



# Lilly Endowment **Annual** Report 2021

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## About Lilly Endowment

Lilly Endowment Inc. is an Indianapolis-based, private philanthropic foundation created in 1937 by three members of the Lilly family—J.K. Lilly, Sr. and 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 our founders' hometown, Indianapolis, and home state, Indiana.

 LeAnn Thorne  
Lonnie Bunch  
Dennis Bland  
Amanda Vincent  
Leigh Riley Evans  
Arthur Levine and  
Mark Labberton  
(facing page from  
top left)

# Respecting the Doers



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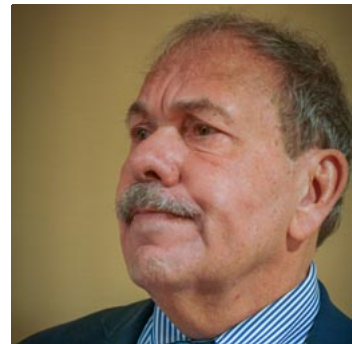
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# They Know What To Do

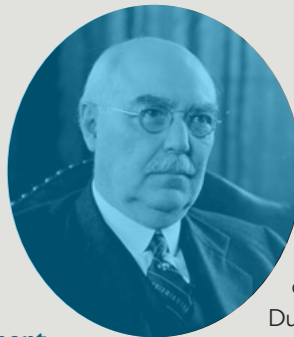
**Seventy years ago**, J.K. Lilly Sr.'s sons, Eli and J.K. Jr., quoted in Lilly Endowment's 1951 annual report a statement made by their late father: "My ambition is that we may enter a new and larger era of service to humanity." The three men had founded the Endowment in 1937 to support the causes of religion, education and community development.

With individuals, families, communities and organizations across Indiana and throughout the country still reeling from the effects of the COVID-19 pandemic and with our ongoing commitment to help address racial and other societal inequities, the Endowment in 2021 found J.K. Sr.'s aspiration to be especially compelling and relevant.

**One strategy the Endowment uses** to pursue this aspiration is to encourage on a broad basis the creativity and abilities of a range of organizations that are engaged daily in efforts to accomplish important aims in the causes the Endowment was established to support. These organizations are deeply committed to their missions, and they have intimate knowledge about the needs of those they serve. That is why we respect and value their insights about the most pressing challenges they face and what they need to do to address them so they can enhance, expand and sustain their impact. **In other words, we believe they know what to do.**

**This report features stories about Endowment initiatives** that are providing support for all of Indiana's 38 colleges and universities and 84 theological schools in the U.S. and Canada. Each initiative provides support for the institutions to identify and prioritize their own most compelling challenges and opportunities and funding to develop and implement strategies to address them.

These varied colleges, universities and theological schools responded with creative and thoughtful strategies, which range from improving diversity, equity and inclusion on their campuses



to increasing student retention rates, and from addressing recruiting challenges caused by demographic changes to taking better advantage of advances in digital technologies to deliver courses and other educational offerings. To increase the impact of these efforts, we convene grantees in each initiative so they can learn from and be encouraged by each other. During these sessions we at the Endowment gain valuable insights and perspectives that help us develop future grantmaking initiatives.

**The report also features a story about the Endowment's Enhancing Opportunity in Indianapolis initiative**, through which it awarded grants to 28 organizations totaling nearly \$94 million to help residents of Indianapolis break the cycle of poverty and build self-sufficient lives. The Endowment invited a wide variety of charitable organizations to propose strategies to further the initiative's aims, with a special focus on helping



Black and Hispanic/Latino residents overcome barriers to lasting economic self-sufficiency. With Enhancing Opportunity grants, Eastern Star Church is helping individuals and families in nearby neighborhoods thrive. RecycleForce, an electronics-recycling business, is helping ex-offenders build new lives through employment opportunities. And through its Mosaic Center, IU Health is launching innovative workforce development programs to help employees build life-sustaining careers.

**Another story in the report depicts the efforts of the Center for Leadership Development (CLD)** to enhance and expand with help from the Endowment its impact on the character and leadership development and higher education success of Black youth in Indianapolis. Founded some 45 years ago by S. Henry Bundles, Jr., and other Indianapolis community leaders with Endowment support, CLD has served more than 50,000 youth over the years. It is committed to increasing its outreach beyond its headquarters building to sites throughout the city and enhancing counseling support and mentoring for students attending college.

**The Endowment has been pleased for several years to help the Indianapolis Zoo** have an outsized impact on animal conservation around the world through its Indianapolis Prize—the most prestigious conservation prize in the world—and the Global Center for Species Survival, which has recently opened at the zoo. While developing the Prize and the Center, the zoo also has continued to provide excellent opportunities and programming for visitors as one of the premier zoos in the country with an accredited botanical gardens and aquarium. More about the Prize and the Center is highlighted in the report.

And in furtherance of our founders' interests in religion, the Endowment has expanded significantly its grantmaking to

improve the public understanding of religion, which has a huge impact on the world. A story in the report describes the Religion and Cultural Institutions Initiative, through which the Endowment has approved grants totaling \$43 million to 18 museums around the country to support their efforts to design exhibits on a variety of religious themes that are relevant to their collections and further their missions. The story also highlights documentaries that the Endowment has funded about the Black church in America and public radio and podcast programs we are supporting that focus on religion.

**IN CLOSING, we are redoubling our efforts** to further J.K. Lilly Sr.'s vision of entering "a new and larger era of service to humanity." Knowing we cannot do that alone, we are deeply grateful that we are able to support the work of so many organizations like those featured in this report that strive day in and day out to enhance and expand their impact on those they serve. It is a privilege and blessing to know them.



N. Clay Robbins  
Chairman & Chief Executive Officer

#### TRANSITIONS

**The Endowment is pleased to note the election in 2021 of Jennett M. Hill as its president**, effective February 2, 2022. Hill joined the Endowment's board in 2015. She joined Citizens Energy Group in 2013 and served the organization as senior vice president and general counsel. Previously, Hill was a partner at the law firm of Faegre Baker Daniels (now Faegre Drinker Biddle and Reath LLC) where she practiced nonprofit and tax-exempt law. Prior to joining the firm, she worked for the former Indiana Supreme Court justice and, current Indiana University Robert H. McKinney School of Law professor of practice, Frank Sullivan Jr. With her keen intellect, impeccable character and commitment to her faith, in addition to her legal expertise relating to tax-exempt organizations and significant experience serving on the boards of several private foundations and other charitable organizations, she will be a valuable addition to the Endowment's leadership team.

It is with gratitude that we also acknowledge the contributions of esteemed colleagues who left the Endowment in 2021:

**Cathy Higgins, an administrative assistant** to program directors and vice presidents in education and community development, retired after nearly 30 years at the Endowment. A former high school English teacher, her gifts as a writer and her belief in the power of education were invaluable to the Endowment.

**Vicki Jensen, grant coordinator and former administrative assistant** in religion, retired after 30 years at the Endowment. Her high standards and meticulous attention to detail strengthened the processes that support grantmaking, and she was a tremendous resource for our grantees.

**Patty Villars, a program director in education**, retired after 15 years at the Endowment. Her diligent efforts advanced our grantmaking, especially regarding higher education attainment, summer youth programming and programs to help military veterans and active military personnel and their families.

**Rob Smith, senior vice president for collaborative strategies**, left the Endowment after three and a half years of leadership. He ably led our grantmaking for several significant causes, ranging from COVID-19 relief to the Enhancing Opportunity in Indianapolis initiative, and from our regional initiatives in Indiana to the many initiatives of the Central Indiana Corporate Partnership. We will miss his wise and insightful counsel and his collegial spirit.

**Diane West, an administrative assistant**, left the Endowment after three and a half years of exemplary service in community development and religion. Exceptional organizational and communication skills made her a true asset to the Endowment.





**Lilly Endowment launched its Enhancing Opportunity in Indianapolis initiative to help people like LeAnn Thorne and Lamont Harvey, who were stalled at the bottom of the pay scale in the healthcare field. And Herbert White, who was rejoining the workforce after 17 years in prison. And Kelly DeWald, a single mom who now can afford a home for herself and her three children.**

## Breaking the Cycle of Poverty

**Through the initiative, the Endowment** issued a broad invitation to human service agencies, community centers, employers, faith-based groups and other community organizations to imagine how funding could help improve the livelihoods of individuals and families facing complex challenges associated with poverty and financial insecurity. It is daunting work in Indianapolis, where some 20 percent of residents live in poverty and another 20 percent live close to it.

In March 2021 the Endowment made nearly \$94 million in grants to 28 organizations that are working to help residents break cycles of poverty and help employers create more jobs that pay a living wage and lead to strong careers.

“Lilly Endowment’s initiative is unique for its truly multi-dimensional approach,” says Mark Muro, senior fellow at Brookings Metro, a division of the Brookings Institution. Researchers there work to help every kind of U.S. community become prosperous, just and resilient.

Projects that the Endowment is supporting, Muro says, are addressing the need for more jobs that provide a living wage, benefits and potential career advancement—jobs that Brookings describes as “good jobs.” The efforts go further, however, by helping individuals find those jobs and be successful in them. Muro’s research found that in 2018, the Indianapolis region had a deficit of 120,000 good or promising jobs.

But, he adds, it’s more than a matter of jobs and skills. Individuals who struggle to find employment and build careers face many challenges—housing insecurity, limited access to good childcare, and the need for mentoring and career networking, among them.

■ LeAnn Thorne, Herbert White, the DeWald family and Lamont Harvey (opposite) are participating in Enhancing Opportunity projects.

“What’s impressive here is the overall philanthropic drive to find the best, truly multi-dimensional holistic approaches to take on a whole range of problems,” Muro says.

Here’s what some of the grant recipients are doing to tackle the persistent challenges of poverty and financial insecurity in Marion County.

### Transforming a Community

The main campus of Eastern Star Church is in the Arlington Woods neighborhood on Indianapolis’ east side, an area where 38.2 percent of the residents live at or below the poverty line (compared with 21 percent of all Marion County residents) and household income for residents is \$25,292 (versus \$42,378 for Marion County residents). For years, residents have watched banks and grocery stores abandon the area, and they have watched the decline of safe, affordable housing options.







“For some reason, over the years, between Emerson and Arlington avenues, it seems that there had been investment, even enterprise zones, developed. But this pocket of the community had been left out,” says Anthony Murdock, Eastern Star Church’s executive pastor. “The church felt that if there’s going to be investment and transformation in the community, we were going to have to start it.”

**In 2017, congregation leaders** launched the **ROCK Initiative (Renewing Our Community for the Kingdom)**, establishing it with these four goals:

- build a sense of community among the people who live and work in the neighborhood,
- enhance the range of housing options available within a one-mile radius of the church,
- grow the overall financial security of residents living in the neighborhood,
- enhance both formal and informal educational opportunities available for neighborhood residents.

■ Anthony Murdock and Leigh Riley Evans (above) of Eastern Star Church are leading the ROCK Initiative.







**"It is our commitment to practice love and to provide service to the least, the lonely and the left out," says Leigh Riley Evans, the church's director of community development. "As explained in the scripture (Matthew 25:40): 'Whatever you did for one of the least of these brothers and sisters of mine, you did for me.'"**

With support from an \$8 million Enhancing Opportunity grant, the church is completing construction of a 60,000-square-foot ROCK Community Center for Youth & Children, which opens in 2022. The center will offer services "designed to enhance social capital and strengthen economic, educational and workforce development opportunities" in collaboration with K-12 and higher education institutions and local employers.

The building is divided into three wings—with separate entrances for elementary, middle and high school students for after-school and out-of-school programming. Designed to take advantage of natural light, the building has windows that open and areas for parents to watch their kids learning and playing. There's space where community groups can gather and a multi-purpose gym for basketball games, town hall meetings, speaker series and other events for up to 400 people.

"We want it to be accessible and welcoming," Murdock says. "This is a changing community."

Leading a tour of the area, Murdock and Evans show off some of the changes in Arlington Woods. They point to two schools—the IPS Innovation K-6 Sankofa School of Success and Rooted School Indy, a charter high school—that are bringing innovation to the neighborhood.

And along 30th Street, adjacent to the church, are two multi-story apartment buildings containing a total of 45 rental properties available for \$750 a month or less. On street level, there is a branch of the Financial Health Federal Credit Union and the ROCK Fresh Market, a small grocery store

■ Eastern Star Church (above) and Arlington Woods neighborhood

staffed by neighborhood volunteers that sells, among other things, produce grown at the ROCK Urban Farm. There's a business-incubation space called the ROCK Community Hub, a barbershop and a satellite office of the Indianapolis Neighborhood Housing Partnership. Known as INHP, the organization supports renters and first-time homebuyers looking for affordable housing and is working with Eastern Star Church and six other Enhancing Opportunity in Indianapolis grantees that are helping individuals and families attain housing security.

On the opposite side of the church is Priscilla Avenue. Murdock calls the street "our jewel." It contains 13 houses the church either bought and renovated or built with Habitat for Humanity of Greater Indianapolis or constructed themselves. One of those houses now belongs to Kelly DeWald, a mother of three children.

DeWald found the ROCK initiative through a Google search. In August 2018, she and Jaylen, now 18; Kalora, 15; and Logan, 11, moved from Emporia, Kansas, into one of the apartment buildings Eastern Star had built. In April 2020, DeWald, who works for a company that rents storage sheds, bought one of the houses on Priscilla Avenue, a comfortable three-bedroom, two-bathroom house with a "pretty awesome" back yard.

"It's wonderful to have a brand-new house—something I never dreamed of," says DeWald, who is not an Eastern Star member. "But I wanted to be a part of what they're doing in the community. That was the biggest draw."

**"Sometimes my biggest frustration with churches is they live too much *inside* their church. The goal is to live outside your church. Eastern Star puts action behind their words."**

—Kelly DeWald, Arlington Woods homeowner





## Mentoring 'Returning Citizens'

When individuals leave prison, they often lack the kind of employment that can help them make a successful transition, which is a leading predictor of recidivism. Since 2006, RecycleForce, an electronics-recycling employment social enterprise located near downtown Indianapolis, has given their clients whom they call “returning citizens,” an opportunity. RecycleForce President Gregg Keesling says the goal is to advance them from A (any job) to B (a better job) to C (a career).

Its Enhancing Opportunity grant buys RecycleForce more time to get workers from A to B. That is, more time to help workers strengthen self-esteem, understand what leadership looks like at a worksite, and make the transition from daily life in prison to daily life back in their Indianapolis communities.

A visit to Trusted Mentors, a peer mentoring class at RecycleForce, provides some insight into what clients need to succeed.

Group members discuss issues of trust. How people have made promises but haven't followed through. How not having fathers may have influenced their view of the world. How breathing techniques can help them calm down and think rationally. The group setting is a place for them to vent, to process their lived experiences and to get support from each other.

Learning these human interaction skills takes time, RecycleForce chief operating officer Dustin Jones says. RecycleForce gets federal funding, but that only covers the cost of 120 days of support to help



participants get used to showing up for work, doing the job and earning credentials to help them get a better job.

The Endowment's grant is helping RecycleForce do more. Funding is enabling the organization to extend job training and to support wrap-around services, such as mental health care and support for stable housing. The goal is to help at least 600 participants get jobs that improve earning potential. In addition, RecycleForce wants to help at least 100 of these returning citizens attain supervisory and leadership skills through its peer-leadership program.



■ Peter O'Scanail mentors RecycleForce clients.

RecycleForce works with individuals like Herbert White, who was released on Sept. 1, 2020, after serving 17 years in prison. Before beginning that sentence, he worked the night shift at a manufacturing warehouse in Mooresville, Ind. While incarcerated, he worked in a prison hospice, was certified in auto-body mechanics, filled commissary orders and clerked in the prison law library.

White had skills. What he needed was opportunity. His parole officer helped him sign on with RecycleForce. He went through orientation on Sept. 19, 2020, and during the next year accumulated by his count 15 certificates in areas such as detecting radiation, handling freon and cleaning up hazardous chemicals, personal protective equipment usage and peer mentoring.

White wanted to stay at RecycleForce, but \$11 an hour is the salary cap there. When ERI (Electronics Recyclers International) in Plainfield, Ind., offered him a job on the night shift dismantling flat screen televisions for \$16 an hour, he had to go.

■ RecycleForce clients learn valuable job and life skills at the eastside Indianapolis electronics recycling center.



"It was wonderful to see the transition of Mr. White," says Peter O'Scanail, who administers the Endowment grant for RecycleForce. "He went from feeling like 'I want to stay here; I don't want to leave the nest,' to becoming more confident, more assertive."

White says he had hoped to learn leadership at RecycleForce. He got that, and more.

"If you work the RecycleForce program properly, it will help you," he says. "That means going all-in. It will give you the training and knowledge you need to get that better job." Or, as RecycleForce would say, the "C" or a career.

In his first 104 days at ERI, White's solid work ethic and skills helped him earn a promotion to environment health and safety supervisor, which pays \$20 an hour.

## Opportunities to Turn Jobs Into Careers

IU Health's central mission is to make individuals in Indiana healthier, and its definition of health includes financial stability—people being able to cover their basic needs and have good jobs with benefits. That's the thinking behind the Mosaic Center for Work, Life and Learning, which is designed to improve opportunities for entry-level team members who work in areas such as food and nutrition and environmental services (maintenance), to grow its talent pipeline by offering opportunities to people who might want to work in healthcare, and to entice more young people to get into health-sciences careers.

Mosaic Center director Starla Hart says the goal of the program, which began two years ago, is to ramp up workers' skills, getting them to \$18 an hour with benefits as quickly as possible (IU Health's minimum hourly wage is \$16) and, ideally, to \$25-\$30 an hour and beyond.

The Endowment's \$8 million Enhancing Opportunity grant is enabling IU Health to establish a physical space for the center and to hire staff that includes career coaches, financial coaches and social workers. In addition to helping current employees advance their careers, Mosaic Center is developing partnerships with schools, community centers and other Indianapolis organizations to develop pipelines of new healthcare professionals.

Mosaic has shown early success with personnel already on the IU Health payroll. People like Lamont Harvey, an anesthesia assistant and anesthesia team lead at IU Methodist Hospital in Indianapolis. Today, Harvey is earning "high five figures" annually, but in 2006, he was working in environmental services (maintenance) making \$8.59 an hour. His future seemed limited, until someone noticed his growth potential. He took advantage of additional education—which the hospital paid for—and certification, and moved into the sterile-processing department, where medical and surgical supplies and equipment are processed, stored and issued for patient care.

After five years, Harvey wanted to grow more. When a position opened in anesthesia, he was offered the opportunity to get more education and certification. With support from IU Health, Harvey earned three certifications that qualify him for increased responsibility within the hospital that help him keep the anesthesia department prepared for patient care. There's no way that Harvey, the breadwinner for a family of four, could have paid for that training on his own.

"If the opportunity is there, then I'll take it," he says. "But without IU Health helping me with school, I don't think that I would have even looked at it."

Now, he'd like to be an ambassador for the program and speak to students thinking about participating in Mosaic Center programming.

"If they talk to someone who walks the walk, who's come from the bare minimum and grown," he says, "I think they would definitely take more heed."

Mosaic Center helped Harvey move up. It also helped retain LeAnn Thorne, a certified clinical medical assistant for IU Health Multi-Specialty at IU Health West in Avon, Ind.

Thorne started her career as an emergency medical technician but found when she moved from Fountain County, Indiana, to Indianapolis that she could make more money decorating cakes than she could as an EMT. So, she went through a program to become a medical assistant and in 1992 graduated at the top of her class.

When IU Health started offering medical assistant certification through a Mosaic Center pilot project in 2017, Thorne jumped at the opportunity. The additional credential has opened opportunities for advancement, increased pay and additional responsibilities at work. She orders tests for patients, helps coordinate prescription refills, checks in patients, takes their vital signs, schedules lab work and calls patients to relay information from their doctors. She can't make medical decisions, but she can expedite care.

"I try to be a warm, friendly face for IU Health," she says. "Patients appreciate that they're treated like people and not like numbers."

Without Mosaic Center, Thorne says, she would be back at the lower end of the pay scale, "and I don't know if I would still be here. I was getting tired of that and I might have left healthcare. It certainly kept me in the healthcare field and made my life better."



■ | LeAnn Thorne and Lamont Harvey are advancing their careers at IU Health through the Mosaic Center.



An orangutan is shown in a large, modern indoor enclosure with a high glass ceiling and metal support beams. The orangutan is looking towards the camera. In the background, there are various enrichment items like a hanging ball and a hammock.

# How a Midwest Zoo Became a Global Player in Conservation





**There was a time  
when the Indianapolis  
Zoo—once called the  
Washington Park  
Children’s Zoo—was  
a local attraction  
nestled inside an  
eastside city park.**

**These days the Indianapolis Zoo** is a sprawling complex of wildlife habitats that anchors the west end of the White River State Park. It is home to an aquarium and botanical gardens, and it typically attracts more than a million visitors annually, many from beyond Indiana’s borders.

It’s also home to the Indianapolis Prize, conservation’s richest and most prestigious award, as well as the Global Center for Species Survival, the world’s only centralized resource for conservationists working to preserve wildlife around the globe. Both have been funded by a series of Lilly Endowment grants designed to strengthen the zoo’s commitment to support worldwide conservation efforts.

How did what was once a modest little zoo in a small park in a mid-sized city in the American Midwest become a multi-faceted, internationally known conservation powerhouse? By thinking big.

■ The Indianapolis Zoo’s Simon Skjodt International Orangutan Center (opposite top) and the Oceans Exhibit (opposite below). Amanda Vincent (above) won the Indianapolis Prize in 2021. Rob Shumaker (right) is the zoo’s president and CEO.

### The Indianapolis Prize

“Conservation is one of the most crucial aspects of any zoo’s mission,” says Dr. Rob Shumaker, president and CEO of the Indianapolis Zoo. Conservation is also the heart of the Indianapolis Prize, a biennial award recognizing an individual who has made extraordinary contributions to wildlife conservation. The winner receives \$250,000. An additional five finalists receive \$50,000 each.

Since first being awarded in 2006, the Indianapolis Prize has raised the Indianapolis Zoo’s visibility internationally, Shumaker says. “The Indianapolis Prize distinguishes us within the zoo community in this country and around the world. It’s a point of pride for our institution because it makes clear that we are committed to conservation and communicates that commitment locally, nationally and internationally.”

The 2021 Indianapolis Prize (the 2020 award was delayed for a year due to the COVID-19 pandemic) went to Dr. Amanda Vincent, the world’s leading authority on seahorse biology and conservation. Founder of Project Seahorse at the University of British Columbia in Canada, Vincent was the first person to study seahorses in their natural habitat, document the worldwide seahorse trade and create a seahorse conservation project. A finalist for the Prize in 2010 and 2016, Vincent was the first marine conservationist to win it. It was gratifying, she said, both professionally and personally.

“Conservation is a slog,” Vincent says, speaking via Zoom from her home in British Columbia. “If you’re trying to effect change, you work really hard. You hardly get time for a respite. So, winning the Indianapolis Prize was validation of all the hard work I’ve been doing for so long.”





It was also validation that all that hard work meant something, arriving as it did at a point when she was exhausted and dispirited. “It was a kick in the pants at a time when I needed it.”

The Indianapolis Prize has birthed two offspring—the Jane Alexander Global Wildlife Ambassador Award and the Emerging Conservationist Award. The former, which

debuted in 2012, is given to a public figure with an abiding commitment to conservation. The 2021 award went to His Serene Highness Prince Albert II of Monaco.

The Emerging Conservationist Award will be given for the first time in 2023. It’s a \$50,000 award that will recognize a conservationist under the age of 40 who is making significant contributions to species conservation.

While the Indianapolis Prize has a positive impact on the lives of its recipients, it also benefits its bestower. “The Prize brings distinguished conservationists to the zoo,” Shumaker says. “Over time, we’ve built a group of elite conservationists we can consult with, which has boosted our ability to function in really elevated ways in our own conservation efforts.”

Those efforts include supporting the field work of conservationists around the world who increasingly regard the Indianapolis Zoo as an important ally. “Conservation is a massive challenge with a really large number of people involved all over the world,” Vincent says. “The Indianapolis Prize was sorely needed to provide the conservation community with a beacon of recognition.”

It was also the springboard for an even more ambitious undertaking—the Global Center for Species Survival.





## The Global Center for Species Survival

### If the Indianapolis Prize raised the zoo's

profile among conservationists around the world, its most recent initiative makes the zoo one of the most significant conservation resources in the world. The Global Center for Species Survival (GCSS), an entity created through a partnership between the zoo and the International Union for Conservation of Nature (IUCN) and its Species Survival Commission (SSC), is home to a team of experts from various conservation specialties who assist their colleagues around the world by gathering and disseminating information about various conservation efforts.

Originally conceived in 2017 by Michael Crowther—Shumaker's predecessor who led the zoo in creating the Indianapolis Prize—in tandem with SSC leaders as a way for the zoo to support the work of that commission's 10,000 members, the GCSS headquarters is a newly constructed facility at the zoo. Its purpose is to gather and disseminate information about such critical issues as biodiversity, climate change and illegal wildlife trade. It also helps the IUCN determine species in danger of extinction and develop plans to save them.

Riley Pollom is GCSS coordinator of marine conservation. Previously he worked on projects for Parks Canada, the Wildlife Conservation Society in Canada, the Nature Conservancy of Canada, the Canadian Wildlife Service and the Calgary Zoo. He moved to Indianapolis to join GCSS staff because its mission aligns with his own, which is to help conserve and restore the planet's biodiversity and ecological integrity.

Besides working on behalf of the SSC's members, Pollom and GCSS's other experts will work with zoos, aquariums and botanical gardens around the world. "We provide connections between the SSC and this community to ensure the conservation work happening in the zoo community is aligned with and complements that done in the field," he says.

GCSS staff of experts will help inform the public about the conservation work being done worldwide. "We want to be an easy source for the public and the media to turn to for information and to connect with conservationists worldwide," says Bill Street, the zoo's senior vice president for conservation, education and life sciences. He is also the GCSS director.

The GCSS will enhance and expand the SSC's ability to develop effective conservation projects, according to Jon Paul Rodriguez, who chairs the commission. "The Global Center for Species Survival has dramatically increased our capacity to provide staff support to SSC groups," Rodriguez says. "Over the last few years, we have increased our emphasis on conservation action, so more effective groups with greater focus on conservation action increase our delivery of international conservation efforts."

Though its focus is international, the center is equally a local asset. It's partnering with area higher education institutions to provide internships to students so they can learn by interacting with GCSS experts. "We want to inspire young people to get involved in conservation efforts and species survival," Street says.

Because it will bring experts to Indianapolis for meetings and convocations, according to Shumaker the GCSS will elevate the city's reputation. That will not only benefit the city economically but also enable the zoo to bring internationally known conservationists to speak at local colleges and universities. Shumaker says, "Being home to the Global Center for Species Survival expands the zoo's institutional expertise, increases its educational capacity and strengthens its impact and reach."

■ Indianapolis Zoo (opposite, above) is raising local, national and international awareness of conservation efforts as it becomes home to the Global Center for Species Survival and through the Indianapolis Prize.



## Indianapolis Zoo

Since 2019, Lilly Endowment has made a series of grants to strengthen the Indianapolis Zoo's efforts to raise awareness of worldwide conservation efforts:

- \$4 million in 2019 for the zoo to collaborate with the International Union for Conservation of Nature to establish a nine-member species survival team, which is headquartered at the zoo's Global Center for Species Survival (GCSS)
- \$10 million in 2019, including a \$5 million restricted endowment for the zoo's Indianapolis Prize, a biennial award of \$250,000 that has become known as the "Nobel Prize" for international wildlife conservation efforts, and \$3 million to expand and enhance the space for the GCSS
- \$400,000 in 2021 for the zoo to increase the award for the Indianapolis Prize's five finalists from \$10,000 to \$50,000 each

# Higher Ed Responds to Changing Realities





## Indiana Colleges and Universities are Responding to Urgent Call to Reimagine Higher Education



**Higher education may be facing its greatest challenges in more than a century.** Demographers, economists, business leaders and college presidents themselves are seeing and experiencing trends that promise to dramatically change postsecondary education, if not significantly disrupt it.

Across the nation higher education institutions are preparing for a steep decline in enrollment as projections portend demographic shifts and fewer young people of traditional college age. A higher proportion of that smaller group of young adults will be persons of color, individuals representing more diverse ethnic backgrounds, members of families with lower incomes and first-generation college students—students who are and have been historically underserved by higher education. To thrive, colleges and universities recognize that they must adapt and work to become more inclusive and more effective in serving all students.

And the exploding digital and knowledge economy has brought often disruptive innovation to higher education. New online options increasingly rival the in-person paradigm that has served higher education in the United States in the past.

Any one of these changes would spark soul-searching for colleges and universities. Several occurring simultaneously elevates the stakes for institutions and illuminates the urgent need for innovation.

Recognizing these opportunities and challenges, Lilly Endowment in 2019 launched Charting the Future for Indiana's Colleges and Universities. Through the three-phase initiative, the Endowment invested \$138 million to encourage Indiana colleges and universities to prioritize the challenges and opportunities they face to fulfill their educational missions in light of rapid economic, demographic and technological changes and the evolving needs and demands of students.

**Charting the Future** is the “most thoughtful, forward-looking and comprehensive” initiative in the nation, says Arthur Levine, who studies higher education at New York University and the Institute for Citizens and Scholars. In 2021, he authored with Scott J. Van Pelt “The Great Upheaval: Higher Education’s Past, Present, And Uncertain Future,” a bird’s-eye view of the higher education landscape. The Endowment’s vision is particularly apt for the times, Levine says. Because it encompasses all of Indiana’s colleges and universities, which could produce many ideas and best practices with potential to become the new normal through the digital age.

“Every college and university in the country will be required to change to meet the needs of the emerging era,” says Levine. “Most of the colleges and universities receiving Charting the Future funding were founded during the industrial revolution. Today, the institutions, which were once cutting edge, are grappling with serving ‘digital natives’ who never knew a world without internet and digital devices and who already are navigating the new digital infrastructure to advance developments in artificial intelligence and virtual reality. Charting the Future asked every college in Indiana to stop business as usual to consider challenges and possibilities ahead and it funded the first steps forward.”

■ Wabash College (opposite) is working to improve campus climate through diversity, equity and inclusion efforts. Staff at Rose-Hulman Institute of Technology (above) is strengthening access to mental health services.



Indiana higher education leaders gathered in Indianapolis in November 2021; Vincennes University has developed a center for robotics (below); Steven Jones welcomes a high school student to Wabash College's Malcolm X Institute.

Through Phase 1 of the Charting the Future initiative, the Endowment made planning grants ranging from \$100,000 to \$500,000 to each of Indiana's colleges and universities based on enrollment. Phase 2 grants ranging from \$1 million to \$5 million, also based on enrollment, enabled the schools to implement their ideas.



The \$62 million distributed in Phase 2 will support broader in-demand degree offerings in health sciences, deeper connections and stronger alignment with local schools and other community-based organizations focused on education, better access to and utilization of technology for teaching and learning, more mental health services for students in response to growing cases of anxiety and depression on campuses, improved recruitment and student retention, and enhanced diversity, equity and inclusion efforts, among other programs and strategies to serve students and strengthen institutions.

The final, Phase 3, distribution of \$69.9 million was allocated through 12 grants—spanning \$2.7 million to \$10 million—to 16 schools and supporting nine large-scale projects. Some of these projects were highly collaborative, involving multiple schools, which was encouraged through Charting the Future.

Charting the Future Phase 3 grants are supporting efforts on the following campuses: Anderson University, Butler University, DePauw University, Goshen College, Indiana Institute of Technology, Indiana State University, Martin University, Purdue University, Rose-Hulman Institute of Technology, Saint Mary-of-the-Woods College, University of Evansville, University of Indianapolis, University of Southern Indiana, Valparaiso University, Vincennes University and Wabash College.

**Indiana colleges and universities responded to Phase 3 of the Charting the Future initiative by proposing strategies that include:**

- **engaging adult learners with new educational offerings, including certificates and credentials that recognize skills and knowledge valued by employers**
- **partnering with K-12 schools to offer collaborative programs and improve college readiness**
- **improving mental health services for students through a three-school collaboration**
- **attracting and better serving and retaining more Black and Hispanic students through campus- and community-wide programming**
- **increasing overall student retention through better and intensive counseling and predictive analytics to develop and implement targeted interventions**
- **improving career readiness through employer partnerships, especially with Indiana companies in search of new talent.**



In November 2021, the Endowment in connection with the initiative convened leaders from all of Indiana's 38 colleges and universities. During the one-day meeting in Indianapolis, institutional presidents, provosts, deans and others gathered to learn how Charting the Future efforts are taking shape on campuses across the state. And they came together to hear from national higher education experts, including Levine and Shaun Harper, a professor in the schools of education and business at the University of Southern California (USC).

Harper, who is founding director of the USC Race and Equity Center, urged Indiana's higher education leaders to view improving equity on their campuses as mission critical. Since 2003, he and fellow researchers have helped 300 colleges and universities nationwide conduct "climate assessments" to learn the state of diversity, equity, and inclusion (DEI) on campuses.

The process requires people to learn to talk about race, something that many people in higher education—students and faculty alike—never learn how to do, Harper says. Once prepared to talk about and learn about race, leaders can begin to examine all aspects of higher education—from admissions to financial aid, curricula to hiring,

student life to board governance—with a commitment to making campuses places where all people are welcome, included and able to learn and contribute. He challenged Indiana higher education leaders to treat DEI work with the kind of strategic attention they give to their institutions' financial well-being.

Convening participants also learned from a panel of Indiana CEOs, moderated by Indiana higher education commissioner Teresa Lubbers, that included Connie Bond Stuart from PNC Bank, Jeff Harrison from Citizens Energy Group and Tom Linebarger from Cummins. They talked about the skills and other qualifications business leaders look for when filling roles in their organizations. And attendees spent time in moderated peer discussions exploring ideas on issues such as DEI, student retention, adult education and career readiness—all issues identified as priorities by college presidents.

Charting the Future is designed to foster a future in which higher education enables Hoosiers to thrive in a society facing rapid technological, social and economic change. The following are six examples of promising efforts underway at Indiana schools supported by Phase 3 grants.

**"We can chart a future where campuses are more equitable, more inclusive. But we have to teach people what to do, how to do it and how to sustain it."**

—Shaun Harper, University of Southern California's Race and Equity Center



# PROJECT

## Restoring Hope, Restoring Trust

### School:

Wabash College (Crawfordsville)

### Grant:

\$4.5 million

The Endowment's Phase 3 grant is bolstering efforts already underway on several fronts to improve diversity, equity and inclusion. Wabash concluded years ago that improving DEI efforts in curricula, training and leadership offerings, among other efforts, would attract quality faculty, staff and students, thus preparing the institution to thrive well into the future.

"The grant is a guiding light," says **Jill Lamberton**, Special Assistant to the President for Diversity, Equity and Inclusion at Wabash. "It enables us to simultaneously focus our diversity, equity and inclusion efforts on faculty and staff development, student recruitment and retention, campus climate, community engagement and multiple collaborations."

Within five years Wabash intends to increase four-year graduation rates by 20 percent for traditionally marginalized students—those from low-income, new majority and first-generation college families. Enrollment of Black and Hispanic men is expected to rise 15 percent and 12 percent, respectively.

■ Steven Jones (right) leads a tour at Wabash College.

# PROJECT

## Developing a Workforce Ecosystem for Industry 4.0 in Indiana

### School:

Vincennes University (Vincennes)

### Grant:

\$8 million

Vincennes University's stock in trade is preparing students for advanced employment in the factories and warehouses dotting Indiana. Staying abreast of the latest equipment needed to help graduates become cutting-edge employees in these settings is an expensive proposition.

Vincennes anticipated needing a decade or more to build out new technology to teach students to use collaborative robots—"cobots," which essentially act as human assistants. The Endowment's Phase 3 grant enabled Vincennes, Indiana's first university, to create the Center for Applied Robotics and Automation (CARA). Now, after edging into the budding field with two cobots in 2020, Vincennes is preparing to have 40 by 2022.

The anticipated upshot will be a statewide workforce better prepared to make the most of technology. In a project defined by industry collaborations, Vincennes is working with Purdue University's IN-MaC, Eleven Fifty Academy, Conexus Indiana, Techman Robot Inc., and Telamon Corporation, whose founder Albert Chen has been a passionate proponent for teaching students how to use cobots and integrating this technology into Indiana's manufacturing sector.

"The Lilly Endowment grant is an enormous boost to Vincennes University's efforts to work with our partners in industry, K-12 and higher education," says President **Chuck Johnson**.



# PROJECT

## MINDful College Connections

### Schools:

DePauw University (Greencastle), Rose-Hulman Institute of Technology (Terre Haute) and Saint Mary-of-the-Woods College (Saint Mary-of-the-Woods)

### Grants:

DePauw: \$2,695,912

Rose-Hulman: \$2,695,912

Saint Mary-of-the-Woods: \$2,695,912

DePauw University, Rose-Hulman Institute of Technology and Saint Mary-of-the-Woods College are collaborating to develop MINDful College Connections, a project designed to address more effectively student mental health needs by achieving various synergies and economies of scale.

"We hope to contribute to students' overall well-being, academic success and long-term goal attainment," says DePauw President **Lori S. White** (above). "It is important that our students are mentally, physically and emotionally at their very best so that they are fit to achieve academic success."

Goals include reducing student wait lists for mental health services, health-related hospitalizations and medical withdrawals and increasing participation in educational, preventive and outreach programming.

The mental health and wellness services and delivery model developed by the schools will be shared with other Indiana institutions.





PROJECT

## Butler Ventures

**School:**

Butler University (Indianapolis)

**Grant:**

\$9,988,335

Butler was in the midst of launching a transformational new strategy, and associated operating entity, Butler Ventures, in 2019 when the Endowment initiated Charting the Future. In 2020, a Phase 2 grant of \$2.5 million supported the first phase of Butler Ventures, the Transformation Lab, a research and development hub to launch new education models, programs and mission-aligned organizations. In 2021, Butler received a nearly \$10 million Phase 3 grant to launch two additional Butler Ventures related efforts, the Division of Professional Studies and the Indiana Education Venture Network.

With the Phase 3 funds, the new Division of Professional Studies focuses on expanding Butler's impact beyond the traditional undergraduate student to adult, online and professional learners. Meanwhile, the Venture Network is supporting and investing in education-aligned startup businesses to find the best new ideas while supporting Indiana's economy.

**Melissa Beckwith** (below), Butler's vice president of strategy and innovation, says the funding was critical to the launch of Butler Ventures and arrived at just the right time.

"The impact cannot be overstated," Beckwith says. "The infrastructure, programs and partnerships we are able to quickly build because of the grant will benefit the university and the state of Indiana for years to come."



PROJECT

## Improving Student Retention Through Data Analytics

**Schools:**

University of Indianapolis (Indianapolis) collaborating with Anderson University (Anderson), Indiana Institute of Technology (Fort Wayne), Martin University (Indianapolis), Saint Mary-of-the-Woods College (Saint Mary of the Woods) and University of Southern Indiana (Evansville)

**Grant:**

\$9,806,456

Imagine the ability to anticipate with uncanny accuracy a student's plan to drop out of college, then quickly stepping in with interventions that help the student rebound and graduate.

A consortium of six schools have banded together to develop just such a system of predictive analytics. The Endowment's Phase 3 grant to UIndy is enabling the schools to develop a user-friendly system with long-term potential.

The goal is to use data to be proactive and precise—acting within hours or days of receiving an alert that a student is struggling with attendance or missed assignments.

"The resources and planning grant time allowed us to formulate many ideas and conversations into actual plans and build on the work we were doing to support our students, staff and faculty in new ways," says UIndy President **Robert L. Manuel** (above).

UIndy, for example, plans to increase the percentage of at-risk students completing its programs.

PROJECT

## Indiana Data Mine

**School:**

Purdue University (West Lafayette)

**Grant:**

\$10 million

Purdue is working to strengthen its relevance to traditionally underserved students and build partnerships that spark growth in local economies across Indiana.

The Endowment's Phase 3 grant is helping the university expand The Data Mine, a learning community that provides experiential learning opportunities in data science for students across multiple disciplines. Through The Data Mine, Purdue is looking to attract undergraduate students—especially first-generation, rural and Black students—and revitalize regions that have specific workforce



needs, starting in the Anderson and Fort Wayne areas. Purdue will support both students and employers in adapting to the changing workforce by exposing students to local employers and in-demand skills.

The Data Mine complements Purdue's Innovation College, which was made possible by a Phase 2 Charting the Future grant and accelerates innovation in pedagogy and the development of cross-discipline programs.

"Data-driven technological change is disrupting economies and transforming society at an unprecedented rate," notes **Jenna Rickus** (above), Purdue's vice provost for teaching and learning. "We have a unique and timely opportunity to reimagine the impact of the data sciences on Indiana's economy and improve outcomes for communities across the state."

# Center for Leadership Development Expands Reach

CLD Plans More  
Locations for its  
Mentoring  
Programs to Help  
Black Youth





## What does it mean to be a responsible man?

That was the weighty topic up for discussion on a Tuesday evening in November, as 23 teenage boys and three adult facilitators gathered in a meeting room at Community Alliance of the Far Eastside (CAFE), a community center serving a large swath of urban Indianapolis. With raised hands, the boys volunteered to take turns and read aloud from a long list of admirable qualities.

**"Be a gentleman."**

**"Be honest and trustworthy."**

**"Keep your shoes clean; people notice."**

As one young man expressed strong support for clean shoes and his peers nodded in agreement, adult facilitator Joshua Posley offered his thoughts.

"Keeping your shoes clean is a good habit," Posley said. "But I would challenge you to have that same integrity about all aspects of your life. Love yourself as much as you love those shoes."

Integrity, responsibility, love and respect for oneself and others—these are among the core values reinforced during a six-week course called Project MR (Male Responsibility), brought to CAFE by the Indianapolis-based Center for Leadership Development (CLD). Project MR is designed especially for young men—a similar program is offered for young women—but it reflects CLD's larger vision of success for African American youth.

Since 1977, CLD has delivered that vision to tens of thousands of Indianapolis students in fourth through 12th grades and their families. Today, CLD provides 19 enrichment programs focused on character formation, career exploration, mentoring, tutoring, literacy, and college readiness. CLD President Dennis E. Bland points to the organization's mission, "to foster the advancement of minority youth in Central Indiana as future professional, business and community leaders by providing experiences that encourage personal development and educational attainment."

While Lilly Endowment has supported CLD since its inception, an \$11.6 million grant in 2019 has enabled CLD to expand its capacity to empower hundreds more

Indianapolis youth to succeed. Among the grant's key objectives: expand CLD's reach through satellite locations and in-school programs across Marion County; build a 20,000-square-foot addition to expand operating capacity; establish support services and mentoring for CLD students attending colleges and universities; and support CLD's endowment to help assure long-term sustainability.

"Our goal is to build a value system of achievement among African American youth," Bland says. "If you develop and cultivate the right values in young people, they become assets to the community."

### Principles for Success

CLD participants are more likely to graduate high school and enroll and persist in college than peers who do not participate in CLD's programs. However, the need, Bland says, is greater than ever, as minority youth in Indianapolis face pervasive challenges.

On average, students in third through eighth grades in Indianapolis Public Schools did not perform well in 2020 on Indiana's standardized assessments. These test scores diverged dramatically among student populations, revealing large gaps between Black students and their white peers, reinforcing the need to better serve students of color in Indianapolis' largest school system. Significant achievement gaps also appeared in high school assessments in other school districts throughout Marion County.

■ Youth gather at Community Alliance of the Far Eastside (CAFE), a new location where CLD offers the mentoring program Project MR (opposite and right).





■ Dennis Bland leads CLD.

Such challenges are not entirely new. During the mid-1970s, a group of Indianapolis civic and business leaders identified several factors they believed were severely limiting Black youth from achieving—or even aspiring to achieve—academic, college and career success.

They saw a lack of exposure to career options and a lack of awareness about the demands, expectations and preparation needed to take advantage of career opportunities. And there weren't enough Black professionals providing guidance, mentoring, role modeling and simple encouragement to young people.

Endowment funding helped these leaders, including founding president S. Henry Bundles Jr., launch CLD. It based early programming on what has become known as the CLD Principles for Success: character, education, leadership, service and career.

Bland, who has led the organization since 2000, was an early beneficiary of CLD efforts to instill those principles. He is a 1982 alumnus of CLD and Indianapolis Public Schools. He graduated from DePauw University and earned a law degree from Indiana University's Robert H. McKinney School of Law.

"These principles are all directed at one outcome: achievement," says Bland.

Since CLD began, more than 12,000 students have completed its signature Self-Discovery/Career Exploration Project—a 13-week experience in which participants discover how to establish and achieve their personal, educational and career goals—and are considered CLD alumni. CLD estimates that at least another 40,000 students have had some connection to one of the organization's programs or events.

"At a very basic level, we provide an understanding and appreciation of education and how it impacts the trajectory of your life," says Bland. "We do not assume anything about what students may or may not understand about the way in which education serves as a currency in our society, or why character matters. At the most fundamental level, we help students understand what good character is and help them see the value of education."

## Breaking the Distance Barrier

For the past 12 years, CLD has primarily offered programming and services from its two-story, red brick headquarters, located on Dr. Martin Luther King, Jr. Street on Indianapolis' northwest side.

Not every student from challenging circumstances who could benefit from CLD is aware of the programs or has transportation to the main campus location, Bland notes. Forty-four percent of CLD students come from single-parent households; 47 percent receive free or reduced lunches and 35 percent come from one of seven "hot spot" high-crime ZIP codes.

The Endowment's 2019 grant is helping CLD to be more intentional in creating satellite locations, and, in the process, raise its profile in neighborhoods throughout Indianapolis. "We want to help students where they are, in neighborhoods where we are needed the most," Bland says.

When CAFE CEO Kendra Nowell stepped into her leadership role at the community center in 2020, one of the first calls she made was to CLD, which had recently announced plans to expand its offerings to satellite locations.

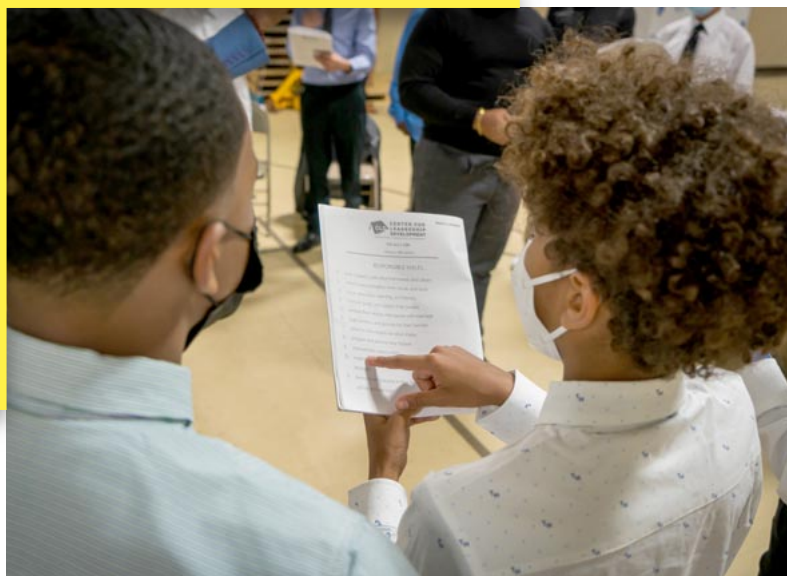
Nowell grew up on the east side, a good distance from CLD headquarters, but her parents provided transportation to CLD programs and encouraged her participation. CLD was such a crucial part of her educational and professional development that she made sure her own son Jathan, now a freshman at Morehouse College in Atlanta, Ga., also benefited from CLD programs during middle and high school.

Yet Nowell was mindful that not all far east side students have the same opportunities. "We don't want distance to be a barrier for our young people to have access to this phenomenal program," she says.

Community leaders like Nowell, who are familiar with CLD's reputation, pave the way for CLD to expand and reach a new generation. In November 2021 CLD wrapped up the fall Project MR program at CAFE with a celebration for the participants and their families. Damon Echols, 14, shared some of what he learned.

"They taught us how to be responsible males, do well in school, and also how we can take care of ourselves," Echols said. "You could have a lot of problems in life if you don't have good values."

In 2021, CLD offered programming at several other satellite sites, including Edna Martin Christian Center, Christamore House and The PATH School.





## The PATH School

**At The PATH School**, one of Indianapolis Public Schools' Innovation Network Schools, founder and Head of School Alicia Hervey welcomed CLD to provide the Project MR program in 2021. With direction from a CLD staff member leading Project MR sessions at the west side school, male teachers and staff met regularly with more than a dozen 6th and 8th grade boys.

"It was fantastic for our staff. They reported how powerful it was to see the light bulb come on during conversations with these young men," Hervey says. "One student said, 'This is the first time that someone outside of my family told me that they believed in me.' That comment got us all. Too often, we don't recognize the power of hearing that someone believes in us."

The Precious Miss program will be offered at the school in spring 2022, with direction from a CLD staff member and led by PATH School female staff.

## College Connections

**Leaira Carter first encountered CLD** as a middle school student at the urging of her mother, who signed her up for Precious Miss. The program, like Project MR, is aimed at helping teens understand the importance of developing good character and behavioral habits.

"I was bullied and, like most teens, I struggled with confidence and self-esteem when I started Precious Miss," Carter says. "Honestly, it really helped me gain confidence, as a young, Black woman. I took the advice I heard and applied it by sitting in the front of the class and speaking up more. As a result, my grades improved, and I learned how to stand up for myself against bullies."

Carter continued with CLD college- and career-prep programs while attending Providence Cristo Rey High School. Now a sophomore at the University of Evansville, Carter is majoring in public health and minoring in medical Spanish. Though she is thriving academically and has adjusted to college life, her CLD counselor still checks in regularly.

"She's my mentor," says Carter. "Going into college was a little scary and I definitely had times of self-doubt, but CLD is always there."

The Endowment's grant is helping CLD expand that kind of ongoing support for students navigating higher education. Mentors, according to Bland, are helping students overcome challenges that might hinder their ability to excel academically and obtain a college degree.

In addition to staff support, CLD plans to create a network of mentors to work with college students and increase rates of college persistence and completion, especially for students on campuses that have low graduation rates among Black and Latino/Hispanic students. A new internship program is also in the works, as CLD uses community connections and CLD alumni to create opportunities that tie meaningful work experiences to college coursework and future employment, Bland says.

■ In 2021, youth took part in CLD programs at CAFE (opposite), Edna Martin Christian Center and Christamore House.

## Building for the Future

**Key to these endeavors is a third objective:** strengthen CLD's long-term sustainability. A portion of the Endowment grant—\$5 million—was dedicated to building CLD's endowment, which was an important part of the organization's recent capital campaign. CLD raised an additional \$1 million in matching funds from other donors for its endowment.

CLD's campaign fundraising success continued to bear fruit in August 2021 when CLD broke ground on a 20,000-square-foot expansion to its headquarters. Plans include improved spaces for programming, including CLD's College Prep Institute.

The College Prep Institute offers students and families free access to licensed guidance counselors who provide reading, math and career assessments, support for college searches, social and emotional support, financial aid literacy, information about internships and referrals to internal and external community resources.

The increased space supports a larger strategy to bring more students—many of whom will encounter CLD at satellite locations—to CLD headquarters for in-depth and specialized one-on-one services. "CLD wants to connect with students for the long term," Bland says. "We want to enroll more students in more programs, get them to engage with our College Prep Institute, and help them enroll, persist and succeed in college."

The grant is not intended to point CLD in a new direction, but to expand its reach and impact, Bland says. As it begins its 45th year, CLD programs have helped thousands of Black and minority youth—and has the potential to reach thousands more, he says.

"The grant provides the resources to continue this work by building a master plan for the future," Bland says. "Our hope is to shift the narrative for African American youth to a future of unlimited potential and abounding achievement."

## Center for Leadership Development

**In 2019, Lilly Endowment approved a \$11.6 million grant to help the Center for Leadership Development (CLD) reach more Indianapolis youth through its programs that provide tutoring, mentoring, career exploration and support for college readiness. The grant is helping CLD:**

- establish satellite locations across Marion County
- create a mentoring program for CLD alumni attending colleges and universities
- expand its headquarters on the near westside of Indianapolis
- strengthen the organization's endowment to help assure long-term sustainability

# Greater Understanding



**During a four-decade career working in museums** across the United States, Lonnie G. Bunch III has perceived an interesting gap in how museums have traditionally captured the history of the United States in exhibitions, collections and educational programs.

“I’ve asked myself, ‘Where can I learn about the complexity of spirituality and religion in America?’” recalls Bunch, who is secretary of the Smithsonian Institution based in Washington, D.C. “It was rarely there. Even though the notion of religion is important, cultural institutions have tended to shy away from it. They may mention it but with no deep understanding.”

Yet, he contends you can’t fully comprehend U.S. history or where the nation is headed without considering the role of religion. That’s why Bunch led the Smithsonian’s effort to create the Center for the Study of African American Religious Life, which was supported by a \$10 million Endowment grant in 2015. It is based at the Smithsonian’s National Museum of African American History and Culture, where Bunch served as founding director.

Recognizing the important role religion plays in shaping American life, the Endowment is continuing to make grants to support the efforts of museums and to fund documentaries, public radio broadcasts and podcasts that strengthen the public’s understanding of religion. These grants are in addition to grants the Endowment has made that are helping Religion News Service and The Conversation U.S., in collaboration with The Associated Press, strengthen their news reporting about religion.



# How Religion Shapes American Life



## Exhibitions explore religion's role in American culture

Through its **Religion and Cultural Institutions Initiative**, the Endowment asked museums to consider how an exploration of religion could help them further their missions. The initiative began with a series of planning grants in 2019, followed by grants totaling more than \$43 million that are funding implementation of projects at 18 museums and historic sites around the nation. They include grants supporting efforts at four Smithsonian museums and cultural centers: The Center for Folklife and Cultural Heritage, the National Museum of American History, the National Museum of African Art and the National Museum of Asian Art.

Funding has helped the Smithsonian establish a Center for the Understanding of Religion in American History and endow a curator in religion to run the center. Peter Manseau now directs the center. As different Smithsonian museums explore the place of religion in their collections and exhibitions they are reflecting important perspectives on religion, Manseau says.

"American religion has been diverse from the very beginning; it has never been about one religious tradition or even several religious traditions," he says. "It always has been about the interactions of many traditions."

Manseau adds that religion is embedded throughout American culture, not restricted to houses of worship or personal religious practice. These are aspects that the Smithsonian is working to illuminate through its exhibitions and public programs.

- Smithsonian Institution museums and cultural centers are mounting exhibitions, educational programs and performances that feature religion.



“Lilly Endowment gave us the opportunity to take an area like religion, which can be considered controversial, and make it the key to understanding who we are as a people, who we are as a nation,” Bunch says. “It’s important to let people understand how, in many ways, religion has been a glue in America and then sometimes a hammer that divides.”

## Encouraging new conversations about religion

**Longtime journalist Krista Tippett** developed her own curiosity about the public’s perception of religion following the 9/11 terrorist attacks in America in 2001. “I was aware that the diversity within religious traditions had been lost in terms of a public imagination,” Tippett recalls. “There was one way to be religious. One way to be a Christian. One way to be Muslim. Those were the things I wanted to shine a light on.”

When Tippett proposed a religious-themed program for public radio in 2003, the idea was met with trepidation.

“It was very controversial to talk about religion on public radio,” she says. “There were a lot of skeptics. I just had to do it and show that it didn’t have to fulfill everybody’s worst imagination. It didn’t have to be proselytizing. And, yes, it could be intelligent. It wouldn’t necessarily make everybody angry or feel exclusionary.”

The result of that effort is “On Being,” a multi-media project that began as a one-hour weekly public radio show. It has aired on more than 400 public radio stations each week, and podcasts of the show have been downloaded more than 300 million times. Tippett has plans eventually to end the public radio show and focus “On Being” more on podcasts and other digital media formats.

Through “On Being,” Tippett explores the human condition through conversations with guests that cover topics such as grief, healing, beauty, loneliness, fear, eternity and goodness. Guests have ranged from theologians and clergy to scientists and researchers, including the late Archbishop Desmond Tutu, the primatologist Jane Goodall, Franciscan Catholic priest Richard Rohr and Rabbi Sandy Sasso.

The Endowment’s support for “On Being” and other efforts that help strengthen public understanding of religion reflects a recognition that people are increasingly interested in engaging with religious and spiritual ideas and questions outside of traditional religious institutions.

“This idea that it has to be a certain way and everybody turns up at a certain time in a certain place to practice religion is not the case anymore,” Tippett says. “This change is not just happening to religion; it’s happening to all our institutions. The church and other organizations are all included in this cultural paradigm shift, and it really has been accelerated by the COVID-19 pandemic.”

Yet, religious and spiritual traditions offer valuable context to contemporary inquiry. That’s why a recent grant to support “On Being” is helping the organization integrate the voices of more theologians into its content.



## Searching for answers to life’s hard questions

**Kate Bowler, a historian of Christianity at Duke Divinity**, has developed a podcast that is inviting audiences to explore their own spiritual and religious journeys. Called “Everything Happens with Kate Bowler,” the podcast grew out of her own deeply personal experience.

Bowler had spent much of her academic career researching the prosperity gospel in Christianity. But when she learned that she had life-threatening colon cancer at the age of 35, she began to step away from the objective, detached work of research and started asking questions that have altered her work and her faith life. Among the questions: “Was this meant for my life?” and “What does it mean to be a Christian in this world?”



■ | Lonnie Bunch, Krista Tippett and Kate Bowler (from top)





“I used to be more of a belief-centered, idea-centered person, where I really appreciated Christianity for its very good arguments,” she says.

Since the diagnosis, which came after repeated attempts to get doctors to take her symptoms seriously, Bowler says, “I’ve needed so much love to hold my life together. I had a very powerful experience of God’s love when I felt largely disposable in a medical system that almost killed me.”

Since 2019, Endowment grants to Duke University have helped fund Bowler’s podcast. Named after her 2018 spiritual memoir “Everything Happens for a Reason (and Other Lies I’ve Loved),” it features Bowler’s conversations with cultural and religious figures that have included author Malcolm Gladwell, actor Matthew McConaughey, Episcopal Bishop Michael Curry, theologian Barbara Brown Taylor and Harvard University psychologist Susan David.

Bowler and her guests talk candidly about love, fear, uncertainty and loneliness—experiences that span people of all backgrounds, she notes. These conversations are especially needed today when people, she says, are looking for new ways to cope with challenges caused by the pandemic, social unrest and difficult personal circumstances. For many people, she adds, the old sources of comfort no longer work.

“We’re in the midst of an authenticity crisis, in which people are naturally quite skeptical of institutions and conventional leadership models,” Bowler contends. “People really want to hear the sometimes-messy wrestling with hard spiritual

questions for which there often isn’t an obvious answer, and we have to find ways to stand in emotional intellectual traffic somewhere and be worthy of these conversations.”

## Finding spiritual inspiration in the Black church

**The Black church**, which has served as a source of spiritual inspiration for Black Americans during incredibly difficult times, can serve as a source of comfort to all Americans, according to Harvard University scholar, filmmaker and author Henry Louis Gates Jr.

Gates, who directed the 2021 public television documentary “The Black Church: This Is Our Story, This Is Our Song,” says his work on the film further convinced him that the Black church has the potential to inform and fortify people of all faiths and backgrounds as they deal with difficult challenges.

“My biggest realization was that the Black church was a cultural laboratory,” Gates says of the project, which was largely funded by Lilly Endowment and produced by the public broadcasting station WETA in Washington, D.C.

■ The National Museum of Asian Art featured an exhibition, *The Art of the Qur'an* (above). Henry Louis Gates, Jr. (right) directed the documentary “The Black Church: This Is Our Story, This Is Our Song.”



“(The church) was the basis for economic institutions as it was the first self-sustaining institution funded by regular Black people with nickels, dimes and pennies,” he says. “And among the freemen and freedwomen in the South, the church was pivotal in terms of being an organizational center for Black reconstruction and ensuring Black men were able to vote.”

However, those lessons weren’t solely tied to financial and civil rights developments, Gates says. The well-received documentary, which debuted in February 2021 on PBS stations nationwide, also detailed the impact of the Black church in helping enslaved people and their descendants endure oppression.

“These people were picking cotton and being beaten and raped. Yet, they still held on to their belief in God, creating a culture of hope,” Gates says. “I wanted to preserve a record of that—the complex legacy of the Black church.”

Even though the role of the church in the Black community has evolved—especially now that Black people organize and forge influence through many avenues within American society—the church remains a model for transformation in the nation right now, Gates says.

“All Americans need the essence of the Black church because we’re in a crisis. We’re terrified. Given the rise of white supremacy and COVID, people are looking for hope,” Gates says. “People are looking for the reassurance the church gave us. It gives us calm, assurance, confidence and peace of mind to deal with modern pressures.”

Gates is at work on a second documentary in conjunction with WETA. It will explore the impact of the Black preaching tradition and Black gospel music on American society. A \$3.5 million Endowment grant to WETA in 2021 is supporting the project.

As the nation continues to grapple with formidable challenges, many will join Gates in finding comfort in the hope that religion has offered people across generations, Bunch says. Others will struggle to make sense of religion’s role because they are not part of a religious tradition or perhaps skeptical about faith matters. Yet Bunch contends that religion is important to the identities of all Americans because of who we are as a people. “As such,” he says “it’s something that needs to be explored in all its complexity.”

## Public Understanding of Religion Grants

### Religion and Cultural Institutions Initiative

Grants totaling more than \$43 million are helping museums and other cultural institutions across the United States develop exhibitions and educational programs that fairly and accurately portray the role of religion in the U.S. and around the world. The Smithsonian Institution received grants to support efforts at three of its museums and one of its cultural centers and to enable the National Museum of American History to establish its Center or the Understanding of Religion in American History.

#### “The Black Church”

In 2018, the Endowment made a \$3 million grant to WETA (Greater Washington Educational Telecommunications Association) to support “The Black Church: This Is Our Story, This Is Our Song,” a four-hour public television documentary first broadcast in February 2021. It traces the 400-year story of the Black church in America. A \$3.5 million grant in 2021 is supporting a follow-up documentary that will explore the contributions of Black preaching and Black gospel music to American society.

#### “On Being”

Since 2004, Endowment grants have supported “On Being,” a radio show and podcast that originated at Minnesota Public Radio and is now produced through The On Being Project. A \$2 million grant in 2019 enabled the project to continue its weekly broadcasts and podcasts, expand theological content and strengthen its engagement with Christian congregations and other faith communities nationwide.

#### “Everything Happens with Kate Bowler”

Duke University has received grants in 2019 (\$649,021) and in 2021 (\$1.1 million) to support Duke Divinity School professor Kate Bowler and her colleagues as they produce the podcast, “Everything Happens with Kate Bowler.” The podcast is part of a larger multi-media project designed to help people draw more fully on the wisdom of Christian traditions as they face questions about faith, God, hope and suffering and how to live in the midst of uncertainty.





## Initiative Provides Resources for Theology Schools Seeking New Pathways

**Today's pastoral students are more diverse  
and preparing to minister to congregations with  
modern-day challenges.**

- Matthew Wesley Williams is president of the Interdenominational Theological Center in Atlanta, one of 84 theological schools in the U.S. and Canada funded through Phase 2 of the Pathways to Tomorrow Initiative.

**“What has typically happened in theological education, in response to changing dynamics, is to reflexively change curriculum, look at our faculty, redesign classes,” Williams says. “Those are technical fixes when what is really needed is a change in institutional thinking. We have been thinking of symptoms, not systems.”**

—Matthew Wesley Williams, Interdenominational Theological Center

In 2021, Lilly Endowment approved 84 grants of \$500,000 to \$1 million each to theological schools across the United States and Canada in the second phase of its Pathways for Tomorrow Initiative. This three-phase initiative is designed to help theological schools strengthen and sustain their capacities to prepare and support pastoral leaders for Christian congregations.

Theological schools have long played a central role in preparing pastors for Christian congregations, according to Frank M. Yamada, executive director of the Association of Theological Schools (ATS). Today, these schools are facing significant challenges, due in great part to changes affecting both higher education and Christianity in North America.

The Endowment launched Pathways to assist theological schools in responding to these changes. Through an initial phase of assessment and planning grants, the Endowment invited theological schools to explore emerging challenges, gain clarity about their missions, assess educational strategies and financial operations, and design plans to become more educationally effective and financially viable for the future. The second phase grants are enabling selected schools to implement their plans.

Like most higher education institutions, theological schools are adapting to new delivery methods, including distance education, as they strive to recruit and serve new generations of students.

“The 21st century student is different in every way,” Yamada says.

He describes the typical 20th century theological student as a young white male raised in his parents’ Christian denomination. After college he enrolled in a seminary of that denomination and went on to serve a congregation of the same denomination.

Theological students today are from far more diverse backgrounds. They are often older, don’t live in seminary campus housing, and chances are they’re working and raising families while attending classes. They may already be serving congregations, but perhaps not in the denominations in which they were raised. They’re looking for affordability and flexibility.

The congregations these aspiring pastors will serve are changing, too. Many seminarians will serve churches in increasingly diverse contexts, which require a wider range of skills and competencies.

In response, theological schools are re-envisioning strategies to make educational programs more accessible and more relevant to emerging leadership challenges. Schools also are working to strengthen fundraising capacities to improve long-term financial stability and help make their programs more affordable for students.

“The Pathways initiative couldn’t have come at a better time,” Yamada says. “Schools were already contemplating how to rethink their strategy while continuing to fulfill their mission.”

## New Wineskins

**The Pathways initiative** was especially timely for Interdenominational Theological Center (ITC), a historically Black ecumenical graduate school in Atlanta. In 2020, under the leadership of Matthew Wesley Williams (ITC ’04), ITC initiated a process of institutional innovation, and in 2021 the Endowment awarded ITC a \$1 million grant through Phase 2 of the Pathways initiative.

The ground has shifted for religious institutions, and it’s time to question long-held assumptions about what it means to be an expression of the gospel in the world today, Williams says.

“What has typically happened in theological education, in response to changing dynamics, is to reflexively change curriculum, look at our faculty, redesign classes,” Williams says. “Those are technical fixes when what is really needed is a change in institutional thinking. We have been thinking of symptoms, not systems.”





The Endowment grant is helping ITC reimagine its entire approach. The seminary is exploring innovation in its educational model, institutional design, organizational assessment and governance. The goal: sustainably prepare pastoral leaders for viable vocations in the pulpit, parish, and public life, which ultimately strengthen the social impact of the Black church. ITC, Williams says, seeks to cultivate a new generation of “prophetic problem solvers” who build the capacity of Black congregations and communities to co-create alternatives to the status quo.

“The Pathways initiative enables theological schools space to ask the questions that matter, not just about leaders they produce, but also what it requires of the institution to cultivate the kind of leaders our congregations and communities need now,” Williams says. “Without new institutional imagination and design, anything we do at the academic and program level is just old wine in new wineskins.”

## Co-Creating the Church of Tomorrow

Catholic Theological Union (CTU), a Roman Catholic graduate school of theology and ministry in Chicago, received a \$997,000 grant to launch its plan, Pathway for Tomorrow: Co-creating the Church of Tomorrow.

CTU President Sr. Barbara Reid, OP, a member of the Dominican Sisters of Grand Rapids, Mich., says the school is committed to increasing the number of young adult ministers for the Catholic Church. In doing so, CTU is responding to new realities and emerging needs in the Church—including the need for more lay ecclesial ministers who will work with ordained priests and deacons in parishes.

Funding is helping the school engage more young adults from diverse backgrounds who are considering lay or ordained ministry and create a “living-learning community” that will be central to their theological and ministerial formation.

**“As the student experience is transformed, so too is the face of the Church as these missionary disciples go out to minister around the world.”**

—Sr. Barbara Reid, Catholic Theological Union

**"We are not presuming people will serve  
within the reliable structures and predictable roles  
of the past. No one knows the models of the  
Church of the future ... "**

—The Rev. Dr. Mark Labberton

Research CTU conducted as the school prepared its Pathways grant proposal indicated that young people want to be part of organizations and activities that are openly welcoming, empathetic and accepting, and that foster connections.

With that in mind, CTU has several goals for its Pathways Initiative grant. They include creating a focused appeal to young adults from Latino/Hispanic, Black, Asian American/Pacific Islander, and LGBTQ+ communities and building the living-learning community to nurture faith formation and help students recognize the connection between religion, discipleship and social change.

CTU also is taking deliberate steps to ensure that formation, coursework, and community life are integrated around preparing lay and ordained ministers to engage in more collaborative ministries that are inclusive and responsive to a changing world.

"Pope Francis has emphasized that every person is entrusted with the responsibility of being a missionary disciple," Reid says. "As the student experience is transformed, so too is the face of the Church as these missionary disciples go out to minister around the world."

## Responding to the Changing Leadership Needs of Churches

Fuller Theological Seminary is using a \$1 million Pathways grant to launch the Indispensable Church Leadership Project. Located in Southern California, the nondenominational evangelical seminary created the project to make its degree and certificate programs more affordable for

aspiring and current students; to strengthen its course offerings by developing and testing new interdisciplinary curricula for ministerial candidates; and to reach more ministerial candidates and pastoral leaders through a stronger approach to digital learning.

"These new approaches are important as Fuller seeks to be responsive and creative during this exceptionally turbulent and daunting season in higher education, in theological education, in the Church, and in contexts everywhere," says the Rev. Dr. Mark Labberton, president at Fuller.


Pastors, he says, need formation that is flexible and responsive to the times even while being rooted in the wisdom of Christian faith and tradition.

"We are not presuming people will serve within the reliable structures and predictable roles of the past. No one knows the models of the Church of the future," Labberton says. "However, we trust the God of that future. In addition to embodied faith, we know that our graduates will require authenticity, courage, vulnerability and resilience, amidst ever-roiling change."

## Up Next: Collaboration

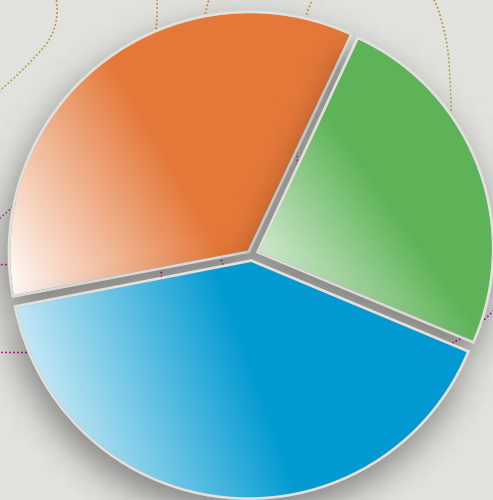
**In Phase 3 of Pathways, the Endowment invited theological schools to submit concept papers for large-scale, collaborative projects that provide compelling and sustainable models for theological education. Selected schools were invited to submit full proposals for grants of up to \$5 million to fund projects that offer the potential to be replicated at other theological schools. The Endowment anticipates announcing Phase 3 grants in 2022.**



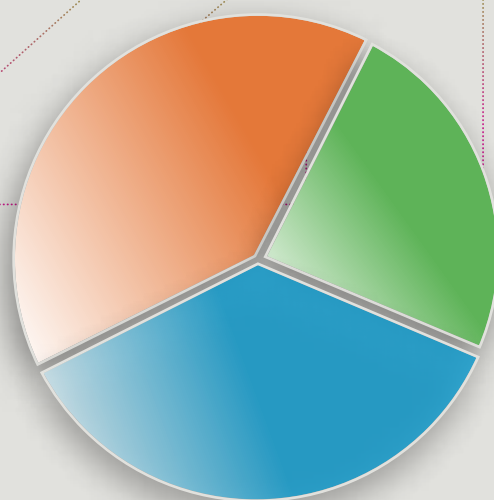
 The Rev. Mark Labberton,  
Fuller Theological Seminary



# Finances & Grantmaking



GRANTS PAID



GRANTS APPROVED

**DURING 2021 LILLY ENDOWMENT PAID \$711.8 MILLION IN GRANTS AND APPROVED \$598.5 MILLION IN NEW GRANTS.**

## Cumulative figures

The generosity of the Endowment's founders has enabled it to disburse since 1937 nearly \$12.4 billion in grants to 10,574 charitable organizations, most of them in Indiana. Of that \$12.4 billion, \$4.5 billion supported education (36 percent), \$4.5 billion supported community development (36 percent), and \$3.4 billion supported religion (28 percent). At the end of 2021 the Endowment's assets totaled \$32.8 billion.

## Grants paid

In 2021 the Endowment paid grants of \$711.8 million. In this category, **community development grants** totaled \$250.4 million or 35 percent; **education grants** added up to \$172.2 million or 24 percent; **religion grants** accounted for \$289.2 million or 41 percent of the total.

As in previous years, most grants were paid to organizations in Indiana—a total of \$415.5 million (58 percent). Of the payment total of \$711.8 million, \$230.2 million (32 percent) was paid to non-Marion County grantees in Indiana and \$185.3 million (26 percent) to Marion County (Indianapolis) grantees. Organizations outside Indiana received \$296.3 million or 42 percent, mostly from religion grants.

## Grants approved

During 2021 the Endowment approved 975 grants for a total of \$598.5 million to 723 grantees, 190 new to the Endowment.

**Community development grants** totaled the most dollars at \$239 million or 40 percent of the total. Approvals for **education grants** totaled \$141.5 million or 24 percent, while approvals for **religion grants** totaled \$218 million or 36 percent.

Sixty-two percent of grants approved in 2021 went to Indiana organizations. Of the \$598.5 million in grants approved, \$191.2 million (32 percent) was approved for non-Marion County grantees in Indiana and \$178.2 million (30 percent) to Marion County (Indianapolis) grantees. Indiana organizations thus were awarded \$369.4 million (62 percent) of grants approved. Grants approved for non-Indiana organizations totaled \$229.1 million (38 percent).

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 pages 60-61 of this report.



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## **Report of Independent Auditors**

The Board of Directors  
Lilly Endowment Inc.

### **Opinion**

We have audited the financial statements of Lilly Endowment Inc. (the Endowment), which comprise the statements of financial position as of December 31, 2021 and 2020, and the related statements of activities, and cash flows for the years then ended, and the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Lilly Endowment Inc. at December 31, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Endowment and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Endowment’s ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

### **Auditor’s Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free of material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.





Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Endowment's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Endowment's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

*Ernst & Young LLP*

March 17, 2022

## Statements of Financial Position

As of December 31	2021	2020
<b>Assets</b>		
Cash and cash equivalents . . . . .	\$ 108,825,237	\$ 192,712,931
Investments—at fair value:		
United States government and agency, bank, and corporate interest-bearing obligations . . . . .	744,666,483	195,544,772
Eli Lilly and Company common stock (cost – \$80,839,116 at December 31, 2021 and \$81,354,048 at December 31, 2020) . . . . .	29,683,653,598	18,763,584,792
Diversified equity investments . . . . .	2,222,105,020	1,850,235,860
Other assets . . . . .	5,175,612	5,200,173
	<u>\$ 32,764,425,950</u>	<u>\$ 21,007,278,528</u>
<b>Liabilities</b>		
Grants payable . . . . .	\$ 69,687,192	\$ 162,920,466
Federal excise tax payable . . . . .	860,582	-
Deferred tax liability . . . . .	421,822,284	266,072,722
	<u>492,370,058</u>	<u>428,993,188</u>
Net assets without donor restrictions . . . . .	32,272,055,892	20,578,285,340
	<u>\$ 32,764,425,950</u>	<u>\$ 21,007,278,528</u>

See accompanying notes.



## Statements of Activities

Year Ended December 31	2021	2020
Income:		
Dividends .....	\$ 411,369,784	\$ 366,486,858
Interest .....	781,152	6,943,653
Total income .....	412,150,936	373,430,511
Expenses:		
Program grants approved .....	634,090,296	847,439,861
Program support .....	10,612,319	10,019,036
Operational support .....	6,976,895	6,564,437
Current federal excise tax .....	18,246,582	12,729,363
Deferred federal excise tax .....	155,749,562	54,669,933
Total expenses .....	825,675,654	931,422,630
Investment return and other income:		
Realized gain on sale of investments .....	913,013,246	554,050,020
Unrealized gain on investments .....	11,193,959,526	3,921,201,608
Other income .....	322,498	265,331
Total investment return and other income .....	12,107,295,270	4,475,516,959
Increase in net assets without donor restrictions .....	11,693,770,552	3,917,524,840
Net assets without donor restrictions:		
Balance at beginning of year .....	20,578,285,340	16,660,760,500
Balance at end of year .....	\$ 32,272,055,892	\$ 20,578,285,340

See accompanying notes.

## Statements of Cash Flows

Year Ended December 31	2021	2020
Operating activities		
Increase in net assets . . . . .	\$ 11,693,770,552	\$ 3,917,524,840
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Investment expenses . . . . .	426,739	413,239
Unrealized gain on investments . . . . .	(11,193,959,526)	(3,921,201,608)
Realized gain on sale of investments . . . . .	(913,013,246)	(554,050,020)
Changes in assets and liabilities:		
Other assets . . . . .	24,561	(582,637)
Grants payable . . . . .	(93,233,274)	58,365,558
Federal excise tax payable . . . . .	860,582	(1,098,576)
Deferred tax liability . . . . .	155,749,562	54,669,933
Net cash used in operating activities . . . . .	(349,374,050)	(445,959,271)
Investing activities		
Purchases of investments . . . . .	(1,478,957,356)	(604,067,812)
Proceeds from sale and maturity of investments . . . . .	1,744,870,451	1,140,257,647
Investment expenses . . . . .	(426,739)	(413,239)
Net cash provided by investing activities . . . . .	265,486,356	535,776,596
Net increase (decrease) in cash and cash equivalents . . . . .	(83,887,694)	89,817,325
Cash and cash equivalents at beginning of year . . . . .	192,712,931	102,895,606
Cash and cash equivalents at end of year . . . . .	\$ 108,825,237	\$ 192,712,931

See accompanying notes.



# Notes to Financial Statements

December 31, 2021

## 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 17, 2022, 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 fair value. 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 2021 and 2020 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, 2021, are expected to be paid to grantees as follows: \$58,159,567 in 2022, \$10,627,625 in 2023 and \$900,000 in 2024.

### 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 \$1,158,000,000, before January 1, 2023, to meet the 2021 minimum distribution requirements.

### 3. 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, 2021 and 2020.

Description	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, 2021</b>				
Cash equivalents	\$ 79,984,575	\$ —	\$ —	\$ 79,984,575
Fixed income securities	—	744,666,483	—	744,666,483
Marketable securities	31,905,758,618	—	—	31,905,758,618
	31,985,743,193	744,666,483	—	32,730,409,676
Other assets	—	—	3,995,187	3,995,187
	<u>\$ 31,985,743,193</u>	<u>\$ 744,666,483</u>	<u>\$ 3,995,187</u>	<u>\$ 32,734,404,863</u>
<b>December 31, 2020</b>				
Cash equivalents	\$ 122,074,241	\$ —	\$ —	\$ 122,074,241
Fixed income securities	—	195,544,772	—	195,544,772
Marketable securities	20,613,820,652	—	—	20,613,820,652
	20,735,894,893	195,544,772	—	20,931,439,665
Other assets	—	—	4,229,536	4,229,536
	<u>\$ 20,735,894,893</u>	<u>\$ 195,544,772</u>	<u>\$ 4,229,536</u>	<u>\$ 20,935,669,201</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, 2021 and 2020.

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 assets include a split-interest agreement 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.

### 4. Liquidity and Availability

None of the financial assets as listed on the statements of financial position 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.

### 5. Federal Excise Taxes

During 2021 and 2020, the Endowment was subject to federal excise taxes imposed on private foundations at 1.39%. 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. Current federal excise tax expense on realized amounts was \$18,246,582 and \$12,729,363 for the years ended December 31, 2021 and 2020, respectively. The Endowment made estimated excise tax payments totaling \$17,386,000 and \$13,700,000 during 2021 and 2020, respectively. Due to estimated tax underpayments during 2021, the Endowment recorded a federal excise tax payable of \$860,582 at December 31, 2021, in the statements of financial position. 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.

The deferred tax liability relates to deferred federal excise taxes on unrealized gains of investments.

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 2018 due to three-year statute of limitations.

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



# 2021

## Grant Approvals



# Community Development

## Athenaeum Foundation

Indianapolis, IN

Capacity building 30,000

## Atlas Economic Research Foundation (Atlas Network)

Arlington, VA

General operating support 500,000

## Capital Improvement Board

Indianapolis, IN

Support for Bicentennial Unity Plaza 28,470,000

## Career Learning & Employment Center for Veterans

Indianapolis, IN

Continued support for Operation:  
Job Ready Veterans 450,000

## Caring for Military Families: The Elizabeth Dole Foundation

Washington, DC

Research on military caregivers and children 750,000

## Central Indiana Community Foundation (CICF)

Indianapolis, IN

Capacity building support for  
GANGGANG initiative 100,000

## Central Indiana Corporate Partnership Foundation (CICP Foundation)

Indianapolis, IN

AgriNovus charitable, educational and  
scientific programs (\$3,902,000 grant  
allocated equally between the Community  
Development and Education Divisions) 1,951,000

BioCrossroads charitable, educational and  
scientific programs (\$4,700,000 grant  
allocated equally between the Community  
Development and Education Divisions) 2,350,000

CICP charitable, educational and scientific  
programs (\$13,006,500 grant allocated  
equally between the Community  
Development and Education Divisions) 6,503,250

Conexus Indiana charitable, educational and  
scientific programs (\$6,653,000 grant  
allocated equally between the Community  
Development and Education Divisions) 3,326,500

TechPoint charitable, educational and  
scientific programs (\$6,383,000 grant  
allocated equally between the Community  
Development and Education Divisions) 3,191,500

Dollar amount approved in 2021

## American Cabaret Theatre

Indianapolis, IN

General operating support 100,000

## American Enterprise Institute for Public Policy Research

Washington, DC

General operating support 100,000

## American Red Cross

Washington, DC

Disaster relief 15,000,000

## Arts Council of Indianapolis

Indianapolis, IN

Art & Soul at the ArtsGarden 52,000

Creative Renewal Fellowship Program 520,000

General operating support 300,000

## Association of African American Museums

Washington, DC

Capacity building 500,000



**CFLeads**

Accord, MA

Support to foster peer learning opportunities for community foundations	1,000,000
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**Coalition for Homelessness Intervention and Prevention**

Indianapolis, IN

General operating support	260,000
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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
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**The Economic Club of Indiana**

Indianapolis, IN

General operating support	10,000
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**Eiteljorg Museum of American Indians and Western Art**

Indianapolis, IN

General operating support	1,147,500
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**The Federalist Society for Law and Public Policy Studies**

Washington, DC

General operating support	150,000
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**Fraser Institute**

Vancouver, BC

General operating support	300,000
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**Freedom House**

Washington, DC

General operating support	100,000
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**Freetown Village**

Indianapolis, IN

Transitional support	45,000
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**George Mason University Foundation**

Fairfax, VA

Operating support for Law and Economics Center judicial education programs	100,000
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**Giving USA Foundation Inc.**

Chicago, IL

Support for Generosity Commission project	100,000
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**Heartland Film**

Indianapolis, IN

General operating support	300,000
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**Indiana Association for Community Economic Development (Prosperity Indiana)**

Indianapolis, IN

General operating support	175,000
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**Indiana Association of United Ways (Indiana United Ways)**

Indianapolis, IN

General operating support	1,240,000
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**Indiana Humanities**

Indianapolis, IN

General operating support	100,000
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Support to increase access to resources about and enhance thoughtful discussion of racial inequities	690,000
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**Indiana National Guard Relief Fund**

Indianapolis, IN

Continuing support for Indiana National Guard Relief Fund	353,202
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**Indiana Philanthropy Alliance**

Indianapolis, IN

General operating support 300,500

**Indiana Philanthropy Alliance Foundation**

Indianapolis, IN

GIFT technical assistance 775,000

**Indiana Public Broadcasting Stations**

Indianapolis, IN

Continued support for IPB News statewide journalism collaboration 900,000

**Indiana Regional Minority Supplier Development Council**

Indianapolis, IN

Support for Accelerate 100+ program to strengthen minority businesses 175,000

**Indiana Repertory Theatre**

Indianapolis, IN

General operating support 300,000

**Indiana Sports Corporation**

Indianapolis, IN

General operating support 500,000

Support for efforts to host the 2022 College Football Playoff National Championship in Indianapolis 250,000

**Indiana Symphony Society (Indianapolis Symphony Orchestra)**

Indianapolis, IN

General operating support 1,237,000

**Indiana University Foundation**

Bloomington, IN

Support for Social Assets and Vulnerabilities Indicators (SAVI) community information system 450,000

**Indianapolis Art Center**

Indianapolis, IN

General operating support 200,000

**Indianapolis Children's Choir**

Indianapolis, IN

General operating support 150,000

**Indianapolis Jazz Foundation**

Indianapolis, IN

Indy Jazz Fest 42,000

**Indianapolis Motor Speedway Foundation**

Indianapolis, IN

Master planning and capital campaign feasibility study 200,000

**Indianapolis Museum of Art (Newfields)**

Indianapolis, IN

General operating support 500,000

**Indianapolis Neighborhood Housing Partnership**

Indianapolis, IN

General operating support and special supplemental support 6,050,000

**Indianapolis Neighborhood Resource Center**

Indianapolis, IN

General operating support 250,000

**Indianapolis Opera**

Indianapolis, IN

General operating support 80,000

**Indianapolis Shakespeare Company**

Indianapolis, IN

Philanthropic assessment and planning 36,000

Production of "A Midsummer Night's Dream" 25,000

**Indianapolis Urban League**

Indianapolis, IN

Program support and organizational capacity building 800,000



**Indianapolis Zoological Society  
(Indianapolis Zoo)**

Indianapolis, IN

General operating support	1,116,720
Support for the Indianapolis Prize	400,000

**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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**Kosciusko County  
Community Foundation**

Warsaw, IN

Support to assess the ongoing viability and future direction of OrthoWorx	49,000
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**Kurt Vonnegut Memorial Library**

Indianapolis, IN

Fundraising capacity building	50,000
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**Leadership Indianapolis**

Indianapolis, IN

Capacity building	50,000
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**Local Initiatives Support Corporation (LISC)**

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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**Nature Conservancy**

Arlington, VA

Support for Indiana Chapter capital campaign	7,500,000
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**New Harmony Project**

Indianapolis, IN

General operating support	50,000
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**Pacific Research Institute for Public Policy**

Pasadena, CA

General operating support	175,000
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**Political Economy Research Center**

Bozeman, MT

General operating support	50,000
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**Rockefeller Philanthropy Advisors**

New York, NY

Research project regarding social impact investing	250,000
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**Ronald McDonald House**

Indianapolis, IN

Riley House renovation	90,213
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**Sagamore Institute for Policy Research**

Indianapolis, IN

General operating support	300,000
Measuring Indiana's Wellbeing, Phase II	50,000

**The Salvation Army National Corporation**

Alexandria, VA

Disaster relief	10,000,000
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**Sigma Theta Tau, International  
Honor Society of Nursing**

Indianapolis, IN

100th anniversary convention	50,000
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**Stanford University – The Hoover Institution**

Stanford, CA

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

Indianapolis, IN

Capacity building	50,000
Support for lecture series	45,000

**Tax Foundation**

Washington, DC

General operating support	110,000
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**Trinity Haven**

Indianapolis, IN

Development capacity building	48,900
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### United Way of Central Indiana

Indianapolis, IN

Continuation of Human Service Professional Renewal program	720,815
Facilities Maintenance Fund	1,050,000
Homelessness Targeted Initiatives Fund	326,478
Support for 2021 annual fundraising	4,300,000

### University of Southern Indiana

Evansville, IN

General operating support for Historic New Harmony project	125,000
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### Visually Impaired Preschool (VIP) Services

Louisville, KY

Support for Indianapolis capital campaign	300,000
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### Young Audiences of Indiana

Indianapolis, IN

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

Grants to support efforts in Indiana that address a variety of needs arising from the ongoing COVID-19 pandemic totaling \$30,599,000.

Catholic Charities Indianapolis, Indianapolis, IN	250,000
Children's Bureau Foundation, Indianapolis, IN	250,000
Christamore House, Indianapolis, IN	500,000
Coburn Place Safe Haven, Indianapolis, IN	250,000
Community Alliance of the Far Eastside (CAFE), Indianapolis, IN	600,000
Concord Center Association, Indianapolis, IN	500,000
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	1,000,000
Exodus Refugee Immigration, Indianapolis, IN	50,000
Fay Biccard Glick Neighborhood Center at Crooked Creek, Indianapolis, IN	500,000
Flanner House, Indianapolis, IN	775,000
Hawthorne Social Service Association, Indianapolis, IN	525,000
HealthNet, Inc., Indianapolis, IN	100,000
Hoosier Veteran Assistance Fund, Indianapolis, IN	100,000
Horizon House, Indianapolis, IN	100,000
Immigrant Welcome Center, Indianapolis, IN	50,000
Indiana Association of United Ways (Indiana United Ways), Indianapolis, IN	15,000,000
Indiana Legal Services, Indianapolis, IN	250,000
Indiana Sports Corporation, Indianapolis, IN	905,000
Indianapolis Legal Aid Society, Indianapolis, IN	250,000
Indianapolis Urban League, Indianapolis, IN	500,000
John H. Boner Community Center (John Boner Neighborhood Center), Indianapolis, IN	1,750,000
The Julian Center, Indianapolis, IN	250,000
La Plaza, Indianapolis, IN	500,000
Light of the World Christian Church, Indianapolis, IN	75,000
Martin Luther King Multi Service Center, Indianapolis, IN	500,000
Mary Rigg Neighborhood Center, Indianapolis, IN	725,000
Mt. Carmel Baptist Church, Indianapolis, IN	75,000
Mt. Zion Baptist Church, Indianapolis, IN	50,000
Neighborhood Christian Legal Clinic, Indianapolis, IN	250,000
New Direction Christian Church, Inc., Indianapolis, IN	75,000
Shepherd Community Center, Indianapolis, IN	500,000
Southeast Community Services, Indianapolis, IN	525,000
United Way of Central Indiana, Indianapolis, IN	1,750,000
Volunteers of America, Indianapolis, IN	250,000
Wheeler Mission Ministries, Indianapolis, IN	444,000

### 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. These implementation grants represent the second and final phase of the initiative.

Central Indiana Community Foundation (CICF), Indianapolis, IN	7,313,200
Coalition for Homelessness Intervention and Prevention, Indianapolis, IN	3,500,000



Crossroads Rehabilitation Center, (Easterseals Crossroads) Indianapolis, IN	5,000,000
D.R.E.A.M. Alive, Indianapolis, IN	631,490
Dove Recovery House for Women, Indianapolis, IN	483,000
Eastern Star Jewel Human Services Corporation, Indianapolis, IN	8,086,950
Eleven Fifty Academy, Indianapolis, IN	5,000,000
Englewood Community Development Corporation, Indianapolis, IN	1,500,000
Family Development Services, Indianapolis, IN	2,482,000
Felege Hiywot Center, Indianapolis, IN	2,000,000
Goodwill of Central and Southern Indiana, Indianapolis, IN	6,950,000
Hoosier Veteran Assistance Fund, Indianapolis, IN	4,711,257
Horizon House, Indianapolis, IN	1,408,005
Immigrant Welcome Center, Indianapolis, IN	1,054,674
Indiana Connected by 25, Inc. (Foster Success), Indianapolis, IN	1,768,044
Indiana Latino Institute, Indianapolis, IN	2,000,000
Indiana University Health Foundation, Indianapolis, IN	8,000,000
Indianapolis Neighborhood Housing Partnership, Indianapolis, IN	7,000,000
Indianapolis Private Industry Council, Indianapolis, IN	180,000
Kheprw Institute, Indianapolis, IN	1,618,592
La Plaza, Indianapolis, IN	1,033,700
Local Initiatives Support Corporation (LISC), New York, NY	6,500,000
Martin Luther King Multi Service Center, Indianapolis, IN	1,903,547
Neighborhood Christian Legal Clinic, Indianapolis, IN	1,005,246
New Beginnings Church, Indianapolis, IN	1,474,677
Sagamore Institute for Policy Research, Indianapolis, IN	4,579,650
Southeast Community Services, Indianapolis, IN	4,093,600
Workforce Inc. (RecycleForce), Indianapolis, IN	2,288,875

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

Grants to Indiana community foundations encouraging them to  
strengthen the engagement of their board members  
(9 grants of \$100,000) 900,000

Community Foundation Alliance,  
Evansville, IN (3 grants)  
Community Foundation of Morgan County,  
Martinsville, IN  
Franklin County Community Foundation,  
Brookville, IN

Madison County Community Foundation,  
Anderson, IN

Ohio County Community Foundation,  
Rising Sun, IN

Union County Foundation, Liberty, IN

Wabash Valley Community Foundation,  
Terre Haute, IN

### Holiday Assistance Fund

(19 grants ranging from \$3,000 to \$275,600) 500,000

Catholic Charities Indianapolis

Christ Emmanuel Missionary Baptist Church

Community Action of Greater Indianapolis

Flanner House

Hall Temple Church of God in Christ

HOPE Project

Indiana F.O.P. Foundation

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

New Covenant Church

Power of the Blood Ministries

Rev. Richard Hunter Ministries

Salvation Army Indiana Division

Westminster Neighborhood Services

### PHILANTHROPY

Candid, New York, NY (2) 158,201

Council on Foundations, Washington, DC 44,000

Independent Sector, Washington, DC 17,500

Philanthropy Roundtable, Washington, DC 100,000

### Subtotal

Community Development Division Grants 238,927,786

Community Development Division  
Discretionary Grants 41,500

### Total

Community Development Division Grants 238,969,286



# 2024 Education and Youth

Conexus Indiana charitable, educational and scientific programs (\$6,653,000 grant allocated equally between the Community Development and Education Divisions)	3,326,500
TechPoint charitable, educational and scientific programs (\$6,383,000 grant allocated equally between the Community Development and Education Divisions)	3,191,500

## From the Heart Productions, Inc.

Oxnard, CA	
Partial support for documentary film and related activities to commemorate 9/11 Commission	25,000

## Goodwill of Central and Southern Indiana

Indianapolis, IN	
Expansion of Nurse-Family Partnership program in Indiana	12,000,000

## Grantmakers for Education

Portland, OR	
2021 membership contribution	10,700

## Independent Colleges of Indiana

Indianapolis, IN	
Administration of Lilly Endowment Community Scholarship Program for 2022/2023	1,682,459
Lilly Endowment Community Scholarship Program for 2023	15,887,905

## Indiana INTERNnet

Indianapolis, IN	
Supply and demand analysis of work-based learning in Indiana	552,000

## Indiana State University

Terre Haute, IN	
Extending Teacher Creativity 2022: A Summer Workshop for Teacher Creativity Fellows	111,370

## Indiana Student Financial Aid Association

Carmel, IN	
College Goal Sunday 2022 events	50,000

## Indiana Youth Institute

Indianapolis, IN	
Continuation of College and Career Counseling Initiative	847,500

Dollar amount approved in 2021

## American Association of Blacks in Higher Education

Washington, DC	
Support for 2022 National Symposium	50,000

## Central Indiana Community Foundation (CICF)

Indianapolis, IN	
Latino Scholarship Fund Celebration	10,000

## Central Indiana Corporate Partnership Foundation (CICP Foundation)

Indianapolis, IN	
AgriNovus charitable, educational and scientific programs (\$3,902,000 grant allocated equally between the Community Development and Education Divisions)	1,951,000
BioCrossroads charitable, educational and scientific programs (\$4,700,000 grant allocated equally between the Community Development and Education Divisions)	2,350,000
CICP charitable, educational and scientific programs (\$13,006,500 grant allocated equally between the Community Development and Education Divisions)	6,503,250

### Mind Trust

Indianapolis, IN

Continued support for Innovation Network Schools program	3,750,000
Indianapolis parent engagement programs	525,000

### Starfish Initiative

Indianapolis, IN

Capacity building and strategic planning	100,000
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### United Negro College Fund (UNCF)

Washington, DC

Support for UNCF Indiana Campaign	100,000
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### Charting the Future for Indiana Colleges and Universities

Initiative to help Indiana's 38 colleges and universities activate large-scale strategies to strengthen their effectiveness and long-term sustainability. Grants were made through the competitive third phase of the initiative.

Butler University, Indianapolis, IN	9,988,335
DePauw University, Greencastle, IN	2,695,912
Goshen College, Goshen, IN	2,944,897
Indiana State University Foundation, Terre Haute, IN	6,525,827
Purdue Research Foundation, West Lafayette, IN	10,000,000
Rose-Hulman Institute of Technology, Terre Haute, IN	2,695,912
Saint Mary-of-the-Woods College, Saint Mary-of-the-Woods, IN	2,695,912
University of Evansville, Evansville, IN	5,000,000
University of Indianapolis, Indianapolis, IN	9,806,456
Valparaiso University, Valparaiso, IN	5,000,000
Vincennes University Foundation, Vincennes, IN	8,001,400
Wabash College, Crawfordsville, IN	4,500,000

### Initiative to Support Youth Programs on Indiana College Campuses

A two-phase initiative designed to help Indiana public and private colleges and universities create new or expand and enhance existing high-quality, on-campus programs for Hoosier youth, ages 5 – 18. The first phase includes \$50,000 planning grants to schools and a grant to the American Camp Association that funds a coordination program of the initiative. Additional first phase planning grants will be made in 2022.

American Camp Association, Martinsville, IN	2,200,000
Indiana Wesleyan University, Marion, IN	50,000
Martin University, Indianapolis, IN	50,000
Oakland City University, Oakland City, IN	50,000

### Teacher Creativity Fellowship Program

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

(101 grants of up to \$12,000 each)	1,200,000
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## YOUTH PROGRAMMING

### Big Brothers and Big Sisters of America

Tampa, FL

Support for technology-enhanced mentoring platform development and training for Indiana pilot sites	1,480,000
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### 100 Black Men of Indianapolis

Indianapolis, IN

Operating support	205,000
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### Boys & Girls Clubs of Indianapolis

Indianapolis, IN

Strategic planning	50,000
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### Center for Leadership Development

Indianapolis, IN

Operating support	1,000,000
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### College Mentors for Kids

Indianapolis, IN

Support youth and college student mentoring program	115,000
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**Fathers and Families  
Resource/Research Center**

Indianapolis, IN

Operating support and leadership transition 1,600,000

**Girls Incorporated of Greater Indianapolis  
(Girls Inc.)**

Indianapolis, IN

Executive search and transition support 50,000

**IARCA Institute for Excellence**

Indianapolis, IN

IARCA fellowship program 50,000

**Indiana Afterschool Network**

Indianapolis, IN

Out-of-school programs and website update 590,000

**Indiana Black Expo**

Indianapolis, IN

Youth and family programs and planning grant 1,100,000

**Indiana Sports Corporation**

Indianapolis, IN

Planning support for Center for  
Sports Transformation project 250,000**Indiana Youth Services Association**

Indianapolis, IN

Indiana youth worker and  
agency well-being project 250,000**Indianapolis Private Industry Council**

Indianapolis, IN

Youth Employment System (YES) 4,010,052

**Marion County Commission on Youth**

Indianapolis, IN

Operating support 270,000

**Outreach**

Indianapolis, IN

Leadership transition assistance 40,000

**Peace Learning Center**

Indianapolis, IN

Continuing support for Power of  
One and ACT Out programs 800,000**Planned Parenthood of the  
Great Northwest, Hawai'i, Alaska,  
Indiana and Kentucky, Inc.**

Seattle, WA

Evidence-based teen sexual education program 50,000

**School on Wheels**

Indianapolis, IN

Operating support 100,000

**Summer Youth Program Fund**Grants to support summer activities for Indianapolis  
(Marion County) youth(161 grants to support 195 programs  
ranging from \$1,000 to \$258,060) 2,289,150

Abundant Vida Nueva UMC

Agape Therapeutic Riding Center

American Diabetes Association

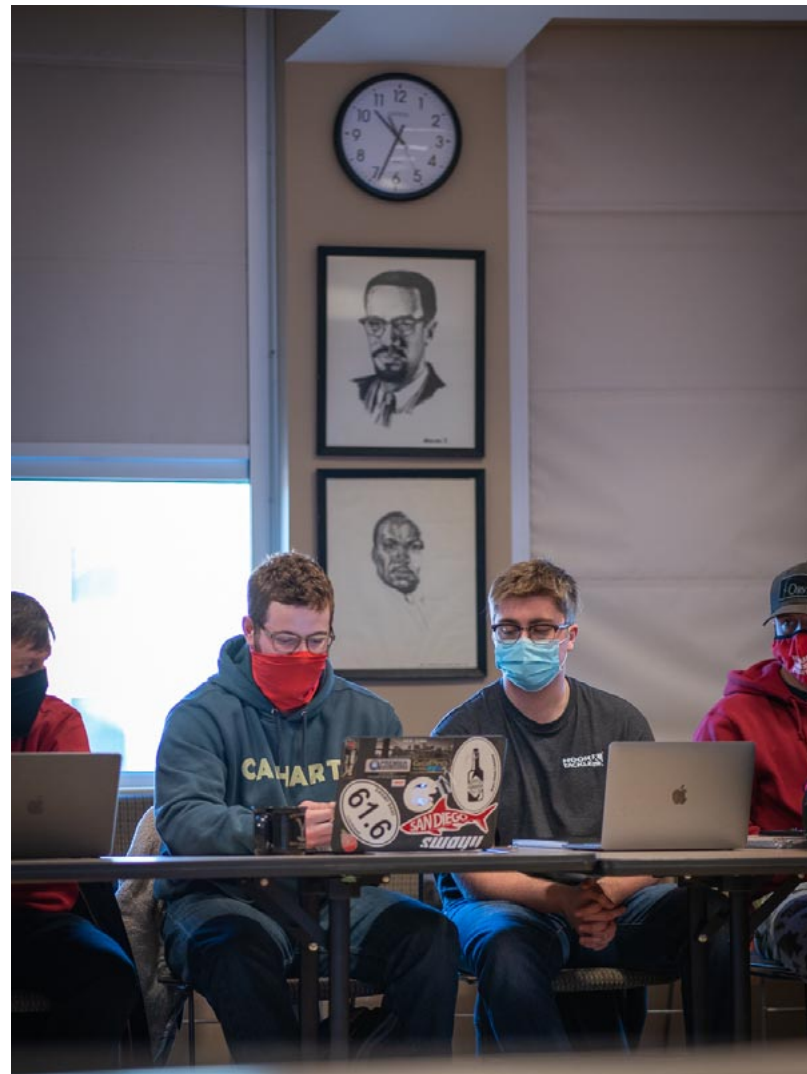
American Foundation for Preventive Medicine

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  
 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  
 Catholic Charities Indianapolis  
 Catholic Youth Organization, Camp Rancho Framasa  
 Center for Interfaith Cooperation  
 Center for Leadership Development  
 Central Indiana Youth for Christ  
 Children's Bureau  
 Children's Museum of Indianapolis  
 Christel House Academy  
 Claude McNeal's Musical Theatre Training Program  
 Coburn Place Safe Haven  
 Community Alliance of the Far Eastside (CAFE)  
 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  
 Englewood Christian Church  
 Englishton Park Presbyterian Ministries  
 Entrepreneurial Ventures in Education  
 Escala Foundation  
 Fay Biccard Glick Neighborhood Center at Crooked Creek  
 Felege Hiywot Center  
 Fellowship of Christian Athletes  
 First Samuel Missionary Baptist Church

Flanner House  
 Freetown Village  
 Girl Scouts of Central Indiana  
 Girls Inc. of Greater Indianapolis  
 Girls Rock! 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  
 Hope Academy Inc.  
 Humane Society of Indianapolis  
 libada Dancers  
 Indiana Amateur Baseball Association (Play Ball Indiana)  
 Indiana Annual Conference of the United Methodist Church  
 Indiana Black Expo  
 Indiana Deaf Camps Foundation  
 Indiana Golf Foundation  
 Indiana Latino Institute  
 Indiana State Museum Foundation  
 Indiana University Foundation  
 Indiana Writers Center  
 Indianapolis Art Center  
 Indianapolis Ballet  
 Indianapolis Children's Choir  
 Indianapolis Freedom School Partnership  
 Indianapolis Neighborhood Resource Center  
 Indianapolis Parks Foundation (The Parks Alliance of Indianapolis)  
 Indianapolis Soap Box Derby Association  
 Indianapolis-Marion County Public Library Foundation  
 Jackson Center for Conductive Education  
 Jameson Camp  
 John H. Boner Community Center (John Boner Neighborhood Centers)  
 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  
 Madam Walker Legacy Center  
 Marian University  
 Marion County Commission on Youth (2)  
 Martin Luther King Multi Service Center  
 Mary Rigg Neighborhood Center (2)  
 Morning Dove Therapeutic Riding  
 Music for All  
 National Association of Black Accountants  
 Greater Indianapolis Chapter  
 National Aviation Youth Resources Foundation Inc.

National Junior Tennis League of Indianapolis  
 New Beginnings Church  
 Nine 13 (Nine13sports)  
 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)  
 Project Transformation Indiana  
 Purdue University  
 React by Young Actors Theatre  
 River West Theatre (Fonseca Theatre Company)  
 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)  
 Soul Food Project  
 Southeast Community Services  
 Speedway Baptist Church  
 Sports World  
 Starfish  
 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 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 (38 grants ranging from \$2,255 to \$30,000) 806,097

Abundant Vida Nueva UMC  
Arts for Lawrence  
Big Brothers Big Sisters of Central Indiana  
Big Car Media  
100 Black Men of Indianapolis  
Boys & Girls Clubs of Indianapolis  
Burmese American Community Institute  
Christel House Academy  
Community Alliance of the Far Eastside (CAFE)  
Damar Services  
DirectEmployers Institute  
East Tenth United Methodist Children and Youth Center  
Englishton Park Presbyterian Ministries  
First Samuel Missionary Baptist Church  
Flanner House  
Girl Scouts of Central Indiana  
Great Commission Church of God  
Happy Hollow Children's Camp  
Harrison Center for the Arts (Harrison Center)  
Health and Science Innovations  
Indiana Golf Foundation  
Indiana University Foundation  
Indiana Writers Center

Indianapolis Ballet  
Jameson Camp  
Lutheran Child & Family Services of Indiana  
Nine 13 (Nine13sports)  
Northside New Era Community Outreach  
Paramount School of Excellence  
Pathway Resource Center  
Peace Learning Center  
Project Transformation Indiana  
St. Richard's School  
Salvation Army Indiana Division  
Social Health Association of Indiana  
The STEM Connection  
Symphonic Youth Orchestra of Greater Indianapolis  
Zion Hill Missionary Baptist Church

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### Subtotal

Education Division Grants	126,428,835
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### Subtotal

Education Youth Programming Grants	15,105,299
Education Division Discretionary Grants	56,500

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### Total

Education and Youth Grants	141,590,634
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# Religion

## Duke University

Durham, NC

Continued support for Everything Happens Initiative	1,118,999
Practicing Our Faith website project	20,000

## Fund for Theological Education (FTE)

Decatur, GA

Continued support for strategic initiatives to build networks that cultivate a new generation of Christian leaders	6,300,000
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## Greater Washington Educational Telecommunications Association (WETA)

Arlington, VA

Support for documentary film series on the history of gospel music and Black preaching	3,500,000
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## Hartford Seminary

Hartford, CT

Exploring the Pandemic Impact on Congregations research project	5,357,106
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## Indiana University Foundation

Bloomington, IN

Continued support for Young Scholars in American Religion Program	1,440,465
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## Interfaith Youth Core

Chicago, IL

Faith in the Vaccine Ambassadors program	2,500,000
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## Martin Luther King, Jr. Center for Nonviolent Social Change

Atlanta, GA

Support for Better Together Initiative	999,750
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## MPT Foundation

Owings Mills, MD

Partial support for documentary film about sabbath practices	850,000
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## National Association of Evangelicals

Washington, DC

Racial Justice and Reconciliation Collaborative project	1,000,000
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## National Trust for Historic Preservation

Washington, DC

Preserving Black Churches Project	20,000,000
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Dollar amount approved in 2021

## Association for Hispanic Theological Education

Orlando, FL

Support for gathering of key Hispanic pastors and theological educators	15,000
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## Center for Interfaith Cooperation

Indianapolis, IN

Support for capacity building project	150,000
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## Christian Theological Seminary

Indianapolis, IN

Support for Lilly Endowment Indiana and National Clergy Renewal Programs for 2022 and 2023	9,000,000
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## The Colossian Forum

Grand Rapids, MI

The Next Faithful Step in Church Resiliency project	400,218
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## Dominican University

River Forest, IL

Support for On the Way Together project	1,494,658
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### Partners for Sacred Places

Philadelphia, PA

Support for Enhancing the New Dollars/New Partners program	370,000
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### Princeton Theological Seminary

Princeton, NJ

Supplemental support for Hispanic Theological Initiative	7,316,874
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### Religion News Foundation

Columbia, MO

Continued support for Religion News Service project	1,245,000
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Project to develop business plan for Religion News Service	15,000
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### University of Notre Dame du Lac

Notre Dame, IN

Planning for research project to examine major social changes affecting how individuals engage religious traditions and communities	50,000
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### Wabash College

Crawfordsville, IN

Continued support for Wabash Center for Teaching and Learning in Theology and Religion	8,500,000
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### National Initiative to Address Economic Challenges Facing Pastoral Leadership

Support to help national and regional church-related organizations undertake innovative projects designed to reduce or alleviate the economic challenges that impair the ability of pastors to lead congregations effectively

(47 grants ranging from \$49,995 to \$500,000)	18,352,620
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African Methodist Episcopal Zion Church  
Christian Education Department, Charlotte, NC

American Baptist Home Mission Society,  
King of Prussia, PA

Archdiocese of Chicago, Chicago, IL

Archdiocese of Indianapolis, Indianapolis, IN

Archdiocese of Louisville, Louisville, KY

Baptist General Convention of Texas, Dallas, TX

Board of Benefits Services of the Reformed  
Church in America, Grand Rapids, MI

Board of Incorporators of The African Methodist  
Episcopal Church, Memphis, TN

The Board of Pensions of the Presbyterian  
Church (USA), Philadelphia, PA

Catholic Church Extension Society of the  
United States of America, Chicago, IL

Christian Church in Indiana, Indianapolis, IN

Christian Methodist Episcopal Church, Evanston, IL

Christian Reformed Church in North America,  
Grand Rapids, MI

Christianity Today, Carol Stream, IL

Church Benefits Board, Decatur, GA

Church of God, Cleveland, TN

Church of God Ministries, Anderson, IN

Church of the Nazarene, Lenexa, KS

Diocese of Lafayette-in-Indiana, Lafayette, IN

Episcopal Church Foundation, New York, NY

Evangelical Council for Financial Accountability,  
Winchester, VA

Evangelical Covenant Church, Chicago, IL

Evangelical Lutheran Church in America, Chicago, IL

Everence Foundation, Goshen, IN

Garrett-Evangelical Theological Seminary, Evanston, IL

General Board of Pension and Health Benefits of the  
United Methodist Church, Glenview, IL

General Council of the Assemblies of God, Springfield, MO

Greek Orthodox Archdiocese of America, New York, NY

Indiana University Foundation, Bloomington, IN

Ministers and Missionaries Benefit Board of the  
American Baptist Churches, USA, New York, NY

Minnesota Conference United Methodist Church,  
Minneapolis, MN

Missouri United Methodist Foundation, Columbia, MO

National Association of Evangelicals, Washington, DC

National Leadership Roundtable on Church Management,  
Washington, DC

North Park University, Chicago, IL

PCA Retirement and Benefits, Lawrenceville, GA

Pension Boards-United Church of Christ, New York, NY

Pension Fund of the Christian Church,  
Indianapolis, IN

The Pentecostal Churches of the Apostolic Faith  
International Inc., Louisville, KY

Presbyterian Church (U.S.A.) Foundation, Jeffersonville, IN

Rocky Mountain Synod Evangelical Lutheran  
Church in America, Denver, CO

St. Joseph's Society Josephite Fathers, Baltimore, MD

Samuel DeWitt Proctor Conference, Chicago, IL

Southwestern Minnesota Synod ELCA, Redwood Falls, MN

Villanova University, Villanova, PA

Vineyard USA, Stafford, TX

Wesleyan Church Corporation, Fishers, IN

## Pathways for Tomorrow Initiative

Supporting theological schools across the United States and Canada as they prioritize and respond to the most pressing challenges they face as they prepare pastoral leaders for Christian congregations both now and into the future

(234 planning grants of up to \$50,000; 84 implementation grants ranging from \$500,000 to \$1 million supporting programs; grants of \$5,567,000 and \$1,350,800 to fund two coordination programs for the initiative) 100,734,639

Abilene Christian University, Abilene, TX  
Academy for Jewish Religion, Yonkers, NY  
Acadia Divinity College, Wolfville, NS  
Alliance Theological Seminary, New York, NY  
Anabaptist Mennonite Biblical Seminary, Elkhart, IN  
Anderson University, Anderson, IN  
Andrews University, Berrien Springs, MI (2)  
Aquinas Institute of Theology, St. Louis, MO  
Asbury Theological Seminary, Wilmore, KY (2)  
Ashland University, Ashland, OH  
Associates of the University of Toronto, New York, NY (3)  
Association of Theological Schools, Pittsburgh, PA (2)  
Athenaeum of Ohio, Cincinnati, OH  
Augustine Institute, Greenwood Village, CO  
Austin Presbyterian Theological Seminary, Austin, TX  
Azusa Pacific University, Azusa, CA  
B. H. Carroll Theological Institute, Irving, TX  
Baptist Seminary of Kentucky, Georgetown, KY  
Barry University, Miami Shores, FL (2)  
Baylor University, Waco, TX (2)  
Berkeley Divinity School, New Haven, CT  
Berkeley School of Theology, Berkeley, CA  
Bethany Theological Seminary, Richmond, IN  
Bethel University, St. Paul, MN  
Bexley Hall Seminary, Columbus, OH  
Biola University, La Mirada, CA  
Boston College, Chestnut Hill, MA  
Boston University, Boston, MA  
Briercrest College and Seminary, Carleton Place, ON  
Briercrest Family of Schools, Point Roberts, WA  
Brite Divinity School, Fort Worth, TX  
Byzantine Catholic Seminary, Pittsburgh, PA  
California Lutheran University, Thousand Oaks, CA  
Calvin Theological Seminary, Grand Rapids, MI (2)  
Campbell University, Buies Creek, NC (2)  
Capital University, Columbus, OH  
Catholic Distance University, Charles Town, WV (2)  
Catholic Theological Union at Chicago, Chicago, IL (2)  
Catholic University of America, Washington, DC

Central Baptist Theological Seminary, Shawnee, KS  
Central Baptist Theological Seminary of Minneapolis, Plymouth, MN  
Chicago Theological Seminary, Chicago, IL  
China Evangelical Seminary North America, West Covina, CA (2)  
Christian Theological Seminary, Indianapolis, IN  
Claremont School of Theology, Claremont, CA (2)  
Colgate Rochester Divinity School, Rochester, NY  
Columbia International University, Columbia, SC  
Columbia Theological Seminary, Decatur, GA (2)  
Concordia Seminary, St. Louis, MO (2)  
Concordia Theological Seminary, Fort Wayne, IN  
Cornerstone University, Grand Rapids, MI  
Covenant Theological Seminary, St. Louis, MO  
Dallas Theological Seminary, Dallas, TX  
Denver Seminary, Littleton, CO (2)  
Dominican School of Philosophy and Theology, Berkeley, CA  
Drew University, Madison, NJ  
Duke University, Durham, NC (2)  
Earlham College, Richmond, IN (2)  
Eastern Mennonite University, Harrisonburg, VA  
Eastern University, St. Davids, PA (2)  
Ecumenical Theological Seminary, Detroit, MI  
Eden Theological Seminary, St. Louis, MO  
Emory University, Atlanta, GA (2)  
Episcopal Theological Seminary of the Southwest, Austin, TX  
Erskine College, Due West, SC  
Evangel University, Springfield, MO (2)  
Evangelical Theological Seminary, Myerstown, PA  
Faulkner University, Montgomery, AL  
Franciscan School of Theology, San Diego, CA  
Fresno Pacific University, Fresno, CA (2)  
Fuller Theological Seminary, Pasadena, CA (2)  
Gardner Webb University, Boiling Springs, NC  
Garrett-Evangelical Theological Seminary, Evanston, IL  
Gateway Seminary of the SBC, Ontario, CA  
General Theological Seminary of the Protestant Episcopal Church, New York, NY  
George Fox University, Newberg, OR  
Georgia Central University, Atlanta, GA  
Gordon Conwell Theological Seminary, South Hamilton, MA  
Grace College, Winona Lake, IN (2)  
Grace Mission University Graduate School, Fullerton, CA (2)  
Grace School of Theology, The Woodlands, TX (2)



Grand Canyon University, Phoenix, AZ  
 Hartford Seminary, Hartford, CT (2)  
 Harvard University, Cambridge, MA  
 Holy Apostles College and Seminary, Cromwell, CT  
 Holy Cross Greek Orthodox School of Theology,  
 Brookline, MA  
 Hood Theological Seminary, Salisbury, NC  
 Houston Graduate School of Theology, Houston, TX  
 Howard University, Washington, DC  
 Huron University College Foundation,  
 Manhattan Beach, CA  
 Iliff School of Theology, Denver, CO (2)  
 Immaculate Conception Seminary,  
 South Orange, NJ (2)  
 In Trust, Wilmington, DE (2)  
 Indiana Wesleyan University, Marion, IN (2)  
 Institute for Worship Studies, Jacksonville, FL  
 Inter-American Adventist Theological Seminary,  
 Mayaguez, PR  
 Interdenominational Theological Center,  
 Atlanta, GA (2)  
 International Theological Seminary,  
 West Covina, CA (2)  
 Jesuit School of Theology, Berkeley, CA (2)  
 John Leland Center for Theological Studies,  
 Arlington, VA  
 Knox Theological Seminary, Fort Lauderdale, FL  
 Lancaster Theological Seminary, Lancaster, PA  
 Lenoir-Rhyne University, Hickory, NC  
 Lexington Theological Seminary, Lexington, KY (2)  
 Lincoln Christian University, Lincoln, IL  
 Lipscomb University, Nashville, TN  
 Logos Evangelical Seminary, El Monte, CA  
 Louisville Presbyterian Theological Seminary,  
 Louisville, KY  
 Loyola Marymount University, Los Angeles, CA (2)  
 Loyola University of Chicago, Chicago, IL (2)  
 Luther Seminary, St. Paul, MN (2)  
 Lutheran School of Theology at Chicago, Chicago, IL  
 Lutheran Theological Seminary, Saskatoon, SK  
 McCormick Theological Seminary, Chicago, IL (2)  
 McGill University, Montreal, QC  
 McMaster University Ontario, Hamilton, ON  
 Meadville Theological School, Chicago, IL  
 Memphis Theological Seminary, Memphis, TN (2)  
 Mercer University, Macon, GA (2)  
 Methodist Theological School in Ohio,  
 Delaware, OH (2)  
 Mid-America Reformed Seminary, Dyer, IN  
 Midwestern Baptist Theological Seminary,  
 Kansas City, MO



Milligan College, Milligan College, TN (2)  
 Missio Theological Seminary, Philadelphia, PA (2)  
 Montreal School of Theology, Montreal, QC  
 Moody Bible Institute of Chicago, Chicago, IL  
 Moravian College, Bethlehem, PA  
 Mount Angel Abbey, Saint Benedict, OR  
 Multnomah Bible College and Seminary,  
 Portland, OR (2)  
 Nashotah House, Nashotah, WI  
 Nazarene Theological Seminary, Kansas City, MO  
 New Brunswick Theological Seminary,  
 New Brunswick, NJ  
 New Orleans Baptist Theological Seminary,  
 New Orleans, LA  
 New York Theological Seminary, New York, NY  
 Newman Theological College, Edmonton, AB  
 North Park University, Chicago, IL (2)  
 Northeastern Seminary, Rochester, NY  
 Northern Baptist Theological Seminary, Lisle, IL (2)  
 Northwest Baptist Theological College and  
 Seminary, Langley, BC  
 Northwest Nazarene University, Nampa, ID (2)  
 Notre Dame Seminary, New Orleans, LA  
 Oakland City University, Oakland City, IN  
 Oakwood University, Huntsville, AL  
 Oblate School of Theology, San Antonio, TX  
 Oral Roberts University, Tulsa, OK  
 Pacific School of Religion, Berkeley, CA  
 Palm Beach Atlantic University,  
 West Palm Beach, FL (2)  
 Payne Theological Seminary of Wilberforce, Ohio,  
 Wilberforce, OH  
 Pentecostal Theological Seminary, Cleveland, TN  
 Phillips Theological Seminary, Tulsa, OK

Pittsburgh Theological Seminary, Pittsburgh, PA	Wake Forest, NC (2)
Pontifical College Josephinum, Columbus, OH (2)	Southeastern University, Lakeland, FL
Pope St. John XXIII National Seminary, Weston, MA	Southern Baptist Theological Seminary, Louisville, KY
Presbyterian Theological Seminary in America, Santa Fe Springs, CA (2)	Southern Methodist University, Dallas, TX
Princeton Theological Seminary, Princeton, NJ (2)	Southwestern Baptist Theological Seminary, Fort Worth, TX
Protestant Episcopal Theological Seminary in Virginia, Alexandria, VA (2)	Starr King School for the Ministry, Oakland, CA
Providence College and Seminary, Otterburne, MB	The King's University, Southlake, TX
Puritan Reformed Theological Seminary, Grand Rapids, MI	Trinity Episcopal School for Ministry, Ambridge, PA
Reformed Episcopal Seminary, Blue Bell, PA	Trinity International University, Deerfield, IL (2)
Reformed Presbyterian Theological Seminary, Pittsburgh, PA	Trinity Western University Foundation US, Lynden, WA
Reformed Theological Seminary, Jackson, MS	Union Presbyterian Seminary, Richmond, VA (2)
Regent College Foundation, Seattle, WA	Union Theological Seminary, New York, NY (2)
Sacred Heart Major Seminary, Detroit, MI	United Lutheran Seminary, Gettysburg, PA
Sacred Heart School of Theology, Hales Corners, WI (2)	United Theological Seminary, Dayton, OH (2)
St. Bernard's School of Theology & Ministry, Rochester, NY	United Theological Seminary of the Twin Cities, St. Paul, MN (2)
St. Charles Borromeo Seminary, Wynnewood, PA	University of Chicago, Chicago, IL
St. John's Seminary, Brighton, MA	University of Dubuque Theological School, Dubuque, IA (2)
St. John's Seminary, Camarillo, CA (2)	University of Notre Dame du Lac, Notre Dame, IN (2)
St. John's University, Collegeville, MN (2)	University of Redlands, Redlands, CA
St. Joseph's Seminary, Yonkers, NY	University of St. Mary of the Lake-Mundelein Seminary, Mundelein, IL
St. Mary Seminary and Graduate School of Theology, Wickliffe, OH (2)	University of the South, Sewanee, TN
St. Mary's Seminary and University, Baltimore, MD (2)	University of Toronto, Toronto, ON (2)
St. Meinrad Archabbey, St. Meinrad, IN (2)	Urshan Graduate School of Theology, Wentzville, MO
St. Patrick Seminary, Menlo Park, CA	Vancouver School of Theology Foundation, Vancouver, BC (2)
St. Paul School of Theology, Leawood, KS	Vanderbilt University, Nashville, TN (2)
St. Paul Seminary, St. Paul, MN (2)	Victoria University, Toronto, ON
St. Tikhon's Orthodox Theological Seminary, South Canaan, PA	Virginia Union University, Richmond, VA (2)
St. Vincent College, Latrobe, PA	Wake Forest University, Winston-Salem, NC (2)
St. Vincent de Paul Regional Seminary, Boynton Beach, FL (2)	Wartburg Theological Seminary, Dubuque, IA (2)
St. Vladimir's Orthodox Theological Seminary, Yonkers, NY	Washington University of Virginia Library, Annandale, VA
Saint John Vianney Theological Seminary, Denver, CO	Wesley Biblical Seminary, Ridgeland, MS
Seattle Pacific University, Seattle, WA	Wesley Theological Seminary, Washington, DC (2)
Seattle School of Theology and Psychology, Seattle, WA (2)	Western Seminary, Portland, OR
Seminario Evangelico de Puerto Rico, San Juan, PR	Western Theological Seminary of the Reformed Church in America, Holland, MI (2)
Shaw University, Raleigh, NC	Westminster Theological Seminary, Glenside, PA
Shepherds Theological Seminary, Cary, NC	Westminster Theological Seminary in California, Escondido, CA
Sioux Falls Seminary, Sioux Falls, SD (2)	Winebrenner Theological Seminary, Findlay, OH
Southeastern Baptist Theological Seminary,	World Mission University, Los Angeles, CA
	Yale University, New Haven, CT

## 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

(19 planning grants ranging from \$48,000 to \$100,000) 1,831,602

Children's Museum, Inc., Houston, TX  
 The Detroit Institute of Arts, Detroit, MI  
 Indiana State Museum Foundation, Indianapolis, IN  
 Indiana University Foundation, Bloomington, IN  
 Jamestown-Yorktown Foundation, Williamsburg, VA  
 Library of Congress, Washington, DC  
 Martin Luther King, Jr. Center for Nonviolent Social Change, Atlanta, GA  
 The Metropolitan Museum of Art, New York, NY  
 Mount Vernon Ladies' Association of the Union, Mount Vernon, VA  
 National Constitution Center, Philadelphia, PA  
 National Museum of African American Music, Nashville, TN  
 National Museum of American Jewish History, Philadelphia, PA  
 National Museum of Mexican Art, Chicago, IL  
 National Underground Railroad Freedom Center, Cincinnati, OH  
 Nelson-Atkins Museum of Art, Kansas City, MO  
 New York Public Library, Astor, Lenox Tilden Foundations, New York, NY  
 Smithsonian Institution, Washington, DC  
 United States Holocaust Memorial Museum, Washington, DC  
 University of Southern Indiana, Evansville, 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	1,188,936
Fuller Theological Seminary, Pasadena, CA	4,500,000
Reformed Church in America, Grand Rapids, MI	1,310,000

## 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 sustainability of the programs totaling \$3,408,300.

Center for Courage & Renewal, Greenville, SC	500,000
City Mission, Boston, MA	500,000
Hampton University, Hampton, VA	413,300

Leadership Roundtable, Washington, DC	500,000
Luther Seminary, St. Paul, MN	495,000
New York Theological Seminary, New York, NY	500,000
Omaha Presbyterian Seminary Foundation, Omaha, NE	500,000

## Young Adult Initiative

Support for programs to help congregations engage young adults (ages 23 to 29) and work with them to design innovative ministries that support and enrich their religious lives. Grants are for the second round of funding in the initiative.

(12 grants ranging from \$1,249,961 to \$1,250,000) 14,999,961

Augsburg University, Minneapolis, MN  
 Austin Presbyterian Theological Seminary, Austin, TX  
 CrossRoad Institute, Inc., Cambridge, MA  
 Denver Seminary, Littleton, CO  
 Fuller Theological Seminary, Pasadena, CA  
 Garrett-Evangelical Theological Seminary, Evansville, IL  
 Interdenominational Theological Center, Atlanta, GA  
 Princeton Theological Seminary, Princeton, NJ  
 St. Meinrad Archabbey, St. Meinrad, IN  
 Seattle Pacific University, Seattle, WA  
 Trinity International University, Deerfield, IL  
 Wesley Theological Seminary, Washington, DC

## Subtotal

Religion Division Grants	217,969,128
Religion Division Discretionary Grants	7,500

## Total

Religion Division Grants	217,976,628
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## Grand Total – All Divisions 598,536,548

Matching grants—staff, retiree and Board giving	16,378,910
Total—All Grants Approved	614,915,458

## \*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	19,174,838
Net Total—Grants Approved	634,090,296



# Grant Guidelines & Procedures

The following guidelines and procedures, formulated over the years by our founders and Board of Directors, govern our grantmaking decisions.

## Areas of Interest

We consider proposals in three main program areas: community development, education and youth, and religion.

## 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 needs, central-city and neighborhood revitalization, low- and moderate-income housing, and arts and culture in Indianapolis. We have a special interest in helping organizations that serve residents affected by poverty or other societal challenges and that help advance the prosperity of residents from communities of color who are disproportionately affected by these and other challenges. 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, programs for veterans' affairs and their families, and selective research projects and educational programs focused on efforts to promote the effectiveness of charitable organizations and enhance and increase charitable giving.



## Education and Youth

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. We have a special interest in advancing the success of students of color and students from low-income households. On a national level, we support on an invitational



basis programs that expand and enhance higher education opportunities for African Americans, Native Americans and Latino Americans.

In our youth development grantmaking, we seek to help youth reach their full potential by fostering healthy development through programs and strategies that enhance and complement what youth experience in school. Our youth grants fund direct service organizations in Marion County, Ind., build the capacity of intermediary organizations throughout the state, and support the professional development for the staffs and volunteer leadership of these organizations. We have a special interest in youth affected by poverty or other societal challenges and in promoting the success of youth from communities of color who are disproportionately affected by such challenges. Although our youth grantmaking is principally focused in Indiana, we occasionally provide support on an invitational basis for national youth development organizations.

## Religion

Our religion grantmaking aims to deepen and enrich the religious lives of Christians in the United States, principally by supporting efforts that enhance the vitality of congregations. We value the broad diversity of Christian communities and traditions and endeavor to support their efforts to carry forward their missions in a wide variety of contexts.



We believe that the long-term health of congregations depends on excellent pastoral leadership, and we seek to ensure that all types of congregations have a steady stream of wise, faithful, diverse and well-prepared leaders. We support efforts that nurture the religious lives of

Christians—especially children, youth and young adults—and that help them 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 individuals, especially youth and young adults, discover how God is calling them to lead lives of meaning and purpose. We also support efforts to strengthen theological schools and other religious institutions and networks that support pastors and congregations serving diverse Christian communities.

In addition, through grants to major cultural institutions and 501(c)(3) news and media organizations, we seek to foster greater public understanding about the beliefs and practices of religious communities of all faiths. In advancing this objective, we encourage efforts that present fair and accurate portrayals of the positive and negative effects of religion on the world.

### 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 (HBCUs), 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 our 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 on an invitational basis that fall squarely within our specific program areas.

- Endowments or endowed chairs. The Endowment does not fund endowment or endowed chairs, except in unusual cases involving longstanding grantees or special initiatives.
- Public libraries. Except for special initiatives, the Endowment regularly declines grants to public libraries outside Marion County, Ind.

Requests from organizations 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 special initiatives.

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 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 will need 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. Preliminary letters should be sent only by regular or overnight mail.

### Approval process

The Endowment can only fund a small percentage of the 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:

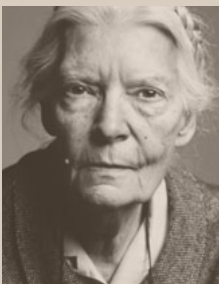
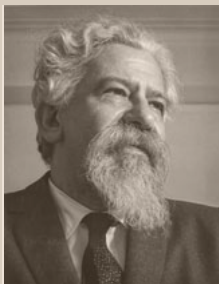


### Lilly Endowment Inc.

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)



Abraham Joshua Heschel, Dorothy Day, Reinhold Niebuhr and Dietrich Bonhoeffer (from top)



## Documentaries Spotlight Leading Theologians and Their Impact on the World

**Five of the most influential theologians of the 20th century** are featured in a series of documentaries produced by Journey Films with support from Lilly Endowment. Based in Alexandria, Va., the non-profit film company this year is compiling a set of the documentaries called "Prophetic Voices," which is designed to encourage congregations and interfaith groups to learn more about the lives of these extraordinary religious figures.

The films are "Spiritual Audacity: The Abraham Joshua Heschel Story" (2021), "Revolution of the Heart: The Dorothy Day Story" (2020), "Bucks Against the Wall: The Howard Thurman Story" (above) (2019), "An American Conscience: The Reinhold Niebuhr Story (2017)" and "Bonhoeffer" (2003).

"It is a great challenge in our current culture to tell stories about religion and faith," says Martin Doblmeier, who founded Journey Films. "But these characters led such compelling lives, and their prophetic voices and writings shaped public moral discourse in the 20th century. Their stories still resonate with viewers today from all different backgrounds who are challenged and inspired by their lives."

In support of four of the five films, the Endowment made grants totaling \$2.05 million to the MPT (Maryland Public Television) Foundation, which collaborates with Journey Films. Earlier grants to ETV Endowment of South Carolina supported Journey Film's "Bonhoeffer" about the German theologian Dietrich Bonhoeffer. All five documentaries have been broadcast through PBS stations nationwide.

The grants are part of the Endowment's support for efforts that seek to enhance the public understanding of religion.

**Also in 2021, the Endowment made a grant** of \$850,000 to the MPT Foundation to support a new Journey Films project about the practice of sabbath in American faith communities in the United States and its impact on the broader culture. Journey Films expects to release the documentary in 2022.



## Acknowledgements

### Design and Production

David Stahl

### Photography

Chris Minnick

### Submitted Images

Page 11: Indianapolis Zoo

Page 18: DePauw University

Page 19: Butler University

Purdue University

Page 24-26: Smithsonian Institution

The On Being Project

Duke University

Page 27: Smithsonian Institution

PBS: Public Broadcasting Service

Page 29: Interdenominational Theological Center

Page 31: Catholic Theological Union

Page 32: Fuller Theological Seminary

Page 60: PBS: Public Broadcasting Service

Page 62: Journey Films

### Writing

Marc Allan

Skip Berry

Alicia Dean Carlson

Shari Finnell

Norm Heikens

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Martha Allan

### Printing

Mossberg & Company Inc.





## Lilly Endowment Inc.

A Private Philanthropic Foundation

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Post Office Box 88068

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