitational grant programs).

### Application process

If you believe your charitable organization has a request that fits within our guidelines, we suggest that you send us by regular mail a preliminary letter of no more than two pages. The letter should tell us about your organization, the project you have in mind, the issue or need you seek to address and the amount of support you would like to request from us. We respond in writing to all preliminary inquiries. In cases that warrant further consideration, we may ask you to furnish a full proposal. Emailed or faxed requests will not be considered.

### Approval process

The Endowment can only fund a small percentage of the few thousand grant proposals we receive each year. Our approval process generally begins with a review of a proposal by a program director. Proposals that meet the criteria for consideration proceed to the appropriate division for review, then to the Endowment's officers, and finally to the Endowment's Board of Directors. The Board of Directors considers grants in March, June, September, November and December. The grant review process generally takes three to six months. All grantseekers receive written notification of our decisions.

Please direct correspondence to:



### Lilly Endowment Inc.

A Private Philanthropic Foundation

Program Office  
Lilly Endowment Inc.  
2801 N. Meridian St.  
P.O. Box 88068  
Indianapolis, IN 46208-0068  
  
Telephone: 317-924-5471  
Website: [lillyendowment.org](http://lillyendowment.org)

# Memorial Salutes Those Who Served in the 'Great War'

As the world faced the COVID-19 pandemic in 2020, historians looked for lessons from a century earlier when the planet was gripped by the 1918 influenza pandemic. World War I loomed large in that retrospective, as the earlier pandemic spread widely when the soldiers of many nations returned home from battlefields in Europe and northern Africa.



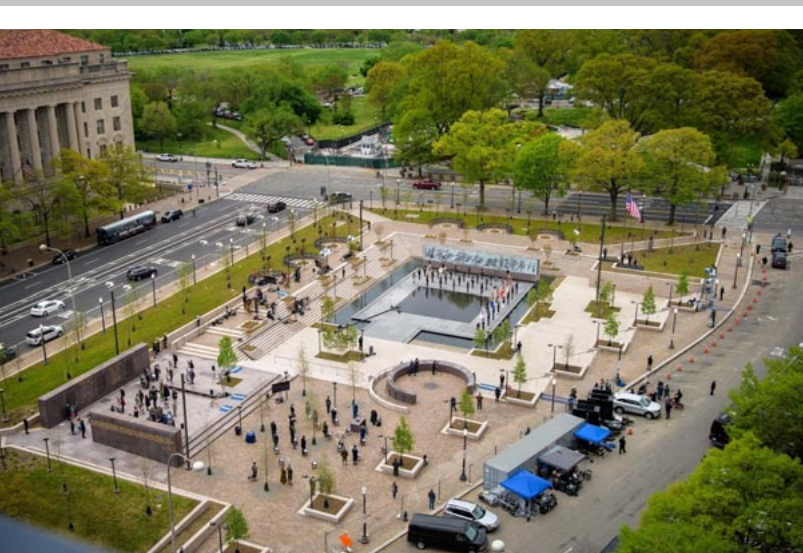
The World War I Centennial Commission weathered pandemic-related construction delays in 2020 to make significant progress on the first national memorial located in Washington, D.C., that will honor U.S. soldiers who served in the Great War. The \$50 million project, being funded largely by private donations, is supported by a \$5 million Lilly Endowment grant approved in 2019.



World War I was of particular significance to the Endowment's founders, as J.K. Lilly Jr. (above) served as an officer in the medical supply service in France during the war. J.K. Jr. was one of the nearly 5 million Americans who served during U.S. involvement in the war.

The memorial is being developed in Pershing Park (below) located on Pennsylvania Avenue near the White House. A focal point will be a 58.5-foot-long bronze sculpture (center) depicting the journey of one emblematic soldier as he departs home, serves on the battlefield and returns from the front. From his New Jersey studio during 2020, artist

Sabin Howard continued work on the project, sculpting in clay the first 11 of 38 figures that will be featured in the bas-relief wall. The figures will be cast in bronze at a foundry in England and returned to the United States for a planned installation at the memorial site in 2024.



## **Acknowledgements**

### **Design and Production**

David Stahl

### **Photography**

Chris Minnick

#### **Submitted Images**

Page 9: Dubois Community Foundation

Page 23: Beech Creek Missionary Baptist Church

Page 25: Reformed Church of American (top)

Page 27: Association of Theological Schools

Page 28: Princeton University (left) and Forum  
for Theological Exploration (right)

Page 29: Claremont Graduate University (left)  
and Forum for Theological Exploration (right)

Page 62: Eli Lilly and Company (top) and the  
Doughboy Foundation

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## Lilly Endowment Inc.

A Private Philanthropic Foundation

Please direct correspondence to:

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