



It All Comes Out in the Water

Runoff from farmers' fields flows into nearby streams and ultimately, if they're within the watershed, into the Great Lakes. Everyone from farmers and local residents to DC policymakers will have to do their part to keep the waters clean. **8**

The Joyce Foundation supports efforts to protect the natural environment of the Great Lakes, to reduce poverty and violence in the region, and to ensure that its people have access to good schools, decent jobs, and a diverse and thriving culture. We are especially interested in improving public policies, because public systems such as education and welfare directly affect the lives of so many people, and because public policies help shape private sector decisions about jobs, the environment, and the health of our communities. To ensure that public policies truly reflect public rather than private interests, we support efforts to reform the system of financing election campaigns.

InThisIssue

Employment

Path to Employment 4

Transitional jobs provide an important step from long-term unemployment to a good job.

Environment

All in the Water 8

Farmers can play an important role in improving water quality and protecting watersheds.

Culture

In the Picture 12

With the right planning, arts can be part of a revitalized neighborhood and benefit the people who live there.

Progress Notes 15

Measuring achievement • No Child Left Behind • Reforming judicial elections

Grants Approved 19

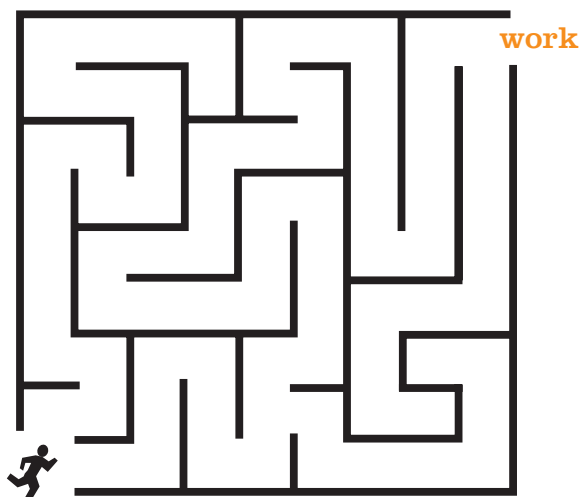
Grants approved at the April 13, 2005 meeting of the Joyce Foundation's Board of Directors.

About the Foundation 23

Work In Progress is published three times a year following each Board meeting.

For information on programs of the Joyce Foundation, please consult our web site, www.joycefdn.org, or call our offices to request a copy of our annual report or guidelines pamphlet. 312.782.2464

A Path to Employment



How an approach called transitional jobs can help people who have been out of work for years become gainfully employed

People who have been unemployed for years, such as longtime welfare recipients and those recently released from prison, often try to find work but instead find that they don't have the work history and skills necessary to compete for jobs. Many of them, however, find success in an intermediate approach known as transitional jobs.

Transitional jobs give a few months of paid work experience to people considered hard to employ. While they work, generally in clerical, maintenance, or food service jobs for a nonprofit or government agency, participants become acclimated to the workplace and develop a strong work ethic—the skills that to some people seem like second nature, but to those who have never worked can seem like daunting tasks.

Transitional jobs programs have proven more effective in moving hard-to-employ individuals into the workplace than typical job-training programs. A University of Washington evaluation of a transitional jobs program

found that it increased participants' employment rate by 33 percent, a better increase than that of participants in other programs, including job search, pre-employment training, and unpaid work experience.

A two-year, \$200,000 grant to the Heartland Alliance will help it continue the National Transitional Jobs Network, a vehicle for educating the public and policy makers about the success of transitional jobs programs and encouraging their expansion.

“This is paid work experience that differs from traditional job-training or welfare-to-work programs,” says Joe Antolin, vice president of Heartland Alliance. “We assume that everybody can work. The issue is getting them used to the patterns and rules of work and getting them to be successful at it. The benefits to the individual are that they're told that their work has value, they're paid, they're paying social security, and they're eligible for the earned income tax credit.”

Some people learn how to navigate the working world as teenagers, but others, particularly those who are incarcerated as young adults, find themselves in their 20s or 30s never having had a job. Transitional jobs programs help participants learn to manage time, solve problems, resolve conflicts with co-workers or supervisors, and build a work history and references.

“Transitional jobs demystify the workplace for the individual,” Antolin says. “We're talking about folks who have not worked successfully. Everyone has fear of the unknown, and in their minds working becomes more imposing than it is. In transitional jobs they have a mentor and a case manager who want them to succeed and work.”

Many transitional jobs participants struggle with “barriers” such as substance abuse, limited education, or a lack of work experience.

“In any workforce you're going to find people who have those barriers but they're successful at work,” Antolin says. “The barrier shouldn't be the focus; the focus should be success on the job. In fact, people who have finished a transitional jobs program are less of a

risk to an employer than a hire from the street because they've already learned to handle these barriers.”

The major drawback to transitional jobs is that a three-month slot costs about \$8,000, which includes the salary paid to the worker. To some critics, that appears excessive. But, Antolin says, “Transitional jobs only seem like an expensive program until you realize where people would be without them. Many of the individuals would otherwise end up in prison or the homeless services system, and that is much more expensive. So it's actually cost effective. There are corrections departments that are looking at directing money into transitional jobs because it will reduce the recidivism rate.”

For the past four years, Cleveland has experimented with transitional jobs programs as an option for helping hard-to-employ people secure permanent employment. An 18-month grant for \$280,000 will help the Cleveland Development Foundation, an affiliate of the Greater Cleveland Partnership, continue to provide guidance, assistance, and evaluation of transitional jobs programs, while advocating for increased resources for them.

George Coulter, director of workforce development for the Greater Cleveland Partnership, says no program can do away with every setback a person might have when trying to enter the working world.

“It's not so much that we're eliminating problems, but during a transitional job people can make sure there's a mechanism in place so they can walk through those problems successfully,” he says. “They can also learn things like how to dress, to show up on time, how to deal with conflict, and how to answer the phone in a business setting.”

Workers understand that transitional jobs are just a temporary step. Transitional jobs programs usually include training in subjects that will help the participants move on in the working world, including résumé writing, filling out a job application, managing a job interview, budgeting a paycheck, and basic financial literacy. This training is a big part of the reason that success rates for the Cleveland transitional jobs program are

significantly higher than other employment programs in the area serving similar populations.

“What’s great about transitional jobs programs is that participants work through some of their own barriers,” says Lili Elkins, a consultant working with the transitional jobs program in Cleveland. “If someone has a spotty work history, a transitional jobs program is six months of work history that says they were showing up and doing what they were supposed to do.

“You have to find an employer willing to give someone a chance. The incentive to the employer is they’re getting screening of participants. We say, ‘If you hire this person and there’s a problem, we’ll be there to help with the problem.’ Temp agencies don’t necessarily do those things.”

Placing participants in a full-time, unsubsidized job is the ultimate goal of transitional jobs programs. After completing a transitional job, participants tend to go into custodial or clerical work, or entry-level healthcare and banking work. And that makes them productive members of society.

“It’s an economic development initiative,” Coulter says. “We need all members of society to be effective contributors, and that includes the hard-to-serve populations. That’s the only way to move an economic system forward to have more contributors to that system.”

In the end, the most persuasive argument for transitional jobs might be not that the programs benefit the participants, but that the participants help society.

“We’re turning tax users into taxpayers,” Elkins says. “You’re taking people and teaching them to participate in the system fully so they’re earning their own money, spending it, paying taxes, and not taking money from the system.”

Lili Elkins, LAE consulting
George Coulter, Greater Cleveland Partnership,
216.621.3300, www.clevelandgrowth.com

Joe Antolin, Heartland Alliance, 312.660.1341,
www.heartlandalliance.org, www.transitionaljobs.net

It All Comes Out in the Water

Protecting the Great Lakes means keeping pollution out of the rivers that feed them.

Timm Johnson came at his understanding of the need to protect Wisconsin waters in his past life as a dairy farmer. He hooked up with other farmers in the early 1990s when amendments to the Clean Water Act began to spotlight the way farm practices affect water quality. Johnson knows that whatever comes onto the farm (for dairy farms, that's animal feed and fertilizers) ultimately leaves it one way or another: as meat, milk, manure—or runoff into surface and groundwater.

Denny Caneff knows that many Wisconsin rivers are in trouble because he sees the evidence firsthand. “I’m a canoeist,” Caneff says, which he has been ever since he took a 1975 trip down the Mississippi. “Whatever’s going on, you can see the results, good or bad, when you’re in the water.”

Now Johnson, who heads the Wisconsin Agricultural Stewardship Initiative, and Caneff, who runs the River Alliance of Wisconsin, are both working to help farmers be good environmental stewards and to minimize the impact that Wisconsin’s ever-larger dairy operations can have on the state’s waters.

For the River Alliance, the agricultural focus is part of a broader agenda. Its recent report *Caught in the Cross Currents* documents a litany of threats that face the



state's rivers. They include runoff from farms, roads, and construction sites; pollution from industrial sites and sewage facilities; blockage by dams; overpumping of groundwater; erosion of shorelines by boaters; invasive species; airborne mercury that settles on the waters and poisons the fish. Most of the same dangers threaten the Great Lakes, into which many Wisconsin river systems drain. Just as troubling, the Alliance found, is that the state Department of Natural Resources, charged with protecting the rivers, must juggle many competing priorities with a declining budget.

Caneff believes that, if the DNR isn't getting the job done, the best way to protect the rivers is to engage people who care about them. With a Joyce grant of \$110,000, his group will organize and train local citizens to collect samples of river water for testing by state laboratories, and to gather data essential for classifying rivers under the Clean Water Act (which generally prohibits degrading river water quality—and thus requires analysis to determine the current status that must be maintained).

In addition, the River Alliance will press for reorganization of DNR to make protecting watersheds a priority, and for changes in the state's agriculture policy to give farmers the incentive and the resources to adopt practices that minimize or eliminate the chance of farm runoff hitting the water.

Whatever the problems at DNR, Caneff believes protecting the state's waters is a deep value for Wisconsinites. Against polluters who claim property



rights, he cites the state's constitutional principle that the waters of Wisconsin belong to the people, as well as the 2003 referendum enacted by the state's voters asserting a "constitutional right to fish." The River Alliance will draw on those values to engage citizens in protecting their local waters, both the rivers and the lakes into which they flow.

Johnson's group, too, sees citizen engagement as the most promising way to address environmental impacts of Wisconsin's dairy farming industry. Like the river group, the Agricultural Initiative has a broader agenda: to enable dairy farming to survive, and to remain economically and environmentally sustainable, in a part of the state where it faces increasing pressure from urban development and tourism.

The Initiative's Dairy Gateway Project is organized in three northeast counties, including Door County, the beautiful land of orchards, dairy farms, and summer resorts that juts into Lake Michigan. The project, which is supported by a Joyce grant of \$250,000, brings together farmers, researchers, environmental groups, and local residents to identify problems that arise where farms and residential development collide and to find mutually satisfactory ways to address them.

The project has its own volunteers out monitoring water quality, and it has built alliances with groups along the Lake Michigan shoreline and with local river protection groups. It also enlists the help of University of Wisconsin researchers to find the best ways to manage farm inputs and outputs. One important priority is identifying ways to keep manure out of cracked bedrock (karst) that's common in the region; from there, chemicals and pathogens in manure can seep into groundwater and wellwater.

More broadly, the project works to help farmers not just to meet regulations but to find their own best ways to manage the environmental impacts of their operations, and to profit as a result.

Wisconsin dairy farming—like farming everywhere—is increasingly consolidating into larger and larger operations. Driving the change are factors over which

farmers have little control (Johnson notes, for example, that at an average cost of \$15,000 a year, it takes 30 cows just to buy health insurance for a farm family). “People are moving from owner-operators to owner-managers, from the romantic two-story red barn to much larger operations. They’re increasingly looking at the business side of things.” Wise environmental practices, supported with the right incentives and properly implemented and marketed, can build good relationships with local residents and pay off economically as well, Johnson argues.

“In a global economy, Wisconsin farmers won’t be the cheapest, so we need to find some way to differentiate our product to consumers. If you want to know where your food came from, if you want to know that this product came from a green producer, if you want to know that your food dollar goes to support this operation, this family—we can offer that.” Ultimately, Johnson is convinced, “dairy farmers can meet the economic, regulatory, and social challenges in a way that provides economic stability for producers and protects surface and groundwater.”

Both Johnson and Caneff agree that critical changes are needed in the nation’s farm policy to support environmentally sustainable dairy farming. The huge commodity subsidies enacted under the 2002 farm bill are increasingly recognized as incompatible with everything from trade policy to budget constraints to simple equity. Much better, Caneff, Johnson, and others argue, to shift subsidies from commodity production to conservation practices. With farm policy up for review next year toward a renewal of the legislation in 2007, the Joyce Foundation is awarding grants totaling \$2,710,000 to seven groups that will develop and advocate farm policies that support conservation.

Timm Johnson, Wisconsin Agricultural Stewardship Initiative, 608.224.4653

Denny Caneff, River Alliance of Wisconsin, 608.257.2424, www.wisconsinrivers.org

Arts can help make a neighborhood work—if the planning is done right from the start.

The cycle is familiar to anyone who watches the ebb and flow of city neighborhoods. Artists in search of cheap space move into an area. More follow. They create, and help attract, new street life. That in turn attracts speculators, who buy up property, do some rehab, and market the neighborhood as the next “hot” area. Old retail shops and manufacturing spaces take on new life as cafes, galleries, clubs, boutiques. Rents and housing prices zoom, making the area too expensive for artists—and for many of the people who lived there before the artists showed up. And the cycle starts over again somewhere else.

Some Chicago neighborhood groups are determined to turn that cycle on its head. They’re inviting arts groups



to be part of community planning for revitalization, rather than an engine of neighborhood turnover.

Joyce is supporting their work through a two-year, \$400,000 grant to the Chicago affiliate of Local Initiatives Support Corporation, a group that brings together capital and other resources to promote neighborhood development.

LISC has been working with community development groups in 16 Chicago neighborhoods planning for affordable housing, open space, retail development, and recreation. The group will use the Joyce grant to enable three communities to incorporate arts into the planning process, and to evaluate what happens as a result.

The neighborhoods, like Chicago itself, present an ethnic, economic, and cultural mosaic. Humboldt Park on the northwest side, named for its beautiful Jens Jensen-designed park, is evenly split between Latinos and African-Americans and is a clear target of gentrifiers. Further north is Albany Park, with a vibrant retail strip that's part Latino, part Asian, part everything else; students speak over 40 languages in neighborhood schools. On the city's opposite edge is South Chicago, once home to the steel mills, that's majority African-American with substantial numbers of Latinos and Eastern Europeans.

LISC will support these neighborhoods to identify the arts resources already in the community, develop a cultural plan, tie it into their overall community development planning, and build relationships to attract resources from citywide arts groups.

“These neighborhoods all have strong community development organizations—that’s a key first step,” says LISC’s executive director, Andrew Mooney. “But there’s also a lot of artistic activity, although it’s not necessarily well known. In South Chicago, for example, a woman opened a community arts center in a little storefront, and people started coming out of the woodwork.” Projects at the center range from after-school classes to a community garden and a colorful mural. “It’s a very old community, with very deep roots and

deep relationships,” Mooney remarks, “and the arts center seems to tap into that.” In other neighborhoods arts might help bridge some divides, Mooney suggests: between the Islamic, Korean and Cambodian residents of Albany Park, for example, or between older residents and newcomers in gentrifying Humboldt Park.

Can arts help spur economic development as well? Americans for the Arts, an advocacy group, estimates that the nonprofit arts together generate \$134 billion in economic activity nationally each year, including spending by arts organizations and by people attending arts events. Others suggest attracting the “creative classes” as a promising development strategy that can bring direct economic benefits.

A recent Rand Corporation report, however, suggests that such benefits are overstated and based on shaky methodology. Better, Rand researchers suggest, to support the arts for their intrinsic benefits: the fostering of personal growth, expanded capacity to understand and connect with others, the expression of communal meaning and identity.

Such benefits can themselves play a role in community development, believes Helen Doria, who sits on the LISC project’s advisory board. “Arts and culture can be valuable tools for people to reclaim their sense of community,” says Doria, a longtime promoter of neighborhood arts who is executive director of Chicago’s Millennium Park. Arts enable all people—not just artists—to find and express their own creativity, Doria adds. “At the core of arts and culture is the creative spirit that’s essential to being human. So how do we express that in our community? Once you ask that question you approach arts and culture in an entirely different way. The chance to have that discussion at the neighborhood level is just extraordinary.”

**Andrew Mooney, Chicago LISC, 312.360.0183,
www.lisc-chicago.org**

Americans for the Arts, www.artsusa.org

**“Gifts of the Muse,” RAND Corporation,
www.rand.org**

Education

Measure of Achievement

Reports about the quality of a school invariably revolve around its students' average test scores. But those scores are only a snapshot of where students are, not a measure of how much they have improved. For schools to improve, they need to know more detailed information that shows where students start and how they develop during the school year.

A partnership between the Milwaukee Public Schools and the University of Wisconsin's School of Education is taking that next step. With more than \$4 million in Joyce funding since 1998, the University's Wisconsin Center for Education Research has used sophisticated "value-added" data to give Milwaukee insight into what leads to students' improvement.

The key to building solid, credible information on the Milwaukee schools lies in going beyond raw scores and measuring the value-added impact that a school and its teachers have on students. A value-added approach to analyzing student

achievement creates a more accurate view of progress because it recognizes that students enter the classroom from different starting points and compares schools' and teachers' final results with where their students began. Scores show which students do well on tests, but scores alone do not explain why—did students come into the classroom performing well or did a high-quality teacher cultivate students' learning? Knowing the value each school or teacher adds to a student's learning is critical to understanding how schools and teachers get results.

"If one school really isn't leaving any children behind, we can ask, 'What is this school doing that's so favorable to these kids?'" says Rob Meyer, a senior scientist with the Center.

The district has learned that some Milwaukee schools produce student learning gains of more than a grade level, while others struggle to impart even half a year's learning. Now, with a two-year, \$500,000 grant, the Center will build on the successes of their previous

work by developing data linking students' value-added results to their teachers. Milwaukee will then help teachers and principals better understand their results and use the most effective teachers as a model for what methods lead to student success.

One important question researchers hope to answer is how to close the achievement gap that exists among students of different income levels.

"If low-income kids last year didn't learn as much as higher-income kids, we want to find out how we can eliminate that so there's no penalty to being poor," Meyer says. "Now we can measure that. Our goal is that all schools eliminate the negative effect of poverty. If we can identify a school that has done that, then we'll back up and say, 'Here's what they did in that school to beat the odds.'"

One of the reasons the partnership has such great promise is that the district believes in the study.

"The Center has done so much for the district in the last six or seven years," says Deb Lindsey, director of assessment and accountability for the Milwaukee Public

Schools. "Had it not been for their influence, I don't think we'd be where we are now in terms of our understanding of standards, assessment, and accountability."

"We'll find out whether some schools that get kids who come in and are 100 points behind the average bring them up to grade level," Meyer says. "And then we'll study what it is that they're doing, and why at some other schools if you're behind when you start you fall further behind."

Meyer says studying what works in Milwaukee schools will raise student achievement for the next decade and beyond.

"What we're most interested in is what schools and teachers do that survives the test of time," he says. "Not just raising scores in eighth grade, but teaching so that it endures. Studying that is exciting because it sends the right signals to the community that we want to study the things that will endure and be there in the long term."

Rob Meyer, Wisconsin Center for Education Research, 608.265.5663, www.wcer.wisc.edu
Deb Lindsey, Milwaukee Schools, 414.475.8751

Education

How NCLB Stacks Up

In April, when Secretary of Education Margaret Spellings announced a major policy shift in the federal government's enforcement of No Child Left Behind, she cited a report by the Center on Education Policy.

That report, *From the Capital to the Classroom*, has played a vital role in informing the debate around the 2002 education law. For each of the past three years the Center has released a report on NCLB, drawing on information from surveys of education officials in 49 states and 314 school districts, plus in-depth case studies in 36 districts, including Chicago and Cleveland. Joyce Foundation grants of \$300,000 each year have helped to fund the reports.

"We've had wonderful cooperation from states and districts," says Jack Jennings, the director of the Center. "We're a small nonprofit organization. Nobody has to do anything we ask them to, but they know we'll use the information correctly and what they tell us is going to be heard."

One of the most important questions the reports have delved into

has been NCLB's requirement that all children have highly qualified teachers.

"The states are moving so that fairly soon most teachers will be considered highly qualified," Jennings says. "But there's a big exception, and that's for teachers in school districts that are very poor and teachers in school districts with a high percentage of children of color. The percentages in those districts who are highly qualified are significantly below more affluent districts and middle class districts, especially in high schools. That's a serious problem."

Districts have told the Center that NCLB helps them identify where problems exist but doesn't do enough to help solve the problems. That kind of information will help shape the discussion when the law is up for renewal in 2007.

"We don't want this to be a report on a shelf," Jennings says. "We want people using it."

**Jack Jennings, Center on Education Policy,
www.ctredpol.org,
202.822.8065**

Money and Politics

Keeping Courts Impartial

Society needs to have faith in fair, impartial judges not subject to partisanship or electioneering. But judicial campaigns have become like campaigns for other offices: costly, partisan, and full of mudslinging.

In Illinois in 2004 spending on one race approached \$10 million, with trial lawyers and tort reform advocates both devoting huge resources to getting their preferred candidate elected.

In response to that race and suggestions by judicial reform groups, the state Supreme Court plans to organize and host a judicial reform summit this fall. Chief Justice Mary Ann McMorrow has asked bar and civic leaders to participate.

With 17 states set to elect supreme court judges in 2006, Illinois could be a harbinger. As Bert Brandenburg, executive director of the Justice at Stake Campaign, says, “Any state that elects judges without safeguards to protect those elections from overwhelming special interest pressure is subject to becoming the next target in the crosshairs of very wealthy, very determined special inter-

ests. We fear much, much more of the same.”

Justice at Stake and other reform-minded groups recommend changes including nonpartisan elections, reexamining judicial campaign conduct codes, and increased efforts by bar associations, the news media, and the courts to educate the public about candidates and the judicial process.

One state set an example others could follow. North Carolina last year combined public financing of judicial elections with voter guides that the State Board of Elections mailed to every household in the state, providing basic information written by the candidates themselves that voters could tap into. That gave voters a clear, unbiased understanding of who the candidates were.

“In North Carolina,” Brandenburg says, “the guides give voters information and dilute the power of special interests to throw their weight around. This is one case where the power really is with the people.”

Bert Brandenburg,
Justice at Stake,
202.588.9436,
www.justiceatstake.org

GrantsApproved

The following grants were approved at the April 13, 2005 meeting of the Board of Directors.

Education

Aspen Institute, Inc.

Washington, DC \$300,000

For an independent bipartisan commission to analyze implementation of the No Child Left Behind Act, identify needed changes, and work to create public and policymaker support for those changes. (2 yrs.)

Erikson Institute

Chicago, IL \$500,000

To establish an Early Childhood Policy Center to produce applied research and analysis, and to facilitate the development of policies that advance early education in the Midwest. (2 yrs.)

Illinois Network of Charter Schools

Chicago, IL \$75,000

For a data-driven public awareness campaign to provide information about Illinois' charter schools to key public and policymaker audiences. (1 yr.)

Pew Charitable Trusts

Philadelphia, PA \$100,000

To develop a guide for states wishing to create an evaluation system for state preschool programs. (2 yrs.)

University of Chicago

Consortium on Chicago School Research

Chicago, IL \$798,975

To study Chicago teacher turnover patterns, new teacher support programs, and teacher and school effectiveness. (2 yrs.)

University of Wisconsin-Madison

Wisconsin Center for Education Research

Madison, WI \$500,000

To produce value-added student achievement results at the classroom and teacher level in all the Milwaukee Public Schools, and to work with a subset of these schools to use the data to improve instruction. (2 yrs.)

University of Wisconsin-Madison

Wisconsin Center for Education Research

Madison, WI \$300,000

To develop guides for policymakers interested in reforming teacher compensation. (2 yrs.)

Total Education \$2,573,975

Employment

Brookings Institution

Washington, DC \$376,000

For its project Beyond Welfare Reform: Making Ends Meet for Low-Wage Workers. (2 yrs.)

Cleveland Development Foundation

Cleveland, OH \$280,000

For its Northeast Ohio Workforce Initiatives and Transitional Employment Task Force for Hard-to-Serve Populations. (18 mos.)

Heartland Alliance for Human Needs and Human Rights

Chicago, IL \$200,000

To support the National Transitional Jobs Network. (2 yrs.)

National Employment Law Project, Inc.

New York, NY \$385,000

To continue technical assistance, policy analysis, and advocacy on state-level unemployment insurance reform in the Midwest that benefits low-income workers. (2 yrs.)

Northern Illinois University

Institute for Work and the Economy

DeKalb, IL \$235,000

To collect and analyze information about how new low-income immigrants are integrated into the workplace. (1 yr.)

University of Illinois at Chicago

Great Cities Institute

Chicago, IL \$49,555

To design an evaluation of three pilot "bridge" programs which provide basic skills education and job placement assistance for low-wage workers. (1 yr.)

University of Wisconsin-Madison

Institute for Research on Poverty

Madison, WI \$371,000

For technical assistance and policy development work on integrating welfare and work functions in state agencies. (2 yrs.)

Workforce Strategy Center, Inc.

Brooklyn, NY \$492,000

For continued technical assistance to state advocates to improve connections between workforce development and community college systems for programs that target low-skilled, low-wage workers. (2 yrs.)

Work, Welfare and Families

Chicago, IL \$100,000

For continued support for the Working Opportunities campaign, which promotes the adoption of policies for reforming unemployment insurance reform and improving access to food stamps and Medicaid. (1 yr.)

Total Employment \$2,488,555

Environment

American Farmland Trust

Washington, DC \$800,000

To research and disseminate information about the benefits of rewarding farmers for environmental stewardship rather than production of commodities. (2 yrs.)

Biodiversity Project, Inc.

Madison, WI \$552,000

To support the national Great Lakes Restoration Campaign by conducting public opinion research and training regional groups. (2 yrs.)

Center for Rural Affairs

Lyons, NE \$350,000

To enable the Midwest Sustainable Agriculture Working Group to increase participation in and achieve improvements to conservation programs, and to inform the debate about changes to farm policy. (2 yrs.)

Delta Institute

Chicago, IL \$116,330

To organize workshops on three Great Lakes policy issues for state agency personnel in eight states. (1 yr.)

Environmental Defense, Inc.

New York, NY \$400,000

To develop, in partnership with American Farmland Trust, a diverse alliance to analyze and advocate for reforms in federal agriculture support programs that promise to improve environmental stewardship. (2 yrs.)

Environmental Working Group

Washington, DC \$600,000

For research, public education, earned media, and technical assistance to expand public and policymaker understanding of the distorting effect of current federal spending on agriculture, paving the way for new funds for Great Lakes water conservation and water quality protection. (2 yrs.)

Alliance for the Great Lakes

Chicago, IL \$170,000

For a collaboration with the Biodiversity Project, Canadian Environmental Law Association, and Great Lakes United to develop an agenda for Great Lakes management, and to ensure this agenda is considered in the upcoming review of the Great Lakes Water Quality Agreement. (2 yrs.)

Michigan Land Use Institute

Beulah, MI \$80,000

For research and communications efforts to build support in the business community for protection and preservation of Michigan's water resources. (1 yr.)

Minnesota Project

St. Paul, MN \$160,000

For policy research and farmer outreach to improve implementation of, and help farmers to enroll in, the Conservation Security Program. (2 yrs.)

Northeast-Midwest Institute

Washington, DC \$300,000

To support Great Lakes restoration. (2 yrs.)

River Alliance of Wisconsin Inc.

Madison, WI \$110,000

To support enforcement of the Clean Water Act by reforming aspects of state regulations and river management. (1 yr.)

Environmental Integrity Project

New York, NY \$240,000

To examine how effectively the U.S. EPA and states are enforcing provisions of the Clean Water Act to control water pollution from concentrated animal feeding operations and combined sewer overflows in the Great Lakes region. (2 yrs.)

Soil and Water Conservation Society

Ankeny, IA \$100,000

To identify ways in which agriculture policy changes could improve water quality in the Great Lakes region, and to provide information to policymakers and advocates on the role of conservation in future federal agricultural support programs. (1 yr.)

**Theodore Roosevelt
Conservation Partnership**

Washington, DC \$300,000

To work with like-minded organizations and the agricultural community to create, educate the public about, and advocate for alternatives to direct commodity payments that comply with trade regulations and provide greater benefits to U.S. taxpayers. (2 yrs.)

Valerie Denney Communications

Chicago, IL \$100,000

To support a campaign for Great Lakes restoration. (1 yr.)

**Wisconsin Agricultural
Stewardship Initiative**

Madison, WI \$250,000

For the Dairy Gateway Project, an effort to overcome rural/suburban conflicts over the presence and impact of agriculture, test how new state policies can reduce the impact of agriculture on the environment, and maintain agriculture as an economically and environmentally sustainable presence in the Great Lakes watershed. (1 yr.)

Total Environment \$4,628,330

Gun Violence

**Johns Hopkins University
School of Hygiene and Public Health**

Baltimore, MD \$181,117

To share research findings on strategies for reducing gun violence with Chicago and Milwaukee city officials, law enforcement, advocates, and the media. (2 yrs.)

Legal Community Against Violence

San Francisco, CA \$380,000

For general support. (2 yrs.)

National Opinion Research Center

Chicago, IL \$39,499

To add a selection of gun-related questions to its 2006 General Social Survey. (2 yrs.)

Total Gun Violence \$600,616

Money and Politics

Free Press

Northampton, MA \$30,000

To support the 2005 National Conference on Media Reform. (6 mos.)

**Georgetown University
Justice at Stake Campaign**

Washington, DC \$360,000

To support judicial reform initiatives in targeted Midwest states by providing local groups assistance with strategic planning, communications, message development, and public education. (2 yrs.)

**National Institute on Money
in State Politics**

Helena, MT \$80,000

For the Focus on the Midwest project. (1 yr.)

New America Foundation

Washington, DC \$200,000

To support the Spectrum Policy Program, an initiative that aims for increased use of the airwaves for public and democratic purposes and greater clarity about the public interest obligations of spectrum users in a digital era. (2 yrs.)

State of Wisconsin Ethics Board

Madison, WI \$75,000

For the creation of a Web site and searchable database of the annual financial interest statements of Wisconsin government officials. (1 yr.)

William J. Brennan Jr. Center for Justice

New York, NY \$300,000

To support the Campaign Finance Reform Project and Fair Courts Project. (2 yrs.)

**WisconsinEye Public Affairs
Network, Inc.**

Madison, WI \$250,000

For the development of the country's first privately funded, independent, and non-governmental state public affairs television network. (2 yrs.)

Total Money and Politics \$1,295,000

Culture

Black Ensemble Theater Corporation

Chicago, IL \$75,000

To implement an organizational development plan that will help the theater move into a permanent space. (1 yr.)

Chicago Children's Theatre

Chicago, IL \$50,000

To support an audience development and cultivation plan to reach diverse audiences. (1 yr.)

Local Initiatives Support Corporation

New York, NY \$400,000

For a new initiative to develop cultural plans for three Chicago neighborhoods: South Chicago, Humboldt Park, and Albany Park. (2 yrs.)

Puerto Rican Arts Alliance

Chicago, IL \$25,000

To support program development and evaluation, marketing, and fundraising. (1 yr.)

Total Culture \$550,000

Special Opportunities

Alliance for Justice, Inc.

Washington, DC \$75,000

To support the Nonprofit Advocacy Project and Foundation Advocacy Initiative, programs designed to strengthen the role of the nonprofit and philanthropic communities in public policy debates. (1 yr.)

HistoryMakers

Chicago, IL \$50,000

To support the salary of a director of development to manage fundraising activities for the organization. (1 yr.)

Independent Sector

Washington, DC \$50,000

To support the Panel on the Nonprofit Sector in developing for Congress actions to strengthen the governance and ethical practices of the nonprofit sector. (1 yr.)

Total Special Opportunities \$175,000

Total Grants Approved

\$12,311,476

The Joyce Foundation is committed to improving public policy through its grant program. Accordingly, the Foundation welcomes grant requests from organizations that engage in public policy advocacy. Federal tax law prohibits private foundations from funding lobbying activities. The Foundation may support organizations engaged in public policy advocacy by either providing general operating support or by funding educational advocacy such as nonpartisan research, technical assistance, or examinations of broad social issues. The Foundation encourages grant applicants to describe the nature of advocacy activities in their grant applications and reports, so the Foundation can ensure that it is in compliance with federal tax laws. For further information on the relevant federal tax laws, grant applicants should consult their tax advisors.

Staff Changes



The Foundation is pleased to announce the appointment of Veronica Salter as Grants Manager. Ms. Salter has worked at the Foundation since 2000, most recently serving as Program Assistant for the Employment and Money and Politics programs.



The Foundation is also pleased to announce the addition of Tracy Weems as Program Assistant to the Employment and Money and Politics programs. Ms. Weems is a recent graduate of Lewis University.

Next Proposal Deadline

August 16, 2005 for the December 2005 board meeting

Board of Directors

John T. Anderson, Chairman
 Ellen S. Alberding
 Robert G. Bottoms
 Michael F. Brewer
 Charles U. Daly
 Richard K. Donahue
 Anthony S. Earl
 Roger R. Fross
 Howard L. Fuller
 Carlton L. Guthrie
 Marion T. Hall
 Valerie B. Jarrett
 Daniel P. Kearney
 Paula Wolff

Gun Violence
 Roseanna Ander

 Money and Politics
 Lawrence N. Hansen

 Culture
 Michelle T. Boone
 Sydney R. Sidwell

 Controller
 Gil M. Sarmiento

 Research Analyst
 Sydney R. Sidwell

Staff

President
 Ellen S. Alberding

Technology Specialist
 James Suh

Vice President
 Lawrence N. Hansen

Communications Assistant
 Michael David Smith

Vice President of Finance
 and Administration
 Deborah Gillespie

Grants Manager
 Veronica Salter

Director of Communications
 Mary O'Connell

Support Staff
 Gloria G. Barrientos
 Carol A. Donahue
 Kristen Kozak
 Jennifer O'Neill
 Alice Taylor
 Lisa Vasquez
 Tracy Weems
 Jean Westrick

Director of Investments
 Jane R. Patterson

Program Officers

Education
 Gretchen Crosby Sims,
 Program Manager
 Roseanna Ander
 John Luczak

Work In Progress

Editor: Mary O'Connell
 Assistant Editor:
 Michael David Smith

Employment
 Jennifer Phillips,
 Program Manager
 Shelley Davis

The Joyce Foundation

70 West Madison
 Suite 2750
 Chicago, IL 60602
 312.782.2464
 312.782.4160 fax
 www.joycefdn.org

Environment
 Margaret H. O'Dell,
 Program Manager
 James Seidita

The Joyce Foundation

70 West Madison Street, Suite 2750
Chicago, Illinois 60602

Work In Progress

Inside Path to Employment **4** **All in the Water** **8** **Arts in the Community** **12**

PRESORT
FIRST CLASS MAIL
U.S. POSTAGE
PAID
CHICAGO, IL
PERMIT NO. 5612