



# **Lilly Endowment Inc. Annual Report 1999**

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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 J.K. Jr. and Eli – through gifts of stock in their pharmaceutical business, Eli Lilly and Company.*

*In keeping with the wishes of the three founders, Lilly Endowment exists to support the causes of religion, education and community development.*

*Gifts of stock in Eli Lilly and Company remain the financial bedrock of the Endowment.*

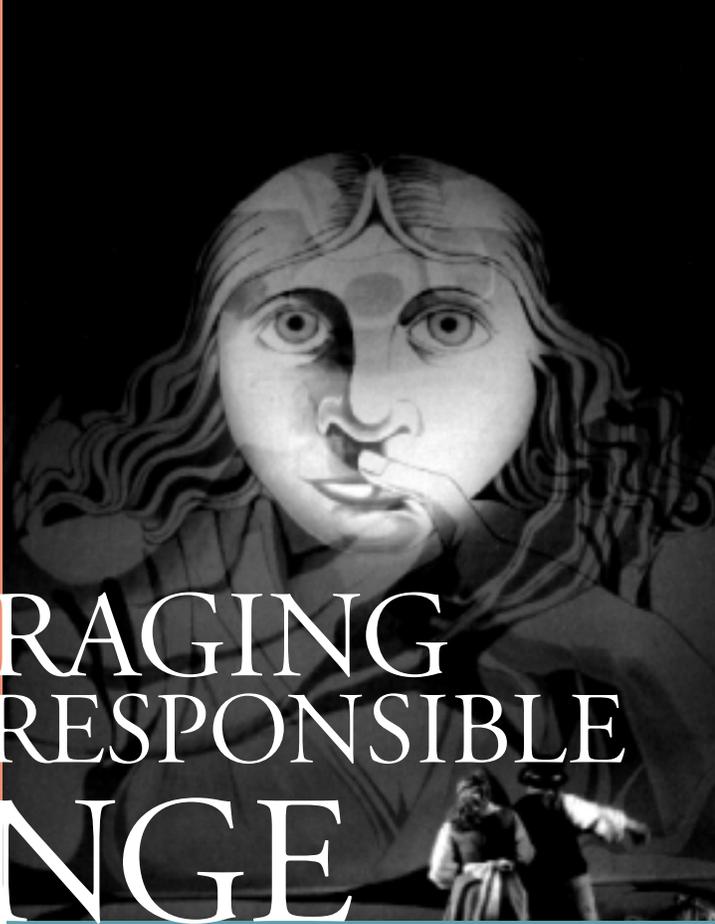
*We are, however, a separate entity from the company, with a distinct governing board, staff and location.*

*The Endowment affords special emphasis to projects that benefit young people and that promote leadership education and financial self-sufficiency in the nonprofit, charitable sector.*

*The Lilly family's foremost priority was to help the people of their city and state build a better life. Although the Endowment also supports efforts of national significance and an occasional international project, we remain primarily committed to our hometown, Indianapolis, and home state, Indiana.*

## Leadership changes

\*During 1999 N. Clay Robbins, Endowment president, was elected to the Board of Directors, effective May 21. The Board also elected Sara B. Cobb, program director in the Education Division since 1997, to the division's vice presidency. She replaced Ralph E. Lundgren, who retired June 30 after 26 years of distinguished service to the Endowment.



# ENCOURAGING RESPONSIBLE CHANGE



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*Focusing on community development, education and religion for more than six decades, Lilly Endowment has endeavored to uphold trusted traditions while meeting the challenges of a dynamic society.*

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## EXECUTIVE MESSAGE

*Change. We are bombarded with it.*

*The exploding technologies in this cyberspatial, e-everything world have profound effects on individual and institutional lives. It is a dot.com globe that poses opportunities undreamed of a decade ago, even five years ago.*

**I**n the context of all this change, many organizations find themselves reacting rather than acting. They navigate from crisis to crisis, seldom taking the time or energy to pause and take stock of the big picture. Many yearn to have the time to look around, ask questions, convene important stakeholders, hear different views, perform the relevant research, study the larger landscape, consider collaborations and thoughtfully design promising strategies to further their causes. We believe these opportunities are essential for effective, responsible and humane change. Private foundations can play a key role in providing the resources for such opportunities.

Two contrasting, yet complementary, convictions have directed the Endowment's grantmaking throughout its 62-year history: first, that tradition is an important guide for current action and, second, that fundamental rethinking is often necessary to respond fully to new challenges and circumstances. We take inspiration from our founders, who sought to balance those convictions in their own business (Eli Lilly and Company), their personal charitable activities and their establishment of Lilly Endowment in 1937. We try to honor that heritage by seeking to achieve that balance in our own time.

Although the Endowment in 1999 made many grants that furthered traditional organiza-

tions and programs, the stories in this annual report focus especially on several grants that encourage responsible change in our abiding areas of interest: religion, education, and community development. We have supported responsible change – particularly in Indianapolis and Indiana, the hometown and home state of our founders, who wanted to “give back” to Indiana some of the good fortune they had enjoyed. The stories in this report, however, show that we continue to have substantial grantmaking interests outside our state's boundaries.

### **Higher education and the economy: the technology connection**

A persistent problem in Indiana is the lack of college-educated citizens who find productive work in the state. Indiana ranks 48th of the 50 states in the percentage of adults with a baccalaureate degree. The Endowment has addressed this multifaceted problem for the past four years mainly by turning to Indiana's public and private colleges and universities. The Endowment asked them to devise and execute creative programs – encouraging collaboration with others – to respond to this challenge. Nearly \$250 million has been awarded to these institutions since 1996.

In 1997 a grant was made to the Indiana Fiscal Policy Institute to determine the dimensions of the state's human capital retention problem. Another startling fact emerged from this research:

Indiana ranks 50th of the states and the District of Columbia in the percentage of its workforce in professional and specialty occupations. The reason in a nutshell: Not enough of these jobs are available in Indiana. Dissemination of this research, of course, raised the profile of the absolute need for the leadership of all sectors of Indiana society to work together to develop bold responses to this challenge.

One step the Endowment took was to invite the leaders of Rose-Hulman Institute of Technology (ranked by *U.S. News & World Report* as the nation's top undergraduate engineering school) and Indiana University (enjoying a national reputation for effective use of technology) to present to the Endowment their visions of what developments would most advance the work of their institutions – and most advance a strategic objective of the state of Indiana. We did not prescribe what they should do. The invitation gave them the time to “take the aerial view,” to look at ways not only to make their institutions better, but also to make Indiana a better state. The result: two grants of nearly \$30 million each to develop exciting new technology-based initiatives that eventually should result in attractive economic opportunities for professional-level individuals in Indiana.

### Education from the grass roots up

Now more than ever, education is a necessity, not a luxury, and it starts long before college. To address Indiana's persistent educational challenges, Indiana communities must develop cultures that appreciate deeply the importance of education. This effort will require inspired, dedicated, grass-roots leadership.

Throughout the past decade the Endowment, through the GIFT (Giving Indiana Funds for Tomorrow) initiative, has encouraged the development of local, mostly county-based community foundations in Indiana. More than 90 such foundations dot the state's 92 counties, with total assets of approximately \$1 billion.

During the third and fourth phases of GIFT, these foundations convened local citizens to

determine what community needs would be met most effectively by a grant from the Endowment. Local foundations endorsed the proposals of their fellow citizens, and, when GIFT IV closed in the fall, the Endowment had made \$149.5 million in grants to improve the foundations themselves and to aid specific projects in their communities – from the Scouts to local art museums, town parks to community centers, volunteer fire departments to housing programs, libraries to animal shelters. In this process, community foundations deepened their knowledge of their communities' needs and resources and developed their own abilities to convene their communities to discuss key issues.

Because we are so impressed with the increasing maturity and effectiveness of the community foundations, we turned to them to address what may be Indiana's most critical problem: the educational attainment of its citizens. In September the Endowment launched CAPE (Community Alliances to Promote Education), a potentially \$50 million competitive initiative. In CAPE's first phase, we invited the community foundations that were interested to apply for one of 15 planning grants of up to \$50,000 for each county served. Preparing the proposals requires them to



*Janice Rodriguez, a business honors student in Bloomington, anticipates a May graduation from Indiana University. The Hispanic Scholarship Fund will be able to help more students like her across the country.*

convene local citizens and seek out the necessary research to determine their community's most compelling education needs and to describe how they would use the planning funds to devise strategies to address the needs.

By the end of the year, most foundations had accepted this challenge with a passion. They placed "ads" in newspapers soliciting citizens' opinions on education. They called together school superintendents, professors, businesspersons, workers in social service and youth-serving agencies, teachers, librarians and others for spirited conferences and discussions. People who had never before met together about education, did.

Community foundations that receive planning grants will have until September 2000 to submit implementation proposals. The implementation grants will offer up to \$5 million for each county served.

Once again, the Endowment offered no prescriptions for the proposals. The foundations were to determine the most urgent education needs of their own communities and develop the most effective solutions. We did ask them to consider how the educational accomplishments of their residents compared to those of other communities, not only in Indiana, but also throughout the country and world. We are confident their proposals will be well thought-out, have real chances

for success, and offer routes to responsible change in their hometowns and counties.

### Changing the education environment for Hispanics and Native Americans

Another change affecting the whole country is reflected in two demographic facts: The Hispanic population is the fastest growing population in the country, and too few go on to higher education and receive degrees. Out to help improve that situation is the Hispanic Scholarship Fund, which received a \$50 million grant from the Endowment. The funds are being used not only for current and future scholarships, but also to help build a regional infrastructure around the country that will be "on the ground" to support Hispanics' aspirations for higher education.

Equally compelling is the case of the American Indian College Fund (AICF), which supports 30 tribal colleges, almost all on reservations across the country. These accredited, mostly two-year colleges are in deplorable physical condition, even though the oldest is only 31 years old. It is difficult to imagine how students manage to learn in rickety doublewide trailers, in rooms with little heat or air-conditioning, in makeshift buildings with leaky roofs.

But they do learn, and for many it is the only opportunity they have to do so. Far too many Native American students who attend traditional colleges face difficult cultural, economic and academic challenges. At the tribal colleges, however, many students advance academically in a nurturing culture that supports their aspirations and helps them discern how they can best contribute to their communities and the larger society.

The Endowment was pleased to make a grant of \$30 million to AICF to help improve physical conditions at these colleges.

*The small science building at Sitting Bull College in North Dakota typifies the massive need for physical improvements to the nation's 30 tribal colleges.*



## Winds of change in ministry and spirituality

Change also has swept across the religious landscape in this country. Much has been made of the shrinking memberships at mainline Protestant denominations, the emergence of megachurches and the wave of new interest in spirituality.

The Endowment continues to engage the country's finest scholars to search out promising approaches to ministry being developed in mainstream Protestant, Roman Catholic and historically black churches.

Recent grantmaking emphasizes efforts to support and encourage current ministers, to attract a new generation of talent into the ministry and to build healthy, vibrant congregations.

One way to develop good ministers is to support the institutions that educate them. In one of the Religion Division's largest grant programs, 77 theological schools and seminaries have devised ways to use new information technologies to improve the quality of teaching and learning. Faculty and staff took the time to study the problem, meet with each other all across the country, find new colleagues, identify best practices and forge new collaborations – all of which may do as much as the technology itself to strengthen their schools and enhance their students' education. The \$23.5 million, multiyear initiative has put these schools on solid technological footing that will enrich the learning of their students and better prepare them to lead healthy congregations.

Assessing the state of the ministry – called by some a “troubled profession” – will be the task of researchers at Duke University and their colleagues across the country. With a \$3.4 million Endowment grant, they will embark on what may be a transformational study of the American ministry. Researchers and participants will conclude with a clearer picture of what excellence in ministry involves and how it emerges. They also expect to identify strategies for attracting to and retaining in the ministry more of our country's most talented and promising young people. This challenge will require thoughtful change to current approaches.



*The Rev. Matthew Harrison and his parishioners at Zion Lutheran Church in Fort Wayne, Ind., are participants in the first Clergy Renewal Program for Indiana Congregations.*

## A time for reflection

Sometimes people need time to sit back and reflect on their goals and their futures – and on where they are. This practice can lead to refreshed individuals who in turn can reenergize their organizations and communities. But time is money, and reflection can be expensive.

The Endowment has supported programs of personal renewal for professionals in three areas where the days are hectic, the demands are overwhelming, and the drain on personal energy and experience is constant. They are teachers, clergy, and artists/arts administrators.

In this annual report, you will read about the experiences of several of the 23 Indiana pastors who participated in the inaugural Clergy Renewal Program for Indiana Congregations – and about how their own renewal is expected to reinvigorate their congregations.

We have been so gratified with the response to our local program that in December we announced the National Clergy Renewal Program, which will award as many as 100 grants of up to \$30,000 each to congregations all across the country to enable their pastors to engage in periods of renewal.

## Responding to natural disasters and human despair

There are times, of course, when the “affairs of men and nature” cast all notions of reflection and purposeful renewal out the window. Following a long tradition of helping in times of natural disaster and human despair, the Endowment awarded \$2.5 million to the American National Red Cross to alleviate the suffering of refugees from Kosovo. Also, the Salvation Army received a \$2 million grant and the Red Cross received another \$300,000 for disaster relief in the flood-ravaged Carolinas after Hurricane Floyd. A grant of \$500,000 to the Salvation Army helped provide emergency services after the Oklahoma tornadoes.

But the Endowment also had an opportunity to help others be better prepared. We awarded a grant of \$4.9 million to the United Way of America, to be used to provide direct aid to local United Ways and agencies affected by 1999 hurricanes and to build the capacity of United Way systems throughout the country to sustain human service delivery after disasters. Several United Way systems now will have the time and resources to plan thoughtfully how to prepare for responding as effectively as possible to future disasters.

And sometimes the opportunity arises to recognize the profound change wrought by others who have gone before. The Endowment was privileged to approve a \$2 million grant to the American Battle Monuments Commission for the World War II memorial in Washington to honor the men and women who served during the war and to acknowledge the commitment and achievement of the entire nation.

## Remembrance

Two sad changes we must note before we close this Executive Message: the death of Herman B Wells on March 18, 2000 (shortly before this report went to press) and the death Oct. 10, 1999, of Thomas H. Lake.

Mr. Wells, 97, was elected to the Endowment’s Board in 1973, a personal choice of Eli Lilly. Mr. Wells, president of Indiana University

from 1937 to 1962 and chancellor of the university until his death, was a legendary Indiana figure whose influence in higher education was felt around the world. He built his university into one of the giants in higher education. The chancellor was a beloved figure, and the Endowment benefited immeasurably from his wisdom, wit, intelligence and charm.

Mr. Lake, 80, honorary chairman of the Endowment since 1992, joined the Endowment’s Board of Directors in 1966, served as its chairman from 1977 to 1992 and as its president from 1977 to 1984. A pharmacist from the coal-mining town of Saltsburg, Pa., Mr. Lake joined Eli Lilly and Company after his U.S. Army service from 1941 to 1945. He rose to the presidency of the company in 1973 and retired from the company in 1976. His leadership in the community was universally respected, and he quietly but firmly guided the work of the Endowment for more than 20 years. Endowment staffers will remember always his bright blue eyes, his cheery humming as he strolled through the halls, and the birthday cards he bought and signed for each staff member.

Mr. Lake was truly a “quiet giant” in the affairs of his city and state. Although he did not seek the limelight, his support was essential to all that the Endowment accomplished during his tenure. His guidance of Lilly Endowment has left a permanent legacy of excellence. We miss him terribly.



Thomas M. Lofton, Chairman of the Board



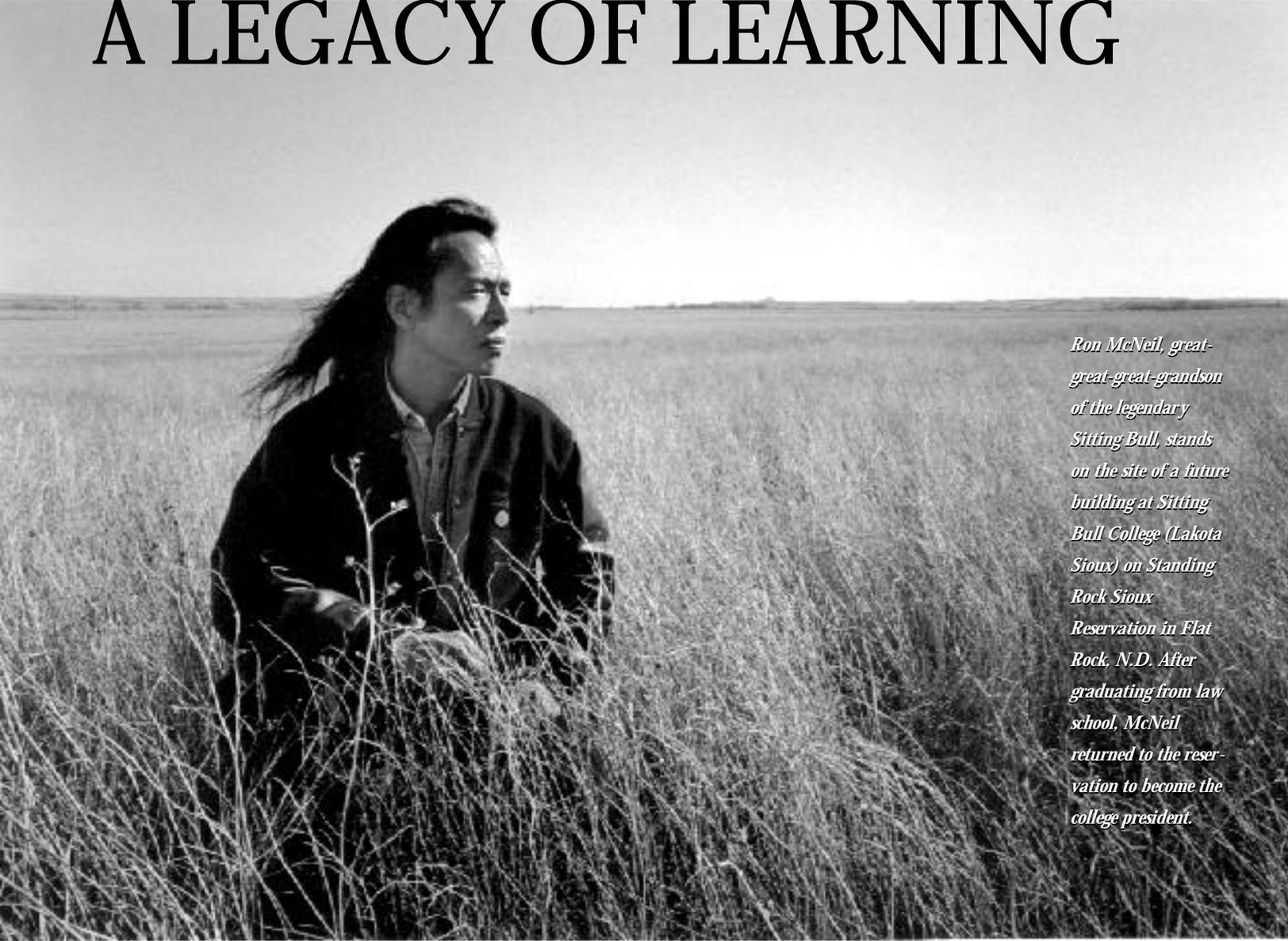
N. Clay Robbins, President

*Janine Pease-Pretty OnTop, president of Little Big Horn College in Montana, points with pride at the plaques displayed on campus to honor those persons responsible for the school's physical growth. The benefactors are not wealthy alumni showing their gratitude, but building-trades class members exhibiting their skills.*

Since the college's founding in 1980 on the Crow Reservation, its students have helped transform an abandoned gymnasium, a sewer treatment center, an old irrigation house and a collection of trailers into useable classrooms, labs, faculty offices, tribal archives and a library with 18,000 volumes.

"Visitors who come here today see homemade tables and benches that are our classroom furniture," she says. "The students did all this, and they feel a tremendous amount of ownership and pride. The problem is that the lifetime of our additions and improvements is only 10 years because we've had to use the lowest-cost materials. Progress has come at a snail's pace."

## HELPING TRIBAL COLLEGES BUILD A LEGACY OF LEARNING



*Ron McNeil, great-great-great-grandson of the legendary Sitting Bull, stands on the site of a future building at Sitting Bull College (Lakota Sioux) on Standing Rock Sioux Reservation in Flat Rock, N.D. After graduating from law school, McNeil returned to the reservation to become the college president.*



their physical properties. The Endowment's grant – and support from many other funders – will change those conditions. The grant was yet another example of the Endowment's long-standing belief that education is crucial as a means to include all Americans in the quest for prosperity and full participation in society.

*Instructor Wilbur Flying By teaches Lakota/Dakota languages at Sitting Bull College, where proficiency in a native language is required.*

The grant enabled Little Big Horn College to move up the groundbreaking for a new

**R**on McNeil, president of Sitting Bull College in North Dakota and the great-great-great-grandson of Chief Sitting Bull, understands well his colleague's dilemma. In 1997 a water main broke in the interior wall of his school's library and caused so much damage that he was forced to cancel classes. Students, faculty and staff hauled the books out of the building and managed to save them from the damaging cascade of water.

learning center by seven months. It also helped persuade the board at Sitting Bull College to construct a new building to replace the one gradually sinking into the sandy soil of the Standing Rock Sioux Reservation.

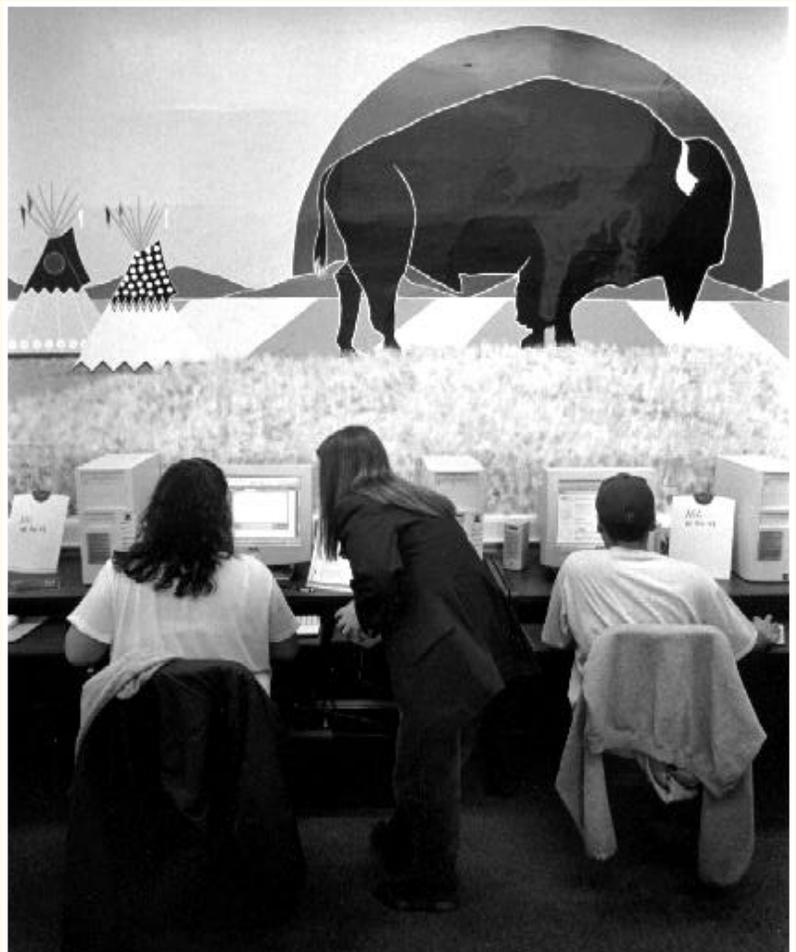
*The computer room at United Tribes Technical College in Bismarck, N.D., provides students a place to complete assignments and to send and receive e-mail.*

Other schools, located primarily on rural reservations in 12 states from Michigan to California, are creating priority lists and drawing up master plans to guide them as they take steps toward upgrading their buildings.

"We also had an electrical fire last year after someone plugged in a computer," recalls McNeil. "The wiring was never intended for the amount of usage that it gets now. We're trying to upgrade the system, but it costs money and we simply can't afford it."

### Educating the mind and spirit

A "Campaign of Hope," launched by the American Indian College Fund (AICF), promises to improve the facilities at the 30 tribal colleges and universities that serve 26,000 Native American students in the United States. The five-year effort to raise \$120 million received a jump-start in June when Lilly Endowment awarded a \$30 million grant to support the construction of safe, up-to-date classrooms, laboratories and libraries. Tribal colleges face challenges enough, but surely one of the most apparent is the crying need for change in





*Richard Williams heads AICF, which includes 30 tribal colleges over 12 states with 26,000 students from 250 different tribes.*

“Our students are excited about education, even though their academic experiences take place in facilities that are totally inadequate,” says Richard B. Williams, executive director of AICF, based in Denver. “These schools started in trailers, storefront properties and abandoned buildings. Many are still there. We know that an ideal campus for an average-size tribal college costs between \$12 million and

\$15 million. We won’t have those kinds of resources for many years, but we will have the funds to develop plans, build the first building or construct a wing of the first building. Every facility will be designed so that it can accommodate additions and the sweeping changes taking place in American society.”

Although the tribal colleges are comparatively young institutions – the first was founded by the Navajo nation in 1968 – they have earned a reputation for success. In keeping with AICF’s credo of “educating the mind and spirit,” the schools offer Indian students a dual academic and cultural form of higher education that blends liberal arts requirements with classes in Native American language and culture.

“People need to find out who they are,” says Barbara Bratone, director of resource development for AICF. “Once they know who they are, they can go on to become who they want to be. A very important part of these colleges is introducing and reinforcing the cultural aspect.”

Jay Old Horn, a graduate of Little Big Horn College and now a psychology student at the University of Montana, agrees. He chose to begin his college career on the reservation to reacquaint himself with the activities of the Crow culture. “The last time I was there was as an ado-

lescent, and the memories had become vague,” he says. “It was great to learn the characteristics of the people who share cultural qualities with me. Little Big Horn College helped me discover who I am as a person and taught me what I can do to contribute to my people.”

### Appeal to cultural heritage

Statistics indicate that before tribal colleges were established, 90 percent of Native Americans who pursued higher education did not graduate. The reasons varied and included homesickness, culture shock, financial woes and inadequate academic preparation. The tribal colleges addressed these obstacles and introduced responsible change by providing personal attention, cultural support, remedial classes, scholarship opportunities, tuition breaks and – on some campuses – child care and transportation to and from school.

“We’re a small institution and we know everyone by name,” says McNeil, a graduate of Sitting Bull, the Lakota Sioux college he now leads. “Close to 50 percent of our faculty members and almost all our staff are Native American, so students have strong role models. We also require that all our instructors include Native American culture in their curriculum.”

These efforts have been successful. More than 40 percent of tribal college graduates pursue further education; another 53 percent find employment. The schools stress the importance of graduates’ using their training on their home reservations and helping improve the lives of their people.

*David Gipp (left), president of United Tribes Technical College, and Bud Anderson, maintenance director, oversee work on the transformation of the old Army fort’s swimming-pool area into a student center.*



*Janine Pease-Pretty On Top, president of Little Big Horn College in Montana, greets visitors to a groundbreaking ceremony for a learning center.*

*Teacher Wayne Fox (right) explores the wonders of crayfish with fifth graders at Standing Rock Elementary School. Nearby Sitting Bull College is one of several tribal schools to receive a National Science Foundation grant to improve local K-12 education. Fox is one of five teachers at the school who have graduated from tribal colleges and returned to the reservation.*

“There used to be an incredible brain drain,” says Williams. “We lost the best and the brightest young people, who left the reservation and never came back. Now we tell them that we want them to be part of the renewal of the reservation system. Today the expectation is that, if they do leave to complete a degree or go to graduate school, they will someday return. We encourage them to choose academic areas that will be useful to their reservations.”

Beau Mitchell, a graduate of Stone Child College and now a student at Montana State University, is responding to the encouragement. He hopes to return to Rocky Boy’s Indian Reservation in Montana after earning his bachelor’s degree in soil and water science. Improving the reservation’s water quality and protecting its wetlands are his primary interests, and the Chippewa-Cree student plans to attend law school eventually and specialize in environmental and tribal law.

He credits his academic success to the exemplary teachers at Stone Child. “The classes were small,” says Mitchell. “At the state university, with maybe 300 students in a class, a professor can’t put his lecture on hold to answer one student’s questions. In a smaller setting we could discuss the material until we all fully understood it.”



## Building on success

Enrollment at the tribal colleges is surging; a new school is preparing to open its doors soon, and several institutions are expanding their offerings beyond associate programs to include four-year and master’s degrees.

Still, the needs are overwhelming. The schools are short on facilities, funds and faculty members. Some face loss of accreditation because of inadequate and unsafe equipment; some operate in crisis situations without enough income to meet the payroll; many of the college presidents pitch in and assume classroom duties in addition to overseeing the administration of their institutions.

“I’ve taught public speaking, sociology, composition, math, psychology and Indian education,” says Pease-Pretty On Top. “Such an arrangement is not unusual.”

If successful, the AICF campaign not only will raise funds for physical improvements to the campuses, but also will raise public awareness of the tribal colleges and their impressive record of success. For all the challenges they face, the schools manage to blend accredited education and culture in such a way that students once considered “at risk” emerge motivated and prepared for the future.

“The tribal college helped me get in touch with who I am and who I’m representing,” says Mitchell. “I’m reminded every day of my purpose, which is to help my people now and several generations from now.”





# HISPANIC SCHOLARSHIP FUND MAKING A DOWN PAYMENT ON THE FUTURE

**When the Hispanic Scholarship Fund (HSF)** announced its bold intention to double the number of Latino students earning bachelor's degrees by the year 2006, president and chief executive officer Sara Martinez Tucker knew the size of the job before her. She also knew its importance. Too few Hispanic teens go to college, and of those who do, too few graduate. Of the 2 million Latinos who complete high school each year, only 728,000 continue their education; of those, only 68,000 leave with four-year degrees in hand.

*Janice Rodriguez, senior at Indiana University, anticipates using her marketing skills after spring graduation. HSF officials hope to help spur a dramatic increase in the number of Latino college graduates.*

**T**hese numbers simply are not good enough for the fastest growing segment of the American population. Hispanics now make up about 11 percent of the United States population, and that number is projected to grow to more than 24 percent by 2050 – or nearly 100 million people.

“But right now this country can't afford for 1.9 million young people to be ill-prepared to join the workforce and ill-prepared to be parents,” says Martinez Tucker, whose role in the aggressive campaign expanded when she left the

executive ranks of an international corporation to assume the top role at the 25-year-old HSF.

Even if the organization succeeds in increasing the graduation rate from the current 9 percent to the anticipated 18 percent, Hispanics still will lag behind other groups.

“The national average for all races is 23 percent,” points out Martinez Tucker. “Hispanics have a way to go to catch up.”

Until they do, they most likely will continue to be overrepresented in the service-jobs sector of the labor force and underrepresented in the ranks of management. “Our wages and median income



*Sara Martinez Tucker left the executive ranks of an international corporation to become president and CEO of HSF.*

have stayed relatively flat, which means that parents can't afford to send their kids to college," she explains. "Breaking that cycle is the reason the scholarship fund exists."

To support the HSF effort to bring about significant change, Lilly Endowment awarded a grant of \$50 million to the San Francisco-based fund. The award was historic in two ways: It represents the largest grant ever made by the Endowment to an organization outside Indiana, and it is the largest single gift ever received by HSF. Of the total amount, \$5 million is earmarked for the establishment of an HSF endowment and will require a dollar-for-dollar match.

### **Doubling the impact**

"In the past, we've had nothing left when we've closed our books on March 31," explains Martinez Tucker. The fund-raising cycle would begin anew each year, and by the end of January "we'd see how much we had raised." That amount – usually about \$3.5 million – would determine the

number and size of the scholarship awards.

With the help of the Endowment grant, HSF will double the amount awarded to current students enrolled in four-year degree programs and will launch new initiatives to reach other segments of the Hispanic population. These initiatives include:

- A community college program that will encourage individuals to continue their education by transferring to four-year institutions, thus strengthening the pipeline of future graduates.
- A scholarship fund for graduating high school seniors, requiring school districts to raise matching funds in their communities.
- A "community engagement" campaign to inform people about the need to support Hispanic scholarship efforts and to familiarize Hispanic families with college admission requirements and the financial-aid process.

"We surveyed our students and discovered that a lack of financial resources is the number-one reason students do not continue their education," says Martinez Tucker.

"The family also is seen as a barrier," she says. "Parents are committed to education, but for them 'education' means economic security. If their kids get jobs that pay more than the parents earn, then the parents think the kids have had enough education. We need to convince them that it's higher education that equals economic security."

When she carries the HSF story to audiences of prospective donors across the country, Martinez Tucker characterizes the Endowment grant as a "down payment" on the future and challenges her listeners to help "raise the mortgage."

She underscores the message by citing compelling statistics: Of the 30 million Hispanics living in the United States, 38 percent are under the age of 19; currently Hispanics have the highest dropout rates from high school and college; 58 percent of scholarship recipients are the first in their families to attend college, and 51 percent of the families fall into the "low income" category.

"The need is acute," she says, as she outlines strategies for the future. "We hope to open regional

*Angela Castañeda is working toward a doctoral degree in anthropology from Indiana University. She aims for a career as a professor and hopes she can be a mentor to others as her professors were for her during her undergraduate days at DePauw University.*

offices in key areas where we have high concentrations of Latinos. We want to mobilize people to get involved at the grass-roots level, serve as mentors, create local chapters and identify students for focus groups to discuss barriers – including money – that keep these students from attending college.”

### Setting a high standard

Criteria for HSF scholarships have always been demanding. Students are evaluated on their academic achievement, financial need, character and leadership. Although HSF grants have been modest in size (the average award has been about \$1,300), recipients say the funds go a long way in easing their financial burden.

“I’ve been able to keep my loans down to a minimum because of the scholarship,” says Janice Rodriguez, a marketing major at Indiana University’s Kelley School of Business in Bloomington.

She will graduate from the school’s honors program in May. With family roots in Puerto Rico, she hopes to work for a company that supports scholarships for minority students.

“Regardless of nationality, if students have the desire to go to school, money shouldn’t be the issue that prevents them,” Rodriguez says.

Angela Castañeda, a Mexican-American, was encouraged by the faculty at DePauw University to pursue a Ph.D. program in anthropology. “No one in my family had ever gone to grad school, but my profs convinced me I could do it,” she says. “The scholarship made a really big difference.” She packaged her HSF grant with other awards and now is in her second year of graduate study at I.U. Bloomington. She plans to teach eventually at a small liberal-arts college and hopes to mentor young Latino students just as she was mentored at DePauw.

“Success breeds success,” says Martinez Tucker. “We’ve shown that our graduates do well; 67 percent are in managerial jobs, and 89 percent earn more than the average national per capita income. They’re active in volunteer work and make strong role models in their communities.”

As more and more students graduate, they will validate the HSF premise that higher education equals economic security and ensures choices.

“I want all Latino children in this country to be able to create their own destiny,” she says. “I want them to have the choice, and education is the only thing that will give them that choice.”



# PREPARING TO PROSPER I.U. AND ROSE-HULMAN IN FOREFRONT OF CHANGE

At the beginning of the 21st century, Indiana must face a sobering question: Is it ready to participate – let alone prosper – in an increasingly global, technology-driven economy?

For the past several years, Lilly Endowment has been deeply concerned about the unacceptably low rankings of Indiana's residents on several measures of educational attainment: Indiana ranks 48th of the 50 states in the percentage of the adult population with a baccalaureate degree and 50th of the 50 states and the District of Columbia in the percentage of the workforce in professional positions or specialty occupations. During 1999 the bad news continued: Indiana declined from 42nd to 45th in the SAT college entrance exam scores.

From 1996 through August 1999, the Endowment had invested more than \$220 million in efforts to raise educational attainment levels by funding programs at virtually all of Indiana's four-year public and private colleges and universities. This includes the Lilly Endowment Community Scholarship Program, which is sending more than 350 students



*(right) Michael McRobbie, I.U. vice president of information technology, claims the world is just on the front edge of what's coming in the ever-more-computerized future.*

from across the state to Indiana colleges and universities on full-tuition scholarships. It also includes funding projects for public school foundations and private schools in Marion County.

Recognizing that no single approach would solve the challenges ahead, the Endowment invited Indiana University and Rose-Hulman Institute of Technology to develop proposals that would position those institutions, as well as the state of Indiana, for the future. Rose-Hulman enjoys the *U.S. News & World Report's* ranking as the country's top undergraduate engineering school, and I.U. uses the latest technologies across the board to position its teaching, learning and research into the front ranks of American universities.

As a result, the Endowment in September awarded two grants totaling nearly \$60 million: \$29.9 million to the Indiana University Foundation to jump-start the Indiana Pervasive Computing Research (IPCRES) initiative and \$29.7 million to Rose-Hulman to create the Center for an Innovation Economy (CIE).

*(opposite) James Eifert works with Lisa Durcholz in a design class at Rose-Hulman. The task was to design a "halo system parametrically." Students worked out their designs on the computer, then sent instructions to the "rapid prototyping machine," which turned out "the product" to test on a mannequin. Halos are used to stabilize patients with head and neck injuries.*

### Success by innovation

Although it is still mostly empty, the Rose-Hulman CIE, located in a 35,000-square-foot building called South Hall, has the potential to change the face of Rose-Hulman, Terre Haute, and the state, according to James Eifert.

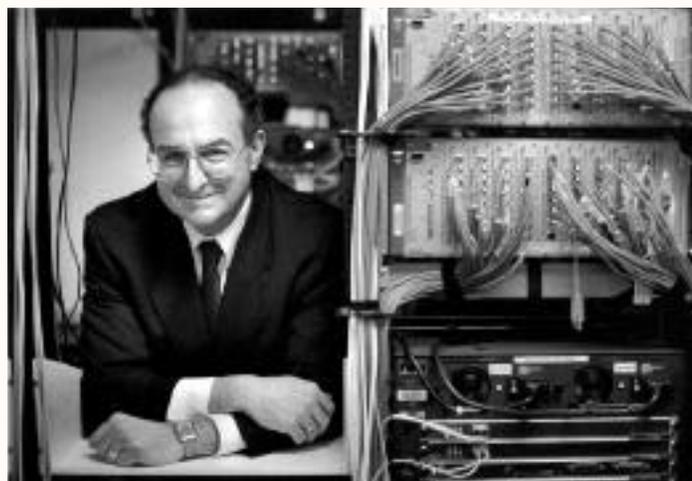
CIE president and a Rose-Hulman professor of mechanical engineering, Eifert says that by the end of the year 2000, CIE should be buzzing with activity. Within a few months of the announcement of the grant, calls were coming in from people wanting to learn more about the opportunities within the new business incubator, located in Rose-Hulman's 180-acre Aleph Park in Terre Haute.

"The ideas that have come to us range from electronic products to manufacturing technologies to theatrical products," Eifert says. "Our original goal of five tenants is not at all unrealistic, but we're not looking just to fill up the space. These small companies have to fit our goals."

The goal of the incubator – equipped with

advanced computing and communications systems – is to attract, develop and retain high-tech industries in Indiana so that students, faculty, staff and others can apply their talents to enhance Indiana's technological competitiveness. The Rose-Hulman CIE also includes a venture capital fund to provide capital for commercial development of promising ideas that will attract entrepreneurs and encourage them to stay in Indiana.

To support the overall goal of boosting Indiana's muscle in technology – including the community in and around Terre Haute – CIE initially will sponsor several programs: an Innovation Fellows Program to attract specific expertise need-



ed for CIE clients, an Entrepreneurial Internship Program to permit students actually to be a part of growing firms, and an International Internship Program to enable students to acquire the global perspective necessary for success in the future economic milieu.

CIE's goals, Eifert explains, complement Rose-Hulman's top-rated academic programs and provide its students and faculty with cutting-edge professional practice opportunities increasingly important to the needs of a 21st century engineering, mathematics and science education.

"Engineering education has been very focused on science and research during the past 40 years, and not so much with consumer products. The world has changed greatly, which requires a slightly different focus for our engineering stu-

dents. They need to understand that shift,” Eifert says. “Our economy will be successful through innovation. We have concentrated on attracting innovative companies to Indiana, but in the end that may be more difficult than growing our own pool of talent.”

### Ready – and able – to compete

With Grandma surfing the Web, the proliferation of personal computers at home and work, and microchips implanted in our pets, the Indiana Pervasive Computing Research initiative seems especially aptly named.

After all, isn't computing already pervasive?

Not according to Michael McRobbie, I.U. vice president for information technology, chief information officer, and primary architect of the IPCRES initiative.

“You ain't seen nothin' yet,” says McRobbie in a distinguished Australian accent. “People talk about the magnitude of information technology now, but we're just on the front edge of what is possible. We're looking forward to a time when microprocessing is so cheap that every household appliance, every device will have the technology.”

Pervasive computing is the increasingly powerful combination of high-speed computers and intelligent devices, ranging from scientific instruments to home appliances to online digital libraries, all completely interconnected by wired and wireless networks and accessible anywhere in the world.

The IPCRES initiative seeks to leverage the trend in pervasive computing by developing a topnotch research capability. By advancing research in the technologies poised to drive the 21st century information economy, McRobbie hopes that the initiative will contribute significantly to the growth of the information economy in Indiana.

To this end, the initiative should complement the efforts associated with I.U.'s new School of Informatics, its position as the Abilene Network Operations Center (Internet2), and the work of Purdue University's Center for Education and Research in Information Assurance and Secu-

rity (CERIAS). (Purdue received a \$4.9 million Endowment grant in 1998 to support CERIAS.) McRobbie sees the potential for significant synergies between the IPCRES initiative and CERIAS.

With the grant from the Endowment, I.U. will establish six IPCRES laboratories on its Bloomington campus and at Indiana University-Purdue University Indianapolis. The laboratories will focus their efforts in two main areas fundamental to building the pervasive computing environment of the future: software technologies and advanced telecommunications. The state-of-the-art labs will be headed by a cast of researchers with the highest international standing, according to McRobbie.

As part of its strategy, the IPCRES initiative also will establish an economic development office to build on the technology developments and scientific discoveries of the IPCRES laboratories to create new business, infuse new technologies into existing businesses and attract new companies to Indiana.

Another important element in the success of the IPCRES initiative as a force for economic development in Indiana will be an increase in the number of graduates trained in information technology.

“It's clear by just a cursory look that Indiana's economy is focused on industry susceptible to economic fluctuation,” McRobbie says. “We want to encourage a shift in economic development in the state of Indiana to diversify the economy through the development of information technology. The university has a duty to contribute to economic development in the state and a duty to encourage the kind of change that will be important to Indiana in the future.”



## STUDENTS HELP STUDENTS ON HOMEWORK HOTLINE

**Homework can be a lonely, frustrating experience.** *But for many Indiana students, an end to that lonely grappling is just a phone call away, toll-free at 1-877-ASK-ROSE. On any given Sunday through Thursday evening throughout the school year, up to 20 student-tutors from Rose-Hulman Institute of Technology sit by the telephones in Terre Haute, Ind., ready and willing to help middle- and high-school students tackle mathematics and science.*

**S**tudents like Rose-Hulman junior Megan Switzer, a chemical engineering major from Falling Water, W.Va., are happy to help. The question could be about anything regarding math or science. The answer could be simple – solved with a little help in five minutes – or take more than an hour to figure out.

“Sometimes panicky parents call and say, ‘I can’t help my child, can you?’ The students all seem pretty motivated to understand this stuff, and when you can help, it’s nice,” Switzer says.

It is nice for everyone involved, according to Susan Smith, coordinator of Homework Hotline and director of the Learning Center at Rose-Hulman. The hotline was started in 1991 to help students in Vigo County, where Rose-Hulman is located, and was expanded to serve Clay and Blackford counties in 1995.

In 1999 Rose-Hulman received nearly \$1 million from Lilly Endowment to expand the program again, this time to serve students primarily in Indianapolis and central Indiana. Speaking to struggling students on headsets, Rose-Hulman tutors work with calculators and the same textbooks used by students in their own schools. Tutors are housed in a brand-new call center, assisting students from 15 Indiana communities. With the expanded service and new facilities, up to 80,000 students in those areas can tap into the expertise of students from one of the nation’s leading engineering schools.

Tutors benefit too, polishing their communication and problem-solving skills and applying what they know to help others, according to Smith.

*Rose-Hulman student Megan Switzer calls upon the expertise of Homework Hotline coordinator Susan Smith (right). The students’ services as math and science “advisers” to younger students now extends to central Indiana communities.*

“This is a way Rose-Hulman can give back,” Smith says. “We want our graduates not only to do well in engineering and science, but also to give back to their communities and share their skills and talent. We believe that people working together can make a difference.”

The Homework Hotline logged 680 calls during November 1999 alone. Calls came from students all over central Indiana and from counties previously served. That’s more than the 604 calls received during the 1997-98 academic year.

“Things are going well,” Smith says. “We think we’re answering a big need out there.”

### Trying to change Indiana’s math scores

“Many of the questions seem to be about algebra,” Switzer says. “I remember struggling with algebra when I first started, too.”

There is ample evidence that many Indiana students struggle with algebra and other areas of math and science. Of high school sophomores tested in 1997, only 58 percent demonstrated a mastery of essential skills in mathematics.

The problem of low scores continues to concern the Endowment, which has funded programs aimed at the complex problem of raising educational attainment among Indiana youth. Homework Hotline is another link in a chain of initiatives with the potential to improve math and science education in the state and, as a result, increase the potential for succeeding in higher education.

The success of Homework Hotline lies in the use of peer tutoring, according to Smith. Rose-Hulman students must be recommended as tutors by Rose-Hulman faculty. They must then complete a training process to learn how to best answer questions over the phone or the Internet and how to use their expertise to help younger students. They are probably among the best qualified college-age tutors in the state: The median SAT math score for the 1998-99 freshman class was 710, making that class one of the best in the nation.

Not that Rose-Hulman tutors are giving away any answers to math quizzes. Although they

are armed with calculators and desk copies of the textbooks being used by students who call, tutors are trained to work through problems with students, coaching them on underlying mathematical concepts, such as terminology, steps in solving an algebraic formula, or geometry theorems.

The grant allowed Rose-Hulman to hire 45 tutors to work three-hour shifts a few times a week, earning \$8 an hour. “Many students want to be tutors,” Smith says. “We’re looking for a specific kind of person, someone who can communicate clearly, be empathetic toward students and be patient.”

The Endowment grant enabled Rose-Hulman not only to construct its new call center with additional phone lines, headsets and desks for tutors, but also to develop a targeted advertising campaign to market the Homework Hotline to students and teachers in the expanded service area. Rose-Hulman distributed pens, notepads, stickers, magnets and classroom posters marked with the Homework Hotline logo and toll-free number. Smith, her assistant and Rose-Hulman students sometimes visit schools and PTA meetings to promote the program.

“Previously, we had only three telephones for three tutors to work. The new call center is wonderful, with space to expand as demand grows,” Smith says. “We’re confident that with the right marketing and as the word spreads, more students will call.”

By the third year of the grant, Rose-Hulman officials expect that the Hotline will incorporate online materials and learning modules that could demonstrate the efficiency of tutoring as a distance-learning technique.

“Students really struggle with math and science,” says Smith. “We need to change with the times. By making the most of the rapidly advancing technology now available, we are adding to the ways students can receive the help they need.”

## BETTER SITTERS TODAY, BETTER PARENTS TOMORROW

*Indianapolis Safe Sitter Sam Blevins takes some all-in-fun ribbing from his siblings: Laura, Sash and Zach Blevins.*

**Sam Blevins is a 12-year-old sixth-grader** who already has some serious responsibilities. He has two younger brothers (ages 8 and 10) and a younger sister (age 4). An older brother is in high school, busy with all the extracurricular and social events of a teenager. “When my parents have to be away from home, that leaves me in charge,” Sam says.

And he is up to the task, thanks to Safe Sitter, founded 20 years ago by Patricia A. Keener, associate chairman of the department of pediatrics, clinical professor of pediatrics, division director of general and community pediatrics at the Indiana University School of Medicine, and chief of pediatrics at Wishard Health Services in Indianapolis.

Sam completed the two-day baby-sitter training course last August. When he baby-sits for his siblings, he keeps his Safe Sitter folder handy – just in case. The folder contains information on everything from how to rescue a choking child to tips on preventing problem behavior.

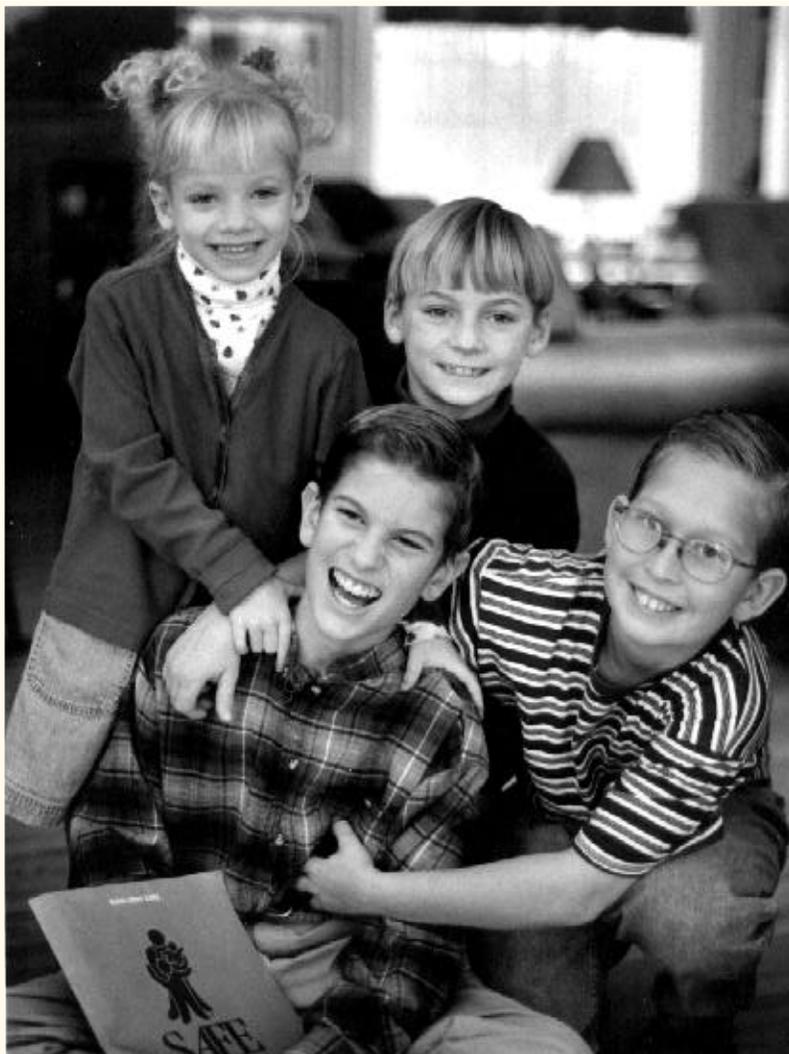
“I don’t hesitate to leave Sam in charge,” says his mother, Meg Blevins. “He now has a sense of security to match his sense of responsibility.”

### Making wise choices

The primary aim of Safe Sitter is to prepare youth to be better caregivers – and, eventually, better parents. Sam, however, pointed out another valuable lesson he learned during the training: knowing when not to accept a baby-sitting job. He recently put his judgment to the test when he was asked to baby-sit for a family with five children. He decided to wait until he had more experience under his belt.

“Safe Sitter taught me to start small with baby-sitting jobs and to think about the number of children I can safely take care of,” Sam says. “I think maybe I need to be more mature to baby-sit for five kids.”

That kind of thoughtful response is just what Keener wants to hear. “We teach our young people to ask themselves, ‘Am I able? Will I be safe? Am I available? Do I have permission?’ If the answer to all these questions is ‘yes,’ then it’s okay to take the job.”



## Local program now international

Keener taught the first Safe Sitter course to 12 students in her daughter's sixth-grade class. A colleague's 18-month-old daughter had choked to death in the care of an adult baby sitter who did not know how to save the child. Keener decided that everyone who takes care of children needs the skills to rescue a child whose airway is obstructed. "I realized that young, adolescent sitters were the least likely to have those skills, so I decided to start a training program for children 11 to 13 years old."

From its initial offerings in the early 1980s and with the help of seed money from Lilly Endowment in 1987, Safe Sitter has grown from a local program to an international endeavor with 900 sites in the 50 states, England and Israel. Safe Sitter materials are available in Spanish and Braille, and more than 200,000 teens have completed the two-day course and have since taken care of hundreds of thousands of younger children.

A 1999 Endowment grant of nearly \$987,000 further supported Safe Sitter's mission. Keener adapted and modernized the curriculum to serve today's adolescents, host sites and instructors. Now called Safe Sitter 2000, the program still covers the basics in medical emergencies and first aid, but Keener has added new information and a new format.

"Adolescents are less protected by adults than they were in previous generations and more encumbered with adult responsibilities, including after-school care for siblings and other children," Keener says. "And they seem to be less supervised, less mentored and less aware of their own limitations. Families are smaller, so children have fewer opportunities to observe their moms raising other children in the family. In many cases, the younger brothers and sisters are being raised in day-care centers. And the increase in single mothers creates all kinds of challenges.

"Kids also learn differently today. They have a shorter attention span, so they need a livelier, more interactive Safe Sitter course. They learn better when they can rely less on reading and more on playing games.

"We now include a behavior-management component and cover things like basic job skills and baby-sitting as a business," Keener says.

Good Samaritan Medical Center in Brockton, Mass., has offered Safe Sitter courses for the past 10 years, training nearly 500 young people in the process. The demand for the classes has been consistently high.

"Safe Sitter 2000 is even better than the original," according to Rita Maynard, director of volunteer services at the hospital. "It's much more interactive, and students like that," she says.

## Controlling costs

Safe Sitter's corps of 13 national trainers worked with new instructors as well as veterans of the old course at all 900 sites to introduce new materials. The Endowment grant enabled Safe Sitter 2000 to launch its training without passing on any additional costs to Safe Sitter instructors, participants or host sites.

As in the 1980s, hospitals still account for 90 percent of host sites for the courses, but other factors have changed, particularly the hospitals' costs to provide the program. Originally, the instructors were volunteers. Nurses took the course and then taught the course to kids for no fee. Now nurse-educators or health-educators teach the Safe Sitter course (and many others) through the hospital's education department.

"What used to be an inexpensive program now has a cost attached to it and must vie with other community outreach courses for its place," Keener says.

"Even so, we insist that host sites charge the kids only a modest fee (usually no more than \$25 and a maximum of \$50)," Keener says. "It is important to assure that the course remain accessible."

The Endowment grant also allowed Safe Sitter to update computer and office equipment at the national headquarters in Indianapolis, and the organization is studying ways to reach more diverse groups of adolescents with scholarships, recruiting efforts and partnerships with youth organizations.

# SABBATICAL SEASONS

*The Rev. Thomas E. Smith, pastor of Presbyterian Chapel of the Lakes in north-eastern Indiana and a busy volunteer and community leader, shared a 10-week time-out with his family, including Isaac, his 2-year-old son.*





was having difficulty engaging with a new person and the family surrounding that person. I guess I was beginning to overload on people. Besides carrying 40 to 50 hospice cases, I had the regular responsibility of 80 to 100 people in our congregation.”

In a very different setting, the Rev. Matthew C. Harrison, senior minister at Zion Lutheran Church in Fort Wayne, Ind., shared Hutchison’s need for some time away from pastoral duties. Harrison oversees a large multicultural congregation that operates a parochial academy and is involved in a partnership with another congregation to revitalize a 10-block neighborhood surrounding the two churches. “We’ve knocked down about 30 dilapidated houses, and we’re in the process of building a dozen homes and have plans for a dozen more in the next couple of years,” he says. “This takes tremendous energy. Sometimes I feel as if I’m running on reserves.”

### “A time to seek”

The Rev. Thomas E. Smith was in his 13th year of ministry at the Presbyterian Chapel of the Lakes in Angola, Ind., when he and his wife considered their first-ever “pilgrimage” away from the church. “We saw it as a good time to step back and reflect on our experience and to realize that we’ve been at this for a long time,” recalls Smith. “The congregation, my family and I heaved a collective sigh, but it wasn’t as if we were saying, ‘We’re only halfway up this hill and we’ve got a long way to go yet.’ It was in anticipation of a great opportunity.”

When Lilly Endowment launched the Clergy Renewal Program for Indiana Congregations in 1998, the intent was to strengthen Hoosier congregations by inviting the churches to design programs of professional and personal renewal for their primary leaders – the pastors.

The Alban Institute at Bethesda, Md., agreed to lead workshops around the state to inform churches of the opportunity and share research that supports the benefits of sabbaticals. Alban staff members emphasized that successful grant proposals were likely to include activities that ensured

*“To every thing there is a season,  
and a time for every purpose under the heaven.”*

–Ecclesiastes 3:1

**F**or the Rev. Jonathan Hutchison, the invitation to plan a structured leave of absence after 18 years of nonstop ministry was a “godsend.” After serving as a hospice chaplain in Columbus, Ind., he and his wife Deborah moved to Bean Blossom, where they divide pastoral duties at St. David’s Episcopal Church in Nashville, and Jonathan also serves as vicar.

“I knew I needed some time away,” says Hutchison. “In my hospice work I noticed that I

*Smith and his wife  
Diana enjoy a “free  
day” with three of  
their five children  
(left to right): Ian,  
10; Micah, 6, and  
Isaac.*

new experiences and perspectives for the pastors and the congregations they served.

The response was positive. In its first year the program drew 107 applications and resulted in awards of up to \$30,000 to 23 Indiana congregations. Based on the initial success, a 1999 allocation for \$900,000 extends the program through the year 2000.

### **“A time for peace”**

Some congregations and pastors found that the grant-application process in itself was a worthwhile exercise because it prompted them to examine pastoral work in new ways. “When this opportunity came along, I was reevaluating my ministry,” recalls Hutchison. “By engaging with the grant program and talking about it with my spouse and people at my church, I sorted out some of my vague feelings about needing to do something new. It brought into focus my desire to write and reconnect with my music. I credit the process with helping me discern my next step in ministry.”

At first Hutchison worried that members of his congregation, in their desire to support his sabbatical plan, would not articulate their fears about maintaining the church’s ministry in the absence of the pastoral staff.

“This is a very loving and warm congregation,” he explains. “I’ve encouraged them to let their misgivings surface. We’ve had conversations where we talk about concerns such as, ‘Who’s going to take care of us while you’re gone?’ ‘What happens if my uncle dies?’ ‘Suppose someone has to go into the hospital?’”

One evening’s discussion was followed by a pitch-in dinner with only “comfort foods” on the menu. This was to affirm that it was all right for members to air their anxieties about the upcoming change. “I would be disappointed if the congregation felt it couldn’t function without us,” says Hutchison. “That would be a major sign of a failure in my ministry.”

### **“A time to laugh”**

The sabbatical plans for Hutchison and Harrison will unfold in the summer of 2000 and will include travel components that combine study, sightseeing and many family interactions.

Harrison, his wife Kathy and their two children will begin their journey in May when they fly to Germany for 10 days. “I’ve never been to the famous Reformation sites, although I’ve taught many classes on the Reformation roots of our church,” says Harrison.

*The Rev. Jonathan Hutchison and his wife Deborah hope to find the time to revive their musical skills. The renewal period granted by their church involves travel to Britain and writing seminars for him in Ireland and New Mexico.*

From Europe they will travel to Australia where Harrison will study with two professors at Luther Seminary in Adelaide. He also plans to take his family to visit an aboriginal mission station at the invitation of a pastor near Alice Springs.

On each end of the three-month sabbatical are a few days that Harrison calls “gear-shift time” when he and his family can catch their breath, have some fun, and either rev up for the experience or wind down from it.

Jonathan and Deborah Hutchison will spend two months in the British Isles visiting landmarks and holy sites including the sacred island of Iona. Jonathan will enroll in two writing courses, one in Ireland and one in Taos, N.M., where he will spend the second half of his sabbatical working on a book about his hospice experiences.

“This won’t be a how-to book,” he says. “This will be my reflections on some of the people I’ve encountered in hospice. I want to tell their stories and share some of the lessons they tried to teach me.”

In keeping with the intent of the program, both pastors and their churches have worked hard to ensure that the congregations will not merely



mark time during their absences. St. David's Episcopal Church has teams of members trained in outreach, pastoral care, worship, music and finance. Zion Lutheran Church has multiple clergy and may recruit two seminarians to help with specific ministries.

"A time apart can be a very positive thing," says Harrison. "It will remind everybody that no matter what pastor is here, God is still in charge and taking care of His business."

### "A time to build up"

Smith, whose sabbatical last summer took him, his wife and three of their five children to England and Scotland, knows that Harrison's assessment is on target.

"I came back to a session of the board of elders who for the first time saw themselves in a new way," says Smith. "Before the sabbatical they tended to be 'pastorally dependent.' In other words,

they looked to the pastor as the sort of resident Christian who is supposed to take care of things. But last summer the whole congregation saw themselves as responsible for the care of each other and for the coordination of that care. They grouped together and galvanized in a fresh way. That was the healthiest thing about this experience."

It was so healthy, in fact, that Smith and the congregation want to nurture the new participatory style of ministry.

"The church leaders have planned a retreat," says Smith. "We're going to talk about and reflect on what we learned and make plans for the church's future and administration in that light."

(The Endowment was so pleased with the Indiana program that the National Clergy Renewal Program was launched in December. The program will provide 100 Christian congregations and their pastors from around the country with grants of up to \$30,000 each.)

*(opposite) Zion Lutheran Church (background) has served Fort Wayne since 1882. The Rev. Matthew Harrison talks with a neighborhood leader about the planned renovation of a 10-block area in the inner city.*

## INSPIRING RELIGIOUS LEADERSHIP

Two grants totaling almost \$4 million will support complementary research on religious leadership in two American faith communities – Christian and Jewish. These multifaceted projects will result in findings that could influence the recruitment, formation, retention and renewal of current and future religious leaders.

A \$3.4 million grant to Duke University will support a four-year, comprehensive study to survey the current state of parish ministry in major Christian denominations, describe elements of excellent ministry in different kinds of congregations, and suggest ways ministry can be supported.

The second award – \$470,370 to the Jewish Theological Seminary of America (JTS) in New York City – enables JTS to study similar issues concerning the rabbinate and develop the intellectual foundations for a new Jewish Religious Leadership Institute.

### Help for a "troubled profession"

Seminaries and theological schools in several denominations are beset by a shortage of pastors; others wish more leaders of a higher caliber were available to their congregations.

"In some ways, ordained ministry is a troubled profession," says Jackson W. Carroll, the Williams professor of religion and society at Duke Divinity School and project director. "American culture has changed considerably in the past 25 years, and theology schools and the clergy are facing new issues."

A Lilly Endowment planning grant enabled Carroll and his research team to define leadership-related topics that warrant further exploration. "We consulted with pastors, church leaders and seminary faculty," explains Carroll, "to confirm key issues that we need to address."

"We need to find out about the state of pastoral leadership now and what trends indicate about the next generation of leaders," Carroll says. "We also need to describe what 'good ministry' is, how it happens, how it can happen more often and how it can be nurtured and supported."



### Time to plan

The JTS project will provide an excellent opportunity to compare issues common to both Christianity and Judaism, since both must deal with many of the same cultural, social and economic forces operating in contemporary American society.

“We hope this will be a bilateral process and that we will be able to contribute to the thinking in other faith communities,” says Jack Wertheimer, JTS provost, Mendelson professor of American Jewish history and director of the Endowment-supported project.

Set for completion in two years, the JTS project will allow leaders at the 113-year-old seminary to conceptualize a leadership institute that will enhance the training not only of rabbis but also of congregational lay leaders and religious educators. Wertheimer hopes to explore new ways of helping leaders already in the field or soon to enter the field.

“We need to inform ourselves about a range of leadership initiatives taking place in other faith communities and other sectors of American society,” says Wertheimer. “We want to develop educational initiatives for our degree programs and for training leaders already serving in congregations.” As part of the process, Wertheimer and his colleagues are convening groups that will provide direction for the proposed religious leadership institute.

### Applying the findings

Both Carroll and Wertheimer are determined that the research will have practical application. Duke researchers will disseminate the results as soon possible and in many ways – conferences, focused reports, a Web site. The process will culminate in a book designed for a wide audience.

“The issues will have policy relevance for the denominations,” Carroll notes. “We’re also recruiting a group of church leaders who will be a kind of first audience for the research findings. As we expose them to our research, they will feed us ideas on issues that need to be considered as we move forward through the project,” Carroll says.

## INDIANAPOLIS CENTER FOR CONGREGATIONS HANDS-ON HELP FOR CHURCHES

**Southport Baptist Church has an old-fashioned, narrow narthex that doesn't permit fellowship. "We call it 'the gauntlet,'" says the Rev. Fred Oaks. The "gauntlet" problem was never obvious to the 625-member, 167-year-old Indianapolis congregation until two years ago when Oaks and the lay leadership attended a workshop called "The Inviting Church: Ministering to New Members."**

The workshop was sponsored by the Indianapolis Center for Congregations. Lilly Endowment first funded the center in 1996 with a grant to the Alban Institute, a national research, publishing, education and consulting organization based in Bethesda, Md. The center's mission: to help Indianapolis-area congregations find solutions to problems by connecting them with resources from around the city and across the nation.

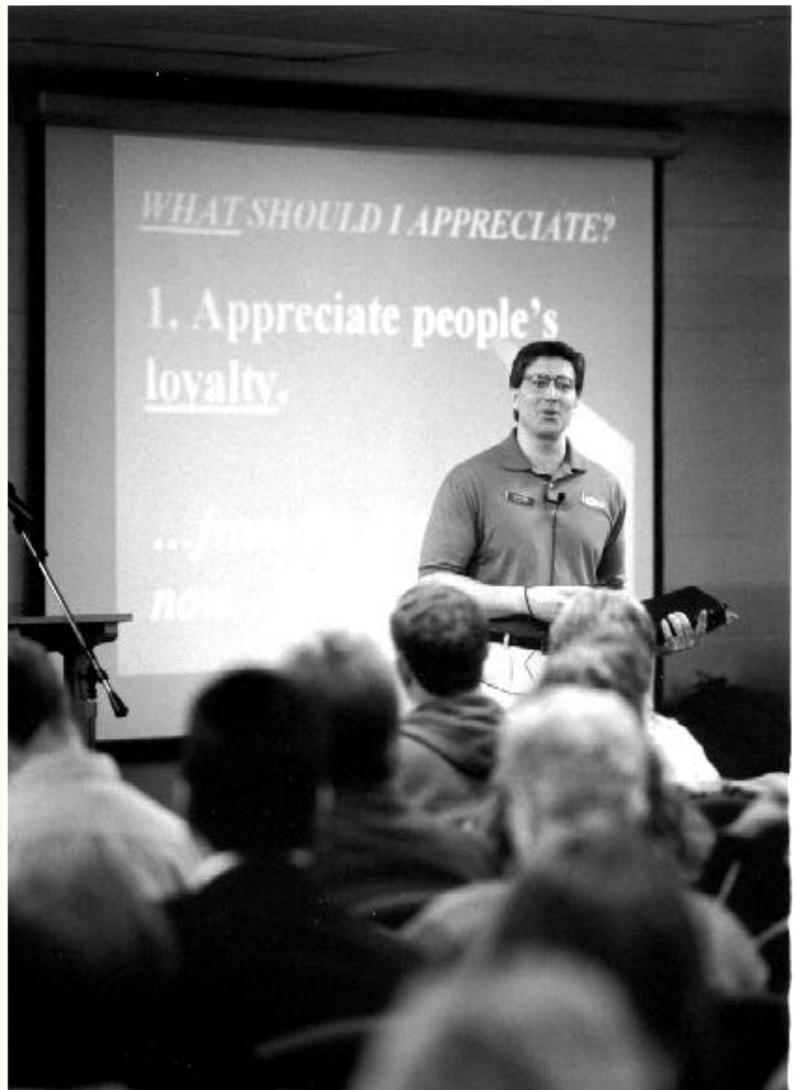
"The workshop helped us to see our church through the eyes of a visitor," Oaks says. "We realized we needed a more welcoming space and a second service to allow room for growth."

Through the center, Southport Baptist received \$6,750 to hire architects to plan a new, more welcoming narthex, as well as office and multi-use space to accommodate growth and change. Two years after the workshop, the church still has the gauntlet, but it also has a building plan, a new small-group ministry, and a second, nontraditional worship service, called "Living Water," to appeal to visitors of all ages.

### Solving problems

Since 1996 the Indianapolis Center for Congregations has worked with 220 Indianapolis congregations from three faith groups – Christian, Jewish and Muslim – and has hosted 800 participants in dozens of programs and workshops, according to John R. Wimmer, director of the center. In 1999 the Alban Institute received a second Endowment grant for \$6.4 million to expand the center's capacity to disseminate information to congregations around the country.

"Churches are where people go to make sense of their lives, faith and relationships. They are such



a strong presence, but congregations do have problems,” Wimmer says.

“We’re still running into churches where the church secretary is spending two days a month typing out labels for the newsletter,” he notes. “And some churches don’t have a database, yet we know that the better you communicate with members, the better you can build your community of faith.”

### Computers and conferences

Churches like First Baptist Church in Indianapolis have benefited from the center’s interest in the marriage of technology and faith. The congregation recently received a \$4,700 grant from the center to upgrade its computer hardware and software. The new church database allows the Rev. George Tooze to keep track of members’ birthdays, track visitors, and correspond by e-mail with members of the congregation.

“My e-mail messages might include a thank-you note, messages from leadership and dialogue about my sermon,” Tooze says. “The contact creates a better sense of family.”

Churches in central Indiana will have a chance to boost their understanding of information technology with the center’s Computers and Ministry Grants Initiative beginning in 2000. Up to 50 congregations will be selected to participate in a special “Computers and Ministry” course, receive on-site visits from consultants, develop a technology plan that fits their own goals, and then have a chance to submit a grant proposal to help pay for up to half the cost of implementing their technology plan.

The center also links congregations and addresses issues such as conflict management, practicing faith, nurturing families and youth, leading change and managing repair and renovation projects. Some congregations have sent church staff or lay leaders (three-quarters of attendees at educational programs are laity) to center-sponsored forums. Other congregations have tapped into the “Congregation Resource Guide,” a list of national and international resources on subjects



ranging from church-management software to stained-glass repair.

### Expanding the audience

A new pilot program, “Travel in Learning,” will allow congregational leaders to travel to other regions of the country to study a church that has met with success in a matter of particular concern to their home congregations.

Ultimately, the fruits of the center’s work will help congregations elsewhere, according to James P. Wind, president of the Alban Institute. The center’s “Congregation Resource Guide,” for example, initially designed for Indianapolis congregations, will soon be accessible via Internet for churches everywhere.

The center is a sort of living laboratory. “It helps us understand how congregations learn, how they use resources, how they operate in spite of financial challenges,” Wind says. “We’re always learning new ways to work with congregations.”

*The Rev. Fred Oaks of Southport Baptist Church in Indianapolis uses a multimedia presentation (opposite) to attract younger worshipers, while a more traditional service (right) pleases others. Oaks has benefited from the programs of the Indianapolis Center for Congregations.*

**When Charlotte Robinson accepted a pastoral call to lead the congregation of First Church of Almond Springs, Calif., she did not anticipate the series of problems that awaited her there. Among the challenges she faced: crafting an initial sermon that would convince skeptics of her ability to practice ministry; dealing with a staff member who was determined to undermine her leadership; consoling the community when a much-loved resident died; and serving as mediator during a politically charged local controversy.**

## SEMINARIES USE E-TOOLS TO BUILD TEACHING RESOURCES

**F**ortunately, she received – and continues to receive – thoughtful counsel from students enrolled in graduate classes at the Claremont School of Theology. Each week they log onto the Almond Springs Web site, read about Robinson’s latest predicament and prepare responses based on their logic and the articles and tutorials that accompany the episode.

Truth to tell, “Charlotte” is a fictitious composite from several congregations. She appears online for teaching purposes. “Because Robinson’s story is a ‘scripted scenario,’ technology has allowed us to create a totally different kind of case study,” explains Scott Cormode, the George Butler associate professor of church administration and finances at the California seminary.

Under the old model, which Cormode calls a “paper situation,” case studies were issued to students in their entirety rather than in unfolding segments. The characters had little depth – “they were like cardboard cutouts,” says Cormode – and did not motivate students to get involved.

By contrast, students (and others) can visit [www.christianleaders.org](http://www.christianleaders.org) and then select online scenarios to find biographies of the fictitious characters, pictures of the mythical community, and extensive background information about conflicts that confront Robinson and her church.

“Students begin to treat Robinson as if she is

real. We teach students to ask questions and research answers,” says Cormode. “We’re teaching the very skills that we want pastors to have when they become leaders of congregations.”



*Milton (Joe) Coalter  
“revs up” the  
soon-to-be-released  
Web site that will  
display information  
about religion  
research projects  
funded by the  
Endowment.*

## Charlotte's Website

As recently as 1996, the school lacked the infrastructure to support the classroom activities that Cormode describes. With funds provided by two Lilly Endowment grants, the campus now is fully wired; each faculty member has a desktop computer, and the school's Web site offers a variety of tools such as interviews with parish leaders, articles from Christian and secular journals, and, of course, Robinson's ongoing saga. Cormode says the school will expand its use of technology in the classroom, but it will do so at a pace that is comfortable for the campus community.

"We did collaborative evaluation in the midst of the grant-implementation program and discovered that some of our goals were way too lofty and some were not nearly lofty enough," he says. The technology task force decided to wait until professors were comfortable with simple functions such as e-mail before offering them advanced training.

The process has moved quickly and smoothly. "When I arrived in 1996, people couldn't imagine how to use technology on campus," recalls Cormode. "It is now thoroughly embedded in the way we relate to one another, and we use it to collaborate on projects large and small."

## Computer camp, anyone?

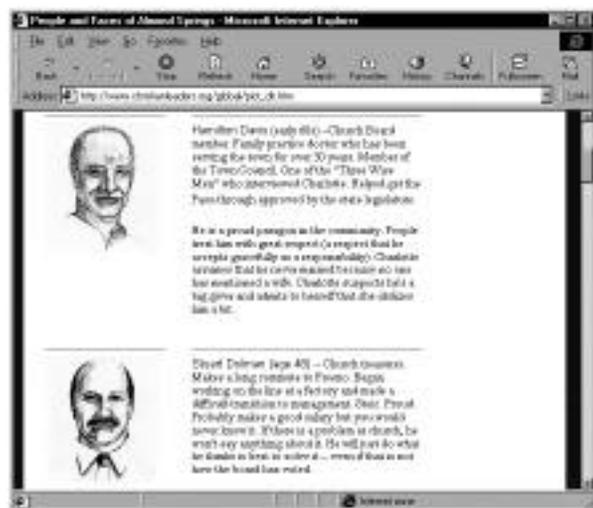
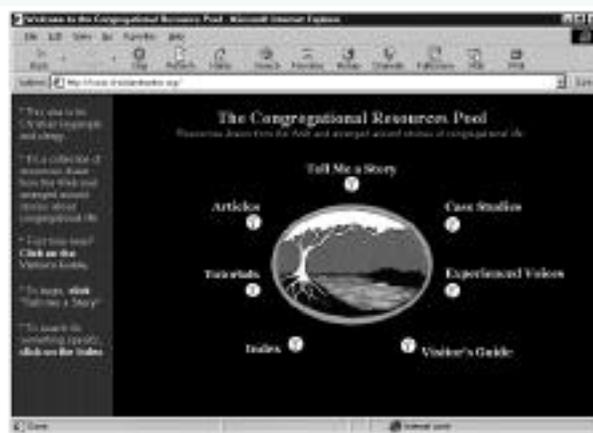
The Claremont school is not unique in these technology efforts. Seminaries across the country are using online resources. Endowment support for these programs exceeds \$23 million and began in the mid-1990s after a comprehensive study confirmed that emerging technologies had potentially powerful teaching and learning applications.

Early grant programs encouraged schools to conduct audits, engage consultants and design plans for technology-based instructional initiatives. Subsequent awards, made in 1997 and 1999, enabled seminaries to build infrastructure, train faculty members, equip laboratories and create partnerships and networks. More than 75 theological schools and seminaries have benefited from the Endowment's information technology program.

*The congregation in Almond Springs, Calif. – its people, problems and progress – is just a click away on a Web site of the Claremont School of Theology.*

One successful collaboration involves the Minnesota Consortium of Theological Schools, composed of five seminaries that prepare students for ministry in the Roman Catholic Church and three Protestant denominations.

To stretch their grant monies, the schools pooled resources two years ago and hired one expert to conduct training sessions on four campuses. Jim Rafferty, the consortium's technology resource administrator, has worked to break down barriers and make learning sessions nonthreatening and fun. A laid-back "computer camp" was such a hit last summer that he plans to repeat it in 2000.



Rafferty has packaged another series of lessons as "Five Interesting Things You Can Do With \_\_\_\_." The blank at the end of the sentence varies. "I offer the 55-minute sessions at each seminary and follow the classes with hands-on time in the computer labs," says Rafferty. "It's fun to watch people start with tentative baby steps and

then break into a run. They say, 'Oh, I can do that,' and, of course, they can," he says.

### Tapping the "niche market"

Technology's support of theological education also extends deep into the library stacks. A \$3.9 million Endowment grant to the American Theological Library Association (ATLA) soon will give seminaries, scholars and ministers unprecedented access to key journals.

The organization's new ATLAS Project (American Theological Library Association Serials) will place current issues and decades of back issues of the 50 most significant journals in religion on the World Wide Web, making all articles accessible from desktop computers anywhere in the world.

"We're what is called a 'niche market' academically," says Dennis A. Norlin, executive director of ATLA, based in Evanston, Ill. "Some publications in our discipline have circulations smaller than 1,000 and are published by scholarly societies and theological schools. Because large database vendors prefer to negotiate deals with a single publisher who publishes a hundred or more titles, we decided to establish a Web site. ATLA, a premier index to religious literature, wanted to make sure that religion wasn't left behind as an academic area."

### 600 journals online

The ATLAS project eventually will encompass all journals currently included in the ATLA index of religious periodicals. "Our ultimate goal is to offer more than 600 journals online," confirms Norlin. "People, including the general public, will be able to search our database, find the article they want, click on a hotlink and go directly to the article. We believe that religion and faith should be topics of widespread discussion, and this electronic collection is one way to raise the public's level of understanding."

Having a library collection just a few easy and convenient keystrokes away has led to an interesting phenomenon. ATLA is in the process of phasing out the print versions of two of its three

key indexes. "This is the last year we'll print an index of book reviews in religion, and next year we'll print our last index of essays," says Norlin.

### Disseminating research findings

A third technology-related initiative supported by the Endowment during 1999 is an Internet Web site that offers information about religion research projects it has funded in the past several years. The material presented online will be available to all visitors to the Web pages but will be directed especially to pastors and other religious leaders and to scholars in the field of religion. The project's principal investigator, Milton J. (Joe) Coalter of the Louisville Presbyterian Theological Seminary, anticipates the Web site's unveiling in the summer of 2000.

"Besides a database of projects and products, we'll offer a section called 'Reflections on Research' that will include essays written by scholars and religious leaders," says Coalter. "There will be interviews with project directors, who will give overviews of their work and will talk about findings that may not have gotten into print. Another section will offer study guides."

*Initiatives in Religion*, the newsletter of the Endowment's Religion Division, also will be available. All the elements on the site can be searched by keyword, subject, faith community, author and project director. A final section will list related Web sites devoted to specific Endowment-funded projects, regranteeing agencies and organizations that are pursuing projects which parallel the religion interests of the Endowment.

"We can disseminate information very quickly," says Coalter. "We don't have to wait for a publisher to release it, and we have thoughtful religious observers responding to the literature. Pastors will have quick access to information, and they'll have their colleagues' reflections on the most important of those findings."

# SPIRIT & PLACE

**David Bodenhamer**, director of the Polis Center at Indiana University-Purdue University Indianapolis, credits the successful launch of the Spirit & Place civic festival in 1996 to a casual conversation and a rare opportunity. “As part of our Religion and Urban Culture Project, we were trying to create public discourse about the relationship between religion and community,” he recalls. Susan Neville, a professor of English at Butler University, mentioned to Bodenhamer that author John Updike was coming to campus and was well qualified to address the topic.

**T**he idea took shape and then grew threefold. If the presence of one famous writer could spark interest in the connection between religion and community, what might be the impact of a trio of well-known writers?

“We decided to invite Kurt Vonnegut and Dan Wakefield to join John Updike in a conversation about the spiritual and moral themes that their works embrace,” says Bodenhamer. Vonnegut and Wakefield, former residents of Indianapolis, could also comment on the link between the city and their spiritual formation.

The program drew the largest single crowd in the history of Butler University’s Clowes Memorial

Hall. “It was like a celebration of place,” says Neville of the standing-room-only turnout. “The authors focused on their spirituality as writers and on their connection to the landscape they wrote about. The event started conversations among local artists, writers, religious leaders and historians.”

Spirit & Place has emerged as an annual festival, and the three-way “conversation” is its signature event. With the theme of “changing landscapes,” the 1999 festival featured author-keynoters Barry Lopez (*Arctic Dreams*) who focused on natural landscapes, Kathleen Norris (*Dakota: A Spiritual Geography*) who talked about the connection between spirit and landscapes, and Sister Helen Prejean (*Dead Man Walking*) who focused on moral landscapes.

## Increasing the “voices”

Community involvement has grown. Now almost 40 partnering organizations offer related programs at venues throughout the city. Sponsors

*Citizens crowded the Murat Centre in downtown Indianapolis to hear the Spirit & Place keynote conversation on “changing landscapes.”*



Keynoters Barry Lopez and Kathleen Norris (right) addressed other audiences around the city. So did Sister Helen Prejean (below) who spoke at Martin University and with its president, the Rev. Boniface Hardin.

include religious, cultural and educational groups, and their contributions include art exhibits, dramatic performances, panel discussions, readings, sacred concerts and a mock trial that probes a hypothetical community issue.

“We call Spirit & Place a ‘civic festival’ because its main purpose is to foster discussion about community by using the traditions of the arts, humanities and religion,” explains Bodenhamer. “We’re not out to prescribe action, but we know that action is likely to happen when people reflect seriously about issues and make connections with people who have similar interests.”

Two such connections have led to ongoing relationships among diverse groups. A church was the setting two years ago for a dramatic presentation written by an Indianapolis playwright and based on two female characters from the Old Testament. The host church invited women from local Jewish, Muslim and Christian congregations to attend. “The women talked after the performance and agreed to continue the association that bridged their faiths,” says Bodenhamer.

The second collaboration evolved between two dance companies – one a professional troupe and the other a group of physically and mentally challenged performers. Because of their joint effort, members of the second group now are being integrated into the city’s larger arts community.



### Moving to the next level

With a Lilly Endowment grant for \$500,000, the Polis Center will stage three more Spirit & Place festivals and will develop a strategic plan to guide the annual event as it expands geographically, attracts new partners and adopts a permanent structure of governance.

Part of the challenge of planning the next year’s round of activities is to expand the scope of events, participants and locations without losing the festival’s original appeal and audiences. Supporters of Spirit & Place do not want the event to be stereotyped as an arts festival. “We want everyone to understand the value of having a range of voices at the table,” says Bodenhamer.

“As a former BBC producer, I was trained to mix, match and put together a cast of speakers who will address a topic from various points of view,” explains Sallyann Murphey, producer and host of the 1999 Spirit & Place keynote conversation at the downtown Murat Centre. “We’re focusing more on the issues now than on any individual’s writing. Our goal is to get people talking, thinking and interested in issues of community and spirituality so that the discussion goes on long after they’ve left the theater.”

Many longtime Spirit & Place advocates believe this goal already has been achieved. “At its best, Spirit & Place focuses our attention for a short time on what this place means and what makes it special,” says Neville. “It makes us think about the connection between meaning and landscape.”



# JANE ADDAMS – IN HER OWN WORDS

**When Mary Lynn Bryan agreed to assemble and edit the papers of Hull-House co-founder and Nobel Peace Prize winner Jane Addams, she envisioned the outcome as a roll or two of microfilm and a modest collection of letters. Now, 25 years later, Bryan and her two co-editors have produced 82 reels of film with 2,000 images on each reel, a comprehensive index to the filmed documents, a soon-to-be-published volume that traces Addams from birth to age 23 (she was 75 when she died in 1935) – and plans for four subsequent books.**

**A**ll this for a woman whose papers we initially thought might fill a single volume,” says Bryan, a former curator of Jane Addams Hull-House in Chicago.

Although the Duke University project has involved more work than expected, the results have proved more valuable than anticipated. The microfilmed record of Addams’ speeches, correspondence, diaries, articles and books is helping historians better understand Addams’ formative years, her social-reform efforts and her contributions to the development of American philanthropy. Depending on a scholar’s area of interest, the documents offer insights on issues as diverse as child labor, health care, immigrant education, women’s

suffrage and the peace movement. Addams was all about responsible change.

Still, not every researcher has the stamina to peruse such a massive collection of film. “It’s daunting,” admits Bryan. “I get letters all the time asking, ‘When will the books be available?’”

Her answer comes as good news: Volume I is slated for publication next year by the Indiana University Press; Volumes II and III are in the works, supported by a Lilly Endowment grant and an award from the National Endowment for the Humanities.



*Jane Addams and her colleagues at Hull-House on Chicago’s near west side taught immigrant families everything from citizenship to performing arts to woodworking.*

## Search and salvage mission

Several factors have slowed the publishing schedule. Challenges have ranged from finding the documents – the papers were scattered in a thousand repositories on three continents – to winnowing their number. “By the time we were ready to do the book edition, we had decided to publish the ‘selected’ papers of Jane Addams,” explains Bryan. “There isn’t enough paper to publish all that is contained on 82 reels of film.”

Even more obstacles surfaced after the documents were assembled and selected. “Addams’ handwriting is almost illegible,” says Bryan, “and she really struggled with spelling.”

During her busiest years the social activist wrote in a cryptic, almost shorthand style that historians unfamiliar with her scribbles would find



*For her social-reform efforts over 40 years, Addams received the Nobel Peace Prize in 1931.*

difficult to decipher. “That’s something we can do for other researchers. We’ve read her handwriting for so long that we know it better than anybody else,” Bryan says.

If part of Bryan’s task is to clarify Addams’ words, another part is to fill the gaps where no words exist. Records from the early days of Hull-House met with tragedy when the University of Illinois leveled all but two of the settlement’s 13 buildings to erect its Chicago campus. The “wrecking-ball” crew, not realizing that a treasure of Addams’ papers was stored in the basement, doused the building with water to keep down the dust during the demolition. The water collected in the basement. The resulting “trash” was transported to a city landfill.

“We had to reconstruct the record in the best way we could,” explains Bryan. She and her associates collected newspaper clippings and searched for persons who might have access to random pieces of Addams’ correspondence or scrapbooks of Hull-House history.

“Our goal is to let Jane Addams tell her own story. We add text only when we can present hard

evidence of events that occurred. We’re not making guesses, and we’re not trying to analyze her. We want her to speak for herself.”

### Contemporary applications

Of particular interest are the documents that reveal important influences on Addams before she achieved worldwide fame. Religion was one. She attended church every week in her tiny hometown of Cedarville, Ill., where church was the center of social life. She later enrolled at Rockford Female Seminary where she studied the Bible and heard teachers encourage their students to consider careers as missionaries. But Addams also realized the value and power of the larger education she received at Rockford and became keenly aware of her own individuality. These educational experiences strengthened her sense of morality and began to shape her attitude toward charity.

Her later travels exposed her to the urban poor and prompted her to take up their struggle to improve their circumstances.

“She believed in giving people opportunities to better themselves,” says Bryan. “She found ways to help others stand on their own, gain self-respect and not be kept as an underclass.”

Many programs that Addams introduced in the early years of the 20th century may serve as models for programs in the 21st century. “If we look at what was done well in the past, we can pick from the best of it,” says Bryan.

As an added benefit, any scrutiny of Addams’ work causes a renewal of interest in and appreciation for the social reformer who Bryan believes is one of America’s most significant women.

“In many ways Jane Addams has become my best historical friend. I know her well, and even after all these years, my admiration for her continues to grow,” Bryan says. “She was entirely human and certainly not perfect by any means, but I respect her enormously for what she achieved for the people of her day and for the path she opened for the people of our day.”



# BEWITCHED!

## OPERA IGNITES SENDAK CELEBRATION

**In the closing moments** of the Indianapolis Opera Company's performance of *Hansel and Gretel*, the children celebrate their victory over the wicked witch and enjoy a jubilant reunion with their father. The children's mother, who sent Hansel and Gretel on their frightening foray into the forest, cowers with guilt on the left side of the stage. The audience understands her remorse – although it's expressed in German – and hopes for a happy ending.

"You could hear a pin drop," says Janet Rost, the opera's special project coordinator for the Sendak celebration, describing the reaction of the rapt student audience, most of whom were witnessing opera for the first time. "When Hansel, Gretel and their father invite the mother to re-join the family, the whole auditorium cheered. They caught the subtlety of a broken family that is made whole again, and their response was instantaneous."

The burst of applause not only signified approval of the satisfying ending but also loudly dispelled the belief that opera and kids don't mix. Most of the "patrons" at the 10:30 a.m. presentation at Clowes Memorial Hall on the Butler University campus were students from elementary and middle schools throughout Indiana.

The show – one of two sold-out student matinees in the 2,200-seat theater – further proved that daytime performances, typically viewed in the opera world as financially risky, can build future audiences by attracting capacity crowds of nontraditional theatergoers.

"This opera definitely broke new ground for us," says John C. Pickett, executive director of the Indianapolis Opera. "We saw *Hansel and Gretel* as an opera that could raise the standard for what we are striving to accomplish artistically. Next year we will start the season with *Porgy and Bess* and include another student matinee."

### Celebrating Sendak's genius

Contributing to the success of *Hansel and Gretel* was the community celebration leading up to and surrounding the expanded performance schedule. Pickett and James Caraher, the opera company's artistic director, invited area arts organizations to join in a tribute to Maurice Sendak, the renowned illustrator of children's books who designed the sets and costumes for *Hansel and Gretel*. Several groups embraced the celebration's theme, "awakening imagination through opera, literature and the art of Maurice Sendak," and created companion programs.

"Arts organizations frequently work well together in Indianapolis," says Rost, retired executive director of the American Pianists Association who coordinated the Sendak celebration. "Sometimes we're perceived as competing with one another, but in truth, we're all working to promote the same thing: the arts."

A Lilly Endowment grant for \$250,000 helped support several of the collaborative efforts, including an exhibition of Sendak illustrations at the Indianapolis Museum of Art (IMA). More than 40 drawings, displayed at a lower-than-normal level to accommodate young visitors, offered a representative view of the artist's work. Included were watercolors and drawings from his books, *Where the Wild Things Are*, *The Juniper Tree*, *Hector Protector* and *Outside Over There*.

A brief videotape, "The Un-Scene Sendak," took IMA visitors into the workshops of Lincoln Center in New York City to watch Sendak advise set builders on how to construct the intricate set for *Hansel and Gretel*. Designing the oversized and movable scenery was not the illustrator's first adventure into the world of classical music. He



previously created sets for *The Magic Flute*, *The Love for Three Oranges* and *The Cunning Little Vixen*.

“Sendak is special for several reasons,” says Harriet Warkel, IMA associate curator who assembled the exhibition. “He’s diverse and willing to change his style to accommodate the story he is illustrating.

“When he illustrated *Grimm’s Fairy Tales*, he went to Germany where German engravers and artists influenced him. When he was doing *Hector Protector*, he used a 1939-type cartoon style, complete with little bubbles that contained the characters’ dialogue.

“He’s also unusual because he does his artwork from a child’s point of view. He doesn’t approach a story as an adult telling a story to a child but as a child experiencing a story,” Warkel notes.

### Building new collaborations

The Indianapolis Opera production and all its spin-off activities were the result of three layers of collaborations. Six opera companies shared the cost of producing the classic opera with its colorful Sendak sets and costumes. Besides the Indianapolis Opera, partners in the joint venture included the Houston Grand Opera and regional opera companies in Toronto, San Diego, Baltimore and the Juilliard School in New York City. The Indianapolis Opera was the smallest of the participating companies and the only one to use *Hansel and Gretel* as the centerpiece of a communitywide celebration.

A second layer of collaboration involved the community arts organizations that took part in the performances. The Indianapolis Chamber Orchestra was in the orchestra pit under the baton of Caraher; student dancers from the Butler Ballet played the roles of Hansel and Gretel’s slinky cats; and 45 members of the Indianapolis Children’s Choir portrayed little victims of the witch’s spell.

The third layer of collaboration involved those community organizations, like the IMA, that implemented programs indirectly linked to the opera. The Indianapolis-Marion County Public Library offered recorded stories by Maurice

Sendak on its 24-hour telephone story line. The readers were the internationally known lead performers from the *Hansel and Gretel* production.

Dance Kaleidoscope opened its season with a program called “Music! Opera! Dance!” that featured the Indianapolis Opera Ensemble conducted by Caraher. Butler University hosted a children’s literature conference and called it “Celebrating the Work of Maurice Sendak.”

Young Audiences of Indiana offered Sendak-related programs that ranged from a puppet-making workshop to dramatic readings of Sendak’s work accompanied by improvisational piano pieces.

“What this project accomplished was to illustrate that arts organizations don’t work in isolation,” says Anna White, executive director of Young Audiences. “It showed that we can increase the impact of important events in our community through collaboration. We were able to use our imagination to come up with programs that were unique but, at the same time, connected with what other organizations were trying to do.”

*Dramatic set designs by Maurice Sendak and the “family tale” of “Hansel and Gretel” captivated young matinee-goers. Led by Hansel (Julia Anne Wolf), Gretel (Sheryl Woods) and the Witch (Robert Orth), the Indianapolis Opera Company’s production spearheaded a communitywide arts celebration of Sendak’s work.*



## INDIANA STATE MUSEUM “BUILDING ON OUR PAST WITH EVERYWHERE TO GO”

**Ralph Appelbaum, America’s celebrated museum exhibit designer, jokes that museum visitors fall into three categories: studiers, strollers and streakers. Studiers carefully scrutinize every historic marker they encounter; strollers amble through galleries, stopping only at items that interest them; and streakers dash past the artifacts and ask, “When do we eat? Where do we shop?”**

The exhibit areas that Appelbaum and his staff are creating at the new Indiana State Museum in Indianapolis – set to open in the spring of 2002 – will accommodate all three varieties of guests. The 238,000-square-foot facility, situated across the river from the Indianapolis Zoo and between the NCAA Headquarters and Hall of Champions and the Eiteljorg Museum of American Indians and Western Art, is the latest addition to the White River State Park’s cluster of cultural attractions. State officials view this area as the “gateway to Indiana” and as “a powerful symbol, capable of standing as a monument to past achievement while simultaneously opening a portal to Indiana’s future.”

“The new building will allow us to present Indiana’s history in a more coherent and sequential way,” says Richard A. Gantz, executive director of the Indiana Division of Museums and Historic Sites. “Part of our frustration with our current building has been that the overall presentation is like a Viewmaster tour of history. We’ve had space for only six ‘views’ of Indiana’s natural and cultural history.

“The new facility triples the exhibit area and gives us room to tell the permanent story of Indiana history, plus it includes 10,000

square feet for temporary exhibits and 3,000 square feet for our fine-art collection,” he says.

Cost of the museum is \$105 million, the bulk of the funding secured before officials broke ground in late August. The state allocated \$65 million for construction, and Lilly Endowment awarded a grant of \$21.8 million to cover exhibit development, fund-raising fees and assistance in leveraging new sources of revenue.

Interest in the project was heightened by the announcement that Ralph Appelbaum Associates – known for their work at the U.S. Holocaust Memorial Museum in Washington, National Constitution Center in Philadelphia and Nashville’s Country Music Hall of Fame – would design the exhibits.

“We were determined that the museum should fairly represent all of Indiana’s population groups and have a Hoosier flavor throughout,” explains Gantz, “so we took the project team on three field trips all over the state. They’re good listeners who, once they know what we want to say, offer help in the best way to say it.” And the outside of the building will also “say” Indiana: Artwork from all 92 counties will decorate the exterior walls.



*Exhibits in the new White River State Park state museum will reflect the “history, art and science” of Indiana from the Ice Age to the computer age.*

## Showcasing heirlooms

The collection will be transported from the current museum at 202 N. Alabama St. to the White River State Park site. It includes more than 400,000 items ranging from a giant Nipper (RCA’s famous pooch) to a 1940s’ jukebox manufactured by former U.S. Sen. Homer Capehart. Also included: a permanent-wave machine, one of Ernie Pyle’s typewriters, an assortment of 1920s’ women’s clothing from L.S. Ayres – and the re-creation of the Ayres Tea Room, which from its opening in 1905 until it closed in 1990, was a place of cherished Hoosier memories. Such treasures as 300 paintings by T.C. Steele and a collection of Amish quilts have been lent to museums around the world.

The famed Foucault Pendulum, now suspended from the skylight in the rotunda of the old museum, is the only exhibit that will be displayed in a similar way in the new building. “It won’t be in the entry, but it will be part of the permanent exhibit program,” says Gantz.

The focal point of the lobby will be the façade of School 5, which once occupied the land that will serve as the new museum’s grounds. Constructed of brick and terra cotta, the re-created schoolhouse will feature classrooms where school groups can participate in educational programs. “We’ll try to address the most frequent question that out-of-state visitors ask: ‘What is a Hoosier?’” says Gantz.

Because the state museum frequently plays host to fourth-graders who study Indiana history as part of their curriculum, its new exhibits will be geared to capture and hold the attention of elementary-school children.

“We’re going to integrate technology throughout the cultural history exhibits, especially as we trace the growth of agriculture and industry,” says Jeff Tenuth, curator of technology.

A “living history” component will reflect on one of the periods of African American experience in Indiana. Actors and actresses of Freetown Village will interact with visitors as they present profiles and stories from the late 1800s based on residents of the old 4th Ward, the oldest black settlement in Indianapolis.



## Encountering the future

The designers and the museum staff fully realize the importance of presenting Indiana cultural and physical history in ways that will appeal to today’s computer-literate, channel-surfing visitors.

Special effects in the Earth Simulation Deck will take visitors to the deepest layers of Indiana’s bedrock. Visitors will carry “smart cards” as they view exhibits, and when they encounter something that especially interests them, they can swipe their cards and receive recommendations about where to go to learn more about the topic. “We’ll give them printouts of the information before they leave,” says Gantz.

Technology also will play a key role in ensuring that the museum will serve the entire state rather than limit its impact to the Indianapolis area. Distance-learning equipment will allow students to take virtual tours of the museum regardless of where their classrooms are.

Unlike some museums that focus only on the past, the new state museum will present Indiana’s past and present and will invite visitors to envision its future.

“We won’t ask them to make predictions,” says Gantz, “but we hope they will consider what the state’s future might be. We want them to understand that they can influence the future by the choices they make.”

*(opposite) Richard Ganz (left), Division of Museum and Historic Sites, and Larry Macklin, director, Indiana Department of Natural Resources, anticipate exciting exhibits in the new museum. One attraction that will move with them is the famed Foucault Pendulum (background).*

# GIFT IV

## THE PEOPLE'S CHOICE

**In northern Indiana, residents of Allen County** wanted to boost the visibility of their 100-year-old courthouse in Fort Wayne by developing a public park adjacent to the imposing landmark. To the south, the people of Brown County hoped to enhance their region's reputation as a cultural attraction by renovating the popular Brown County Art Gallery in Nashville. In Steuben County a coalition of local leaders decided that an all-purpose YMCA complex would offer area youth a variety of wholesome programs in addition to the predictable swim-and-gym activities. In St. Joseph County, citizens decided that new refrigerators for a South Bend food bank should top their community's "wish list."



**T**hese community projects were just a few of the many funded under Phase IV of the Lilly Endowment's 9-year-old initiative called GIFT (Giving Indiana Funds for Tomorrow). A \$153 million commitment, Phase IV allotted \$1.5 million for each of Indiana's community foundations – \$300,000 of that was in matching funds to improve foundation operations. The community foundation could recommend the remaining \$1.2 million, or any part of it, for local communi-

*Brown County Art Gallery manager Helein R. Hart gets help from Emanuel Klein and Richard Hess. Klein is president of the gallery's foundation, and Hess is a board member. The portrait is of Adolph Schulz, who gave the land for the Nashville gallery.*

ty projects to be funded directly by the Endowment, with the balance to be received by the foundation itself for any charitable purpose it chose. The project grants required no matching funds; the community foundation option required a \$1-for-\$1 match. (Several of Indiana's most populous counties received an additional \$1 million for community projects.) By year's end, the Endowment had invested \$149.5 million in GIFT IV: \$60.5 million for 438 community project grants, \$26.3 million for matching grants for operating support, and \$62.7 million for matching grants for community foundations.

### Where kids meet critters

"Many young people who visit our zoo have never been exposed to rural life," explains Jim Anderson, director of the Fort Wayne Children's Zoo. "Our goal is to acquaint them with a traditional working farm that isn't the farm of the new millennium but one that harkens back a few years." The Indiana Family Farm project earned priority status from members of the community, was endorsed by the Fort Wayne Community Foundation and received an Endowment grant of \$460,000 to break ground and begin construction. A target date of 2001 is set for the completion of the farm "where visitors can enter



a barn and meet critters,” according to Anderson. The hands-on environment will feature tractors, windmills, chicken coops, gardens and wildlife that range from skunks to barn owls. “The Indiana Family Farm makes a nice contrast to our exotic displays,” says Anderson,

citing the zoo’s African Veldt, Indonesian Rainforest and Australian Adventure.

Families will enjoy exposure to a different kind of regional history when they visit the recently renovated Brown County Art Gallery, located since 1926 in Nashville, Ind. Supported by a \$75,000 Endowment grant, the historic facility has undergone improvements that range from ceiling insulation to new heating and cooling systems. Most obvious to visitors will be the modern lighting system that will enhance the more than \$1 million collection of contemporary and vintage Indiana art. “The illumination of the artwork will be vastly superior to anything we’ve had in the past,” says Richard D. Hess, a member of the board of directors of the Brown County Art Gallery Foundation. “People will notice an enormous difference in the interior of the gallery. Everything will look brighter and fresher.”

### CAPE to address education

GIFT IV was the latest phase in the GIFT initiative that the Endowment launched in 1990 to strengthen the state’s handful of existing foundations and encourage the founding of additional ones. Phases I and II helped increase the number of foundations from fewer than a dozen to more than 90. Assets of these organizations have grown from \$100 million to approximately \$1 billion. GIFT III offered each of the state’s community foundations \$1 million and options for its use. (In nearly a decade of development, the GIFT initiative represents a \$345 million commitment by the Endowment.)

A recent Endowment initiative – announced at the end of 1999 – invites community foundations to help their communities identify their most compelling education needs and propose plans to address them. Called CAPE (Community Alliances to Promote Education), the potentially \$50 million competitive initiative will begin to unfold with a call for proposals. The Endowment plans to award 15 planning grants of up to \$50,000 each. The deadline for implementation proposals is Sept. 15, and by Dec. 31 the Endowment will announce recipients of implementation grants for up to \$5 million for each county served.

*A \$150,000 grant to the Allen County Courthouse Preservation Trust helped fund development of the Courthouse Green, a “pedestrian friendly” public space in the center of Fort Wayne.*

*Fort Wayne Children’s Zoo lures kids of all ages. Endowment funds will be used to change the zoo’s popular Contact Area into the Indiana Family Farm.*





# EITELJORG FINE ART FELLOWSHIPS BREAKING WITH TRADITION

*Artists, gallery owners and collectors* who gathered in Indianapolis for the launch of the Eiteljorg Fellowship for Native American Fine Art in November called the awards program an important “first step” toward boosting awareness of contemporary Indian art.

“**W**hat we now need to work on is getting this art into every mainstream gallery and museum in the country,” says Kay WalkingStick (Cherokee), internationally known painter, Cornell University professor of fine art and one of three selectors in the Eiteljorg competition. “This project will require a major effort, and it may take years.”

Part of the challenge is in educating the public about fine art that is sometimes startling in size, provocative in message and surprising in its mix of media. “Most people think of Native American fine art as pottery, baskets and weavings,” explains John Vanausdall, president and chief executive officer of the Eiteljorg Museum of American Indians and Western Art in Indianapolis.

The Native American artists who create contemporary images “meet a lot of resistance because their art isn’t what the public expects of them,” says Vanausdall. “The broader community is looking for traditional imagery and traditional media.”

Progress in changing this perception has been slow. “You still hear people say, ‘That’s fine art, but it isn’t ‘Indian’ enough,’” says Bruce Bernstein, Eiteljorg Fellowship selector and assistant director for cultural resources at the National Museum of the American Indian, Smithsonian Institution. “The purpose of the Eiteljorg Fellowship is to expand people’s vision and remove their boundaries.”

## Embracing the past, present, future

The fellowship program, supported by a \$491,000 grant from Lilly Endowment, is designed to encourage the efforts of Native American artists, attract national attention to their work, and identify and define Native American fine art as embracing the present and future as well as the past. In addition, this unprecedented 10-year program will reap long-term benefits, establish for the Eiteljorg a commanding national position, and strengthen its collection, exhibitions and scholarship.

“Visitors to the Eiteljorg exhibit will see expressions by human beings on everything that is happening around them,” says Truman Lowe (Ho-Chunk), a fellowship recipient and a senior member of the art faculty at the University of Wisconsin. “Contemporary art is a visual language; it’s how we talk about the issues.”

The idea for the first-of-its-kind fellowship program took shape over a period of time, according to Vanausdall. Guided by the museum’s Native American advisory council and board of directors, the staff drafted a plan for a biennial award that would honor one master artist and five fellowship recipients.

The criteria were that the winners must be Native American artists who have been exhibited or published previously and who create contemporary sculpture, painting or mixed media pieces. Because the museum hoped to increase its collection of contemporary art by buying examples of the fellows’ art, the artists also had to have works available for exhibition and purchase.

The distinguished panel of selectors – WalkingStick, Bernstein, and Gerald McMaster (Plains Cree) – reviewed the works of 105 entrants before reaching a decision. “Every one of them could have been among the final five,” notes Bernstein. George Morrison (Chippewa), an artist and sculptor whose work is represented in dozens of public collections throughout the world, was named the 1999 Master Artist.

Recipients of the \$20,000 fellowships included Lorenzo Clayton (Navajo), Lowe, Marianne Nicolson (Kwakwaka’wakw), Rick Rivet (Métis/Dene),

and Jaune Quick-to-See Smith (Flathead). Besides receiving the monetary award, each fellow participated in opening activities connected to the exhibition and is featured in a publication commemorating the competition.

“These artists seek recognition in the mainstream of American contemporary art,” says Vanausdall. “These are artists who obviously draw upon their backgrounds and heritage and their formative years as Native Americans, but they’re also entering the mainstream of American art.”



## Building a new tradition

The Eiteljorg exhibition gave the fellowship recipients an opportunity to gather and interact with colleagues, critics and collectors who share a passion for contemporary art. “At one time many artists like me worked in isolation,” says Rivet of Terrace, British Columbia. For Nicolson, the youngest of the fellows, the exhibition enabled her to express gratitude to the generation of Native American artists who came before her. “They cleared the road for my generation to have our work noticed,” she says.

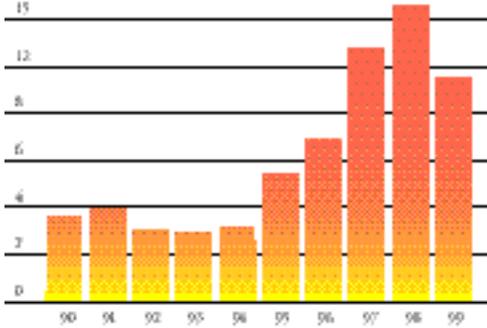
Even for artists as widely known and honored as Smith, the Eiteljorg Fellowship came as a welcome affirmation of her life’s work. “This means that I’m doing something that has merit,” she says. “To be chosen by such an outstanding panel gives my work credibility. Because the award is not just a piece of paper, it offers financial as well as emotional support.”

*(opposite) “Come Across II – White Heat” (left) and “Come Across II – Angel Fires” by Lorenzo Clayton (Navajo) draw the attention of museumgoers at the Eiteljorg. “White Heat,” which Clayton did in 1998, is in the museum’s collection, a gift of the artist.*

*Recipients of the first Eiteljorg Fellowships were (left to right) Lorenzo Clayton, Jaune Quick-to-See Smith, Rick Rivet, Truman Lowe and Marianne Nicolson.*

## 1999 Finances & Grantmaking

chart 1  
10-Year History  
Market Value of Assets  
(in billions of dollars)



Lilly Endowment, its grantees and those they serve continue to benefit from the generosity and foresight of the Endowment’s founders. The Endowment’s efforts to encourage responsible change would not be possible without the founders’ gifts in 1937 of stock in their company, Eli Lilly and Company. The value of those gifts, contributed from 1937 through 1971, has increased over the years, and on the last day of 1999, the market value of the Endowment’s assets was \$11.5 billion (see chart 1).

The value of the Endowment’s assets is important principally because it affects the Endowment’s level of grantmaking. The Endowment, however, does not base its grant budget for a given year on the

asset value on the last trading day of the previous year, but on the *average* value of the Endowment’s assets throughout that year. While the one-day snapshot of the Endowment’s value at the end of 1999 showed a decrease from that at the end of 1998, the average value of its assets during 1999 was higher than the average for 1998. The Endowment’s grant payments during 2000, therefore, will exceed the \$555.7 million in grants distributed during 1999, which was more than \$130 million over the \$424 million paid in grants during 1998.

Such good fortune requires some perspective. It took 54 years (1937-1991) for the Endowment’s total grant payments to top \$1 billion. In just the last three years – 1997-1999 – more than \$1.2 billion in grants was paid. Since 1937 the Endowment has distributed grants totaling almost \$3 billion in its three major fields of concern: community development, education and religion.

**Grants paid.** In 1999 the Endowment paid grants of \$555.7 million (see chart 2), its highest-ever annual total. The 1999 figure put the Endowment’s total grant payment since its founding in 1937 at \$2.975 billion.

In the grants-paid category (see chart 4), the Community Development Division paid \$259.3 million, or 46.7 percent; the Education Division paid \$192.4 million or 34.6 percent of the total; the Religion Division paid \$104.0 million or 18.7 percent.

As in previous years, most of the grants paid went to organizations in Indiana – a total of \$360.8 million or 64.9 percent (see chart 6). Of the grant payment total of \$555.7 million, \$102.7 million or 18.5 percent went to Marion County (Indianapolis) grantees, and \$258.1 million or 46.4 percent was paid to other Indiana grantees. Most of these funds came from grants in the Community Development and Education divisions.

chart 4  
Grants Paid  
by Division in 1999

- Community Development \$259.3 Million
- Education \$192.4 Million
- Religion \$104.0 Million
- Total \$555.7 Million

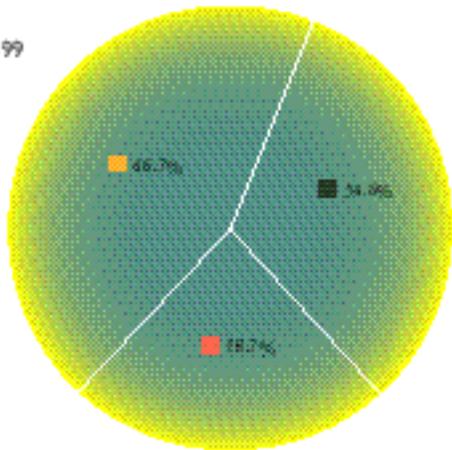
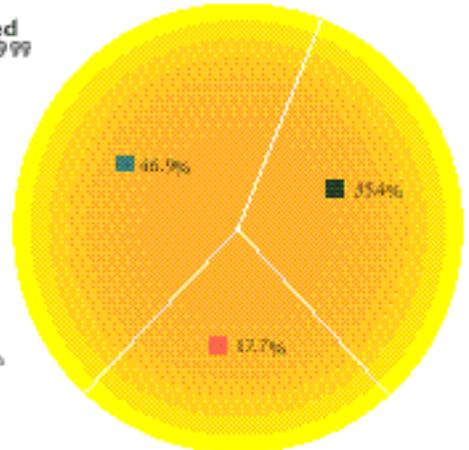


chart 5  
Grants Approved  
by Division in 1999

- Community Development \$233.2 Million
- Education \$176.2 Million
- Religion \$88.2 Million
- Total \$497.6 Million



**Grants approved.** During 1999 the Endowment approved \$497.6 million to 1,270 grantees, 419 of them new to the Endowment (see chart 3).

Community Development grants accounted for the most dollars, \$233.2 million or 46.9 percent of the total. Approvals for Education Division grants totaled \$176.2 million or 35.4 percent, while the Religion Division approvals totaled \$88.2 million or 17.7 percent. (See chart 5.)

The geographic pattern for the grants-approved category is much like the grants-paid category: \$55.2 million or 11.1 percent for Marion County, \$274.4 million or 55.1 percent for Indiana grantees outside Indianapolis (see chart 7). The total approvals for Indiana grants amounted to \$329.6 million or 66.2 percent of the total. The non-Indiana grant approvals totaled \$168 million or 33.8 percent.

The largest grant approved in 1999 was \$50 million to the Hispanic Scholarship Fund. The grant was made to increase educational opportunities for this fast-growing population.

Since 1937 the Endowment has paid \$2.975 billion in grants to 5,068 grantees. Of that \$2.975 billion total, Community Development accounts for \$1.34 billion or 45 percent, Education for \$1.022 billion or 34.4 percent, and Religion for \$613 million or 20.6 percent.

Grant-approval pages are divided into the Community Development, Education and Religion divisions. Youth Programming and Leadership Education grants are included with the Education Division and Religion Division, respectively. Board-approved grants are listed in the back of this report. Discretionary grants of up to \$7,500, approved by 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. "Guidelines & Procedures" are outlined on pages 82-83.

chart 2  
**10-Year History  
Grants Paid**  
(dollars in \$100s)

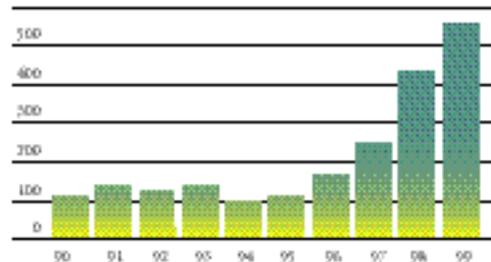
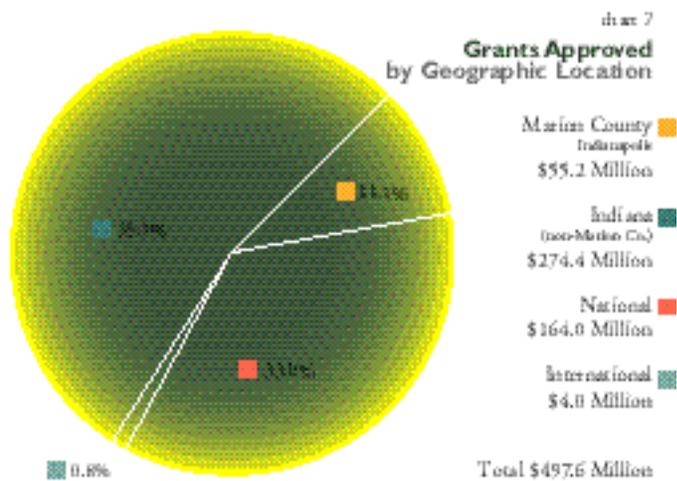
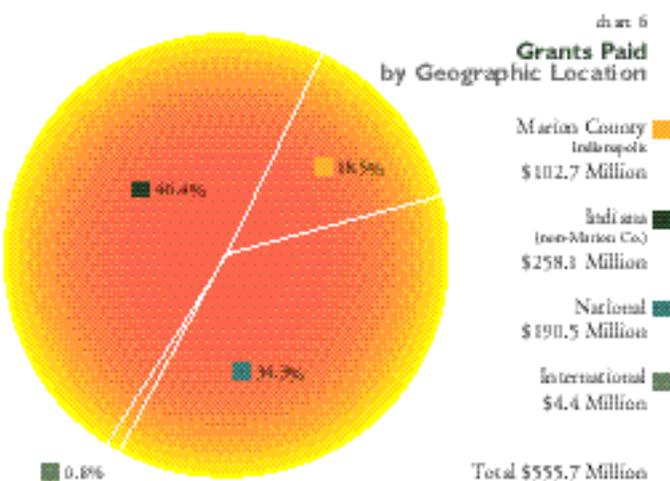
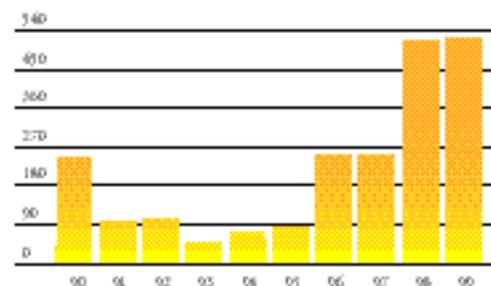


chart 3  
**10-Year History  
Grants Approved**  
(dollars in million)



## Report of Independent Auditors

Board of Directors  
Lilly Endowment Inc.

We have audited the accompanying statements of financial position of Lilly Endowment Inc. as of December 31, 1999 and 1998, and the related statements of activities and changes in unrestricted net assets and cash flows for the years then ended. These financial statements are the responsibility of the Endowment's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Lilly Endowment Inc. at December 31, 1999 and 1998, and the results of its changes in unrestricted net assets and cash flows for the years then ended in conformity with accounting principles generally accepted in the United States.

*Ernst & Young LLP*

February 17, 2000

# Statements of Financial Position

AS OF DECEMBER 31	1999	1998
<b>ASSETS</b>		
Cash and equivalents . . . . .	\$ 5,304,851	\$ 4,903,134
Investments — at fair value:		
United States government and agency, bank and corporate interest-bearing obligations — approximates cost . . . . .	325,818,284	354,205,741
Eli Lilly and Company common stock (cost — \$89,222,314 at December 31, 1999, and \$89,611,319 at December 31, 1998) . . . . .	11,200,980,966	15,421,089,456
Other assets . . . . .	6,121,222	104,393
	<u>\$11,538,225,323</u>	<u>\$15,780,302,724</u>
<b>LIABILITIES</b>		
Amounts appropriated for future grants . . . . .	\$ 115,177,272	\$ 174,366,282
<b>UNRESTRICTED NET ASSETS . . . . .</b>	<b>11,423,048,051</b>	<b>15,605,936,442</b>
	<u>\$11,538,225,323</u>	<u>\$15,780,302,724</u>

*See accompanying notes.*

# Statements of Activities and Changes in Unrestricted Net Assets

YEAR ENDED DECEMBER 31	1999	1998
<b>Income:</b>		
Dividends . . . . .	\$ 158,137,028	\$ 141,758,494
Interest . . . . .	25,905,943	17,545,561
Other . . . . .	219,599	-
<b>Total income . . . . .</b>	<b>184,262,570</b>	<b>159,304,055</b>
<b>Deductions:</b>		
Grants approved . . . . .	498,112,027	495,078,198
<b>Expenses:</b>		
Program support . . . . .	7,071,890	6,599,735
Operational support: . . . . .	4,440,169	3,746,009
Federal excise tax . . . . .	5,355,136	11,170,819
<b>Total grants approved and expenses . . . . .</b>	<b>514,979,222</b>	<b>516,594,761</b>
Gain on sale of investment securities . . . . .	367,650,552	417,295,723
Increase (Decrease) in unrealized appreciation of marketable securities . . . . .	(4,219,822,291)	2,945,856,903
<b>Increase (Decrease) in unrestricted net assets . . . . .</b>	<b>(4,182,888,391)</b>	<b>3,005,861,920</b>
<b>Unrestricted net assets:</b>		
Balance at beginning of year . . . . .	15,605,936,442	12,600,074,522
Increase (Decrease) in unrestricted net assets . . . . .	(4,182,888,391)	3,005,861,920
<b>Balance at end of year . . . . .</b>	<b>\$11,423,048,051</b>	<b>\$15,605,936,442</b>

*See accompanying notes.*

# Statements of Cash Flows

YEAR ENDED DECEMBER 31	1999	1998
Cash flows used for operating activities:		
Dividends and interest received . . . . .	\$ 184,157,282	\$ 159,304,055
Grants paid . . . . .	(557,301,037)	(424,602,996)
Program support . . . . .	(7,071,890)	(6,599,735)
Operational support . . . . .	(4,313,898)	(3,640,630)
Federal excise tax . . . . .	(10,710,143)	(11,400,153)
Net cash used for operating activities . . . . .	(395,239,686)	(286,939,459)
Cash flows from investing activities:		
Sale of Eli Lilly and Company stock . . . . .	368,137,007	417,721,052
Purchase of interest-bearing obligations . . . . .	(1,089,414,606)	(843,887,881)
Sale of interest-bearing obligations . . . . .	1,117,045,273	711,691,738
Investment-related expenses . . . . .	(126,271)	(105,379)
Net cash from investing activities . . . . .	395,641,403	285,419,530
Net increase (decrease) in cash . . . . .	401,717	(1,519,929)
Net cash and equivalents at beginning of year . . . . .	4,903,134	6,423,063
Net cash and equivalents at end of year . . . . .	\$ 5,304,851	\$ 4,903,134

*See accompanying notes.*

# Notes to Financial Statements

DECEMBER 31, 1999

## 1. SIGNIFICANT ACCOUNTING POLICIES

### Description of Organization

Lilly Endowment Inc. (the Endowment) is an Indianapolis-based, private philanthropic foundation created by three members of the Lilly family 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.

### Income and Expenses

Interest and dividend income is recorded as received, and operating expenses are recorded as paid. The federal excise tax is accrued. Grants are recorded when approved by the Board of Directors.

### Investments

Investments are stated at fair value.

### Facilities and Equipment

Expenditures for facilities and equipment are expensed as paid.

### Use of Estimates

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.

### Reclassifications

Certain amounts in the 1998 financial statements have been reclassified to conform with the 1999 presentation.

## 2. EMPLOYEE BENEFIT PLANS

The Endowment maintains an Employees' Retirement Plan which is a noncontributory defined benefit plan covering all employees. As of December 31, 1999, the present value of accumulated plan benefits of the Employees' Retirement Plan was \$1,470,235 and the market value of the assets was \$2,698,258. The assumed rate of return used in determining the actuarial present value of plan benefits is eight percent. The Endowment's contribution to the plan amounted to \$850,559 and \$695,067 in 1999 and 1998, respectively.

The Endowment also maintains an Employees' Savings Plan which is a tax deferred annuity defined contribution plan. The Endowment matches employee contributions up to a certain limit as specified in the plan agreement. The Endowment's contribution to the Lilly Endowment Employees' Savings Plan amounted to \$411,656 and \$394,075 in 1999 and 1998, respectively.

## 3. CHANGE IN UNRESTRICTED NET ASSETS BALANCE

The unrestricted net assets balance decreased in 1999 by \$4,182,888,391 representing unrealized depreciation of marketable securities of \$4,219,822,291 and net realized gains of \$367,650,552 from sales of 5,078,564 shares of Eli Lilly and Company common stock. The Endowment received 1,436 shares of Eli Lilly and Company common stock from an estate in 1999. The Endowment subsequently sold those shares in 1999. Realized gains and losses are calculated using the first-in, first-out method of allocating cost.

## 4. REQUIRED DISTRIBUTIONS

The Internal Revenue Code provides that the Endowment generally must distribute for charitable purposes five percent of the average market value of its assets. The Endowment must make additional qualifying distributions of approximately \$578,219,000, before January 1, 2001, to meet the 1999 minimum distribution requirements.



*“Los Banderas de los Estados Unidos” by fellow-ship recipient Jaune Quick-to-See Smith (Native American, Flathead) captures youngsters’ attention at the Eiteljorg Museum of American Indians and Western Art in Indianapolis.*

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

American Battle Monuments Commission <i>Arlington, VA</i>		CICP Foundation <i>Indianapolis, IN</i>	
National World War II Memorial	2,000,000	General operating support	500,000
American Cabaret Theatre <i>Indianapolis, IN</i>		Coalition for Homeless Intervention and Prevention <i>Indianapolis, IN</i>	
Development, marketing and capacity-building initiative	100,000	General operating support	146,000
American Enterprise Institute for Public Policy Research <i>Washington, DC</i>		Community Organizations Legal Assistance Project <i>Indianapolis, IN</i>	
General operating support	100,000	General operating support	25,000
American National Red Cross <i>Indianapolis, IN</i>		Dance Kaleidoscope <i>Indianapolis, IN</i>	
Disaster relief (Hurricane Floyd)	300,000	Development/fund-raising and touring initiatives	50,000
Humanitarian relief (Kosovo)	2,500,000	Eiteljorg Museum of American Indians and Western Art <i>Indianapolis, IN</i>	
American Pianists Association <i>Indianapolis, IN</i>		Association of Midwest Museums conference	35,000
New classical competition format	164,500	General operating support	1,147,500
Arts Council of Indianapolis <i>Indianapolis, IN</i>		Family Foundation of North America <i>Milwaukee, WI</i>	
"Art and Soul at the Artsgarden"	87,500	Program enhancement, technology upgrades and staff development	500,000
General operating support	250,000	Federalist Society for Law and Public Policy Studies <i>Washington, DC</i>	
Athenaeum Foundation <i>Indianapolis, IN</i>		General operating support	150,000
Capital projects including building improvements	5,000,000	Foundation Against Companion Animal Euthanasia <i>Indianapolis, IN</i>	
Atlas Economic Research Foundation <i>Fairfax, VA</i>		Purchase of equipment	26,600
Economic and public policy education programs in Latin America	500,000	Foundation for Research on Economics and the Environment <i>Bozeman, MT</i>	
Booth Tarkington Civic Theatre <i>Indianapolis, IN</i>		General operating support	100,000
Capital improvements	350,000		

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Fraser Institute <i>Vancouver, BC</i>	
General operating support	300,000
Freedom House <i>New York, NY</i>	
Research and publication program	100,000
Gleaners Food Bank of Indiana <i>Indianapolis, IN</i>	
Planning and general operating support	50,000
Governor's Hoosier Heritage Foundation <i>Indianapolis, IN</i>	
Colonel Eli Lilly Civil War Museum	250,000
Heartland Film Festival <i>Indianapolis, IN</i>	
General operating support	89,500
Hudson Institute <i>Indianapolis, IN</i>	
Capital improvements for Fletcher Mansion headquarters	975,000
General operating support	400,000
Special projects	350,000
Indiana Association for Community Economic Development <i>Indianapolis, IN</i>	
General operating support and institutional programs	75,000
Indiana Association of United Ways <i>Indianapolis, IN</i>	
Giant Step – Project Jumpstart	7,520,000
Indiana Department of Natural Resources– Division of Museums & Historic Sites <i>Indianapolis, IN</i>	
“Painting Indiana” project	50,000

Indiana Donors Alliance <i>Indianapolis, IN</i>	
General operating support	250,000
Indiana Donors Alliance Foundation <i>Indianapolis, IN</i>	
GIFT technical assistance program for 2000	493,408
Indiana Film Society <i>Indianapolis, IN</i>	
Kid's World TV project	40,000
Indiana Humanities Council <i>Indianapolis, IN</i>	
International programs	400,000
Indiana Opera Society <i>Indianapolis, IN</i>	
General operating support	112,500
<i>Hansel and Gretel</i> project	250,000
Indiana Repertory Theatre <i>Indianapolis, IN</i>	
General operating support	270,000
Indiana Sports Corp. <i>Indianapolis, IN</i>	
General operating support, rent relief for amateur-sports governing bodies, and youth activities	472,000
Youth diving programs	29,400
Indiana State Museum Foundation <i>Indianapolis, IN</i>	
Capital campaign	21,800,000
Indiana State Symphony Society <i>Indianapolis, IN</i>	
General operating support	1,125,000
Search for music director/conductor	834,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Indiana University Foundation <i>Bloomington, IN</i>	
Support for the Center for Urban Policy and the Environment	3,400,000
<hr/>	
Indiana-World Skating Academy <i>Indianapolis, IN</i>	
General operating support and maintenance	275,500
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Indianapolis Art Center <i>Indianapolis, IN</i>	
Upgrade of computer system	43,000
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Indianapolis Downtown Inc. <i>Indianapolis, IN</i>	
Refurbishment of downtown holiday decorations	350,000
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Indianapolis Legal Aid Society <i>Indianapolis, IN</i>	
Relocation expenses	30,000
<hr/>	
Indianapolis Museum of Art <i>Indianapolis, IN</i>	
General operating support	450,000
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Indianapolis Neighborhood Housing Partnership <i>Indianapolis, IN</i>	
Administration, homeownership development, community development corporation support and special counseling	5,546,000
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Indianapolis Project <i>Indianapolis, IN</i>	
Indy Jazz Fest celebration	300,000
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Indianapolis Zoological Society <i>Indianapolis, IN</i>	
General operating support	1,015,200
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Institute for Contemporary Studies <i>San Francisco, CA</i>	
General operating support for Indianapolis public housing program	187,000

Institute for Research on the Economics of Taxation <i>Washington, DC</i>	
General operating support	75,000
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Intercollegiate Studies Institute <i>Wilmington, DE</i>	
General operating support	125,000
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International Center of Indianapolis <i>Indianapolis, IN</i>	
General operating support	300,000
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Josef Gingold Fund for the International Violin Competition <i>Indianapolis, IN</i>	
Purchase of violin	1,600,000
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Keep Indianapolis Beautiful <i>Indianapolis, IN</i>	
Project 180 Degrees/IPL Revive a Neighborhood Program	142,450
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Local Initiatives Support Corp. <i>New York, NY</i>	
Indianapolis LISC program	500,000
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Manhattan Institute for Policy Research <i>New York, NY</i>	
General operating support	200,000
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Master Scholars <i>Indianapolis, IN</i>	
Support for lecture series	40,000
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Metropolitan Indianapolis Public Broadcasting <i>Indianapolis, IN</i>	
Development and fund-raising initiatives and institutional development	100,000
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National Center for Policy Analysis <i>Dallas, TX</i>	
General operating support	150,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

National Conference of State Legislatures <i>Denver, CO</i>	
Annual meeting in Indianapolis	100,000
New Harmony Project <i>Indianapolis, IN</i>	
General operating support	50,000
Noble Inc. (formerly: Noble Centers Inc.) <i>Indianapolis, IN</i>	
Planning grant for organization transformation	75,000
Pacific Research Institute for Public Policy <i>San Francisco, CA</i>	
General operating support	150,000
Political Economy Research Center <i>Bozeman, MT</i>	
General operating support	50,000
Reason Foundation <i>Los Angeles, CA</i>	
General operating support	325,000
Rehab Resource <i>Indianapolis, IN</i>	
General operating support	100,000
Salvation Army <i>Indianapolis, IN</i>	
Disaster relief (Hurricane Floyd)	2,000,000
Disaster relief (Oklahoma tornadoes)	500,000
Refurbishing of Ruth Lilly Family Service Center	256,266
Second Helpings <i>Indianapolis, IN</i>	
Food rescue and job training program	40,000
Social Philosophy and Policy Foundation <i>Bowling Green, OH</i>	
General operating support	100,000

Society of St. Vincent de Paul <i>Indianapolis, IN</i>	
Food program	50,000
Stanford University <i>Stanford, CA</i>	
General operating support for the Hoover Institution at Stanford	125,000
United Way of America <i>Alexandria, VA</i>	
Direct aid to local United Ways and agencies affected by 1999 hurricanes; building capacity of United Way systems to sustain delivery of services after disasters	4,875,350
United Way of Central Indiana <i>Indianapolis, IN</i>	
Facilities Maintenance Fund	1,362,000
Neighborhood development	200,000
1999 Campaign	3,750,000
Targeted Initiatives Fund	550,000
"United Way's Response to Strategic Corporate Philanthropy"	50,000
Y2K Fund	3,000,000
University of Southern Indiana <i>Evansville, IN</i>	
General operating support for Historic New Harmony programs	125,000
Southern Indiana Rural Development Project	75,000
YMCA of Indianapolis <i>Indianapolis, IN</i>	
YMCA City Agenda Symposium	78,250
Young Audiences of Indiana <i>Indianapolis, IN</i>	
Arts Partners	108,000
"Technology, Education & Arts" programs	150,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Community Foundation GIFT Initiative (Phase IV)			
(93 matching community foundation grants – \$62,726,332 92 matching operating support grants – \$26,265,000 438 direct grants for community projects – \$60,473,668 Phase IV total – \$149,465,000)			
Adams County Community Foundation (2)		1,500,000	
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Blackford County Foundation (2)		273,494	
Blackford County Historical Society (Hartford City)			
Renovation of building		78,906	
Blackford Youth Soccer League (Hartford City)			
Purchase of ground for soccer fields and installation of lighting		295,000	
North Central Indiana Youth for Christ (Marion)			
Full-time Youth for Christ professional		57,600	
YMCA of Muncie			
Construction of facility in Hartford City and salary for executive director		600,000	
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Blue River Foundation (Shelby County) (2)		994,381	
Blue River Special Education Cooperative (Shelbyville)			
Computers and computer training		55,500	
Mainstreet Shelbyville			
Development of plan to revamp downtown		150,000	
Shelbyville Central Schools			
Purchase of mobile computer labs		65,940	
Southwestern Consolidated School District of Shelby County (Shelbyville)			
Expansion of recreation facilities on school grounds		84,179	
Town of Morristown			
Development of city park		150,000	
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Brown County Community Foundation (2)		500,000	
Brown County Art Gallery Foundation (Nashville)			
Renovation of existing facility		75,000	
Brown County Community YMCA (Nashville)			
Construction of YMCA facility		200,000	
Brown County Habitat for Humanity (Nashville)			
Land acquisition and infrastructure development		50,000	
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Brown County Historical Society (Nashville)			
Improvements to administration building and museum		50,000	
Brown County Humane Society (Nashville)			
Remodeling and expansion of animal shelter		50,000	
Brown County Public Library (Nashville)			
Construction of new facility		200,000	
Jackson Township Fire Department Station 5 (Trevlac)			
Replacement of obsolete facilities and equipment		375,000	
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Central Indiana Community Foundation affiliate fund:			
Legacy Fund (Hamilton County)			
Boys' Club of Noblesville			
Capital improvements to the club		200,000	
City of Noblesville Parks Department			
Construction of White River Greenway		200,000	
Clay Civil Township			
Renovation of old Carmel Clay Library for civic and educational purposes		500,000	
Conner Prairie (Fishers)			
Support for community documentation project		350,000	
County of Hamilton (Noblesville)			
Program assistance for non-English- speaking residents		100,000	
Hamilton County Senior Services (Carmel)			
Transportation for four social service agencies		275,000	
Hamilton County Vesta Foundation for Children (Noblesville)			
Acquisition, renovation and furnishing of facility		100,000	
Prevail (Noblesville)			
Relocation of office		50,000	
Town of Sheridan			
Expansion and improvements to Biddle Memorial Park		170,000	
YMCA of Greater Indianapolis			
Construction of YMCA in Hamilton County		255,000	
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Community Foundation Alliance affiliate funds:			
Daviess County Community Foundation (2)		800,000	
Barr-Reeve Scholarship Foundation (Montgomery)			
Expansion of scholarship program		65,000	

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Daviess County Fair (Elnora) Renovation of facilities	60,000
Daviess County Family YMCA (Washington) Expansion of facility	200,000
Daviess County 4-H Association (Washington) Renovation of fairground buildings and facilities	125,000
Power House Youth Center (Montgomery) Purchase and renovation of building	250,000
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Gibson County Community Foundation (2)	817,652
American Red Cross of Gibson County (Princeton) Purchase of fully equipped emergency response vehicle	70,000
Gibson County Ambulance Service (Princeton) Expansion of county's ambulance system	57,300
Gibson County Council on the Aging (Princeton) Replacement of roof and construction of canopy	80,048
Gibson County Fair Grounds Pavilion (Princeton) Purchase of equipment for new building	140,000
Historic Landmarks Foundation of Indiana (Indianapolis) Restoration of historic Lyles Station schoolhouse	75,000
Psi Iota Xi Sorority (Indianapolis) Renovation of community and teen facility for Gibson County	60,000
Salvation Army (Princeton) Expansion of facilities	200,000
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Knox County Community Foundation (2)	900,000
Arthur Foundation (Bruceville) Remodeling of facilities at Camp Arthur	53,415
Indiana Military Museum (Vincennes) Expansion of facilities	83,000
Knox County Area Plan Commission (Vincennes) Funding for comprehensive plan for county	85,000
Old Town Players (Vincennes) Renovation of theater	50,000
Town of Edwardsport Development of new park	54,500
Vincennes Education Foundation Establishment of "Career Corridors to Success" program	213,585

Vincennes University Foundation Expansion of Knox County nutrition program	60,500
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Perry County Community Foundation (2)	800,000
City of Tell City Purchase of equipment for distance- learning center	315,000
Historic Cannelton Purchase of shelter house, grills and playground equipment	50,000
I.V. Tech Foundation (Indianapolis) Implementation of distance-learning project in Tell City	80,000
Lincoln Hills Development Corp. (Tell City) Restoration of historical Indiana Cotton Mill for use as low-income rental housing	85,000
Perry County 4-H Fairgrounds Committee (Cannelton) Restoration of fairgrounds	55,000
Perry County Park and Recreation Department (Cannelton) Development of an overlook park along Ohio River	65,000
Tell City-Perry County Public Library (Tell City) Improvements to library	50,000
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Pike County Community Foundation (2)	1,000,000
Buffalo Trace Council, Boy Scouts of America (Evansville) Improvements to various facilities	73,434
Lockhart Township Trustee (Velpen) Upgrades to community-owned property	75,377
North Patoka Township Volunteer Fire Department (Winslow) Purchase of firefighting equipment	75,000
Pike County Public Library (Petersburg) Construction of new facility	176,204
Town of Winslow Renovation of community center	99,985
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Posey County Community Foundation (2)	800,000
MSD of North Posey County (Poseyville) Improvements to outdoor learning center and purchase of portable computer equipment	105,907
New Harmony Workingmen's Institute Addition of archive room to library	80,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Posey County 4-H Fair Associates (Mount Vernon) Construction costs of Posey County Community Center	100,000	Warrick County Community Foundation (2)	800,000
Posey County Humane Society (Mount Vernon) Construction of new animal shelter	60,000	Historic Newburgh Riverfront beautification	95,000
Smith Township Volunteer Fire Department (Cynthiana) Purchase of new firetruck	179,093	Newburgh Volunteer Firefighters Association Two-bay addition to fire station	250,000
University of Southern Indiana (Evansville) Renovation of New Harmony Theatre	175,000	Skelton Township Volunteer Fire Department (Tennyson) Purchase of updated equipment	95,000
Spencer County Community Foundation (2)	600,000	Town of Elberfeld Purchase of rescue vehicle and equipment	76,000
Chrisney Baptist Church Improvement to building and playground facilities	50,808	Warrick County Council on Aging (Boonville) Purchase of two radio-equipped minibuses	78,000
City of Rockport Purchase and installation of playground equipment for park	51,061	Youth Inc. of Southern Indiana (Boonville) Construction of youth recreation center	106,000
Jackson Township Volunteer Fire Department (Gentryville) Improvement to firefighting capabilities	170,479	Community Foundation of Bloomington and Monroe County (2)	1,100,000
Old Rockport Restoration of historic Lincoln Pioneer Village	182,000	Area Ten Council on Aging of Monroe and Owen Counties (Bloomington) General operating support	50,000
St. Meinrad Archabbey Improvements to firefighting equipment	151,852	Big Brothers & Big Sisters of Monroe County (Bloomington) Purchase of new facility	100,000
Santa Claus Park and Recreation Department Improvements in Yellig Park	139,100	Bloomington Area Arts Council Upgrades for Buskirk-Chumley Theatre	200,000
Town of Dale, Parks and Recreation Board Enhancements and improvements to the town of Dale	154,700	Bloomington Community Park and Recreation Foundation Construction of community ice-skating facility	50,000
Vanderburgh County Community Foundation (2)	1,500,000	Crisis Pregnancy Center of Bloomington Restoration of Hannah House and construction of counseling center	200,000
Beacon Group (Evansville) Construction of research and training center	200,000	Foundation of Monroe County Community Schools (Bloomington) Additions to collections at all 20 school libraries	50,000
Evansville Philharmonic Orchestra Additional staff	182,300	Habitat for Humanity of Monroe County (Bloomington) General operating support	50,000
Habitat of Evansville Purchase of 18 building sites and construction of three homes	217,700	Harmony School Corp. (Bloomington) Renovation of Elm Heights School and grounds	200,000
St. Vincent Day Care Center (Evansville) Renovation of facility	200,000	Monroe County Humane Association (Bloomington) Expansion and renovation of facility	50,000
United Caring Shelters (Evansville) Expansion of transitional housing unit for single men	200,000	Monroe County United Ministries (Bloomington) Renovation and expansion of facility	200,000
		Shelter Inc. (Bloomington) Program development	50,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Wonderlab Museum of Science, Health & Technology (Bloomington) Construction of permanent museum and programming expenses	200,000
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Community Foundation of Boone County (3)	1,250,000
Boone County Community Network (Zionsville) Improvement of communication between governmental and nonprofit agencies	50,000
Boone County Historical Society (Lebanon) Restoration of the Victorian Cragun House	50,000
City of Lebanon Improvements to Abner Langley Park	50,000
Town of Thorntown Improvements to Tom Johnson Memorial Park	50,000
YMCA of Greater Indianapolis Study to determine reestablishing a YMCA in Boone County	50,000
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Community Foundation of Grant County Indiana (2)	1,500,000
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Community Foundation of Howard County (2)	1,100,000
Carver Community Center (Kokomo) Expansion of facility and purchase of new equipment	100,000
City of Firsts Automotive Heritage Museum (Kokomo) Renovations to Johanning Civic Center and Museum	50,000
City of Kokomo Construction of Wildcat Creek Greenway Project	100,000
Family Service Association of Howard County (Kokomo) Tomorrow's Hope	50,000
Howard County Historical Society (Kokomo) Renovation of Elliott Carriage House and preservation of photos	50,000
Indiana Lions Trust Fund (Frankfort) Renovation of buildings at Howard County fairgrounds	50,000

Community Foundation of Howard County affiliate funds:	
Carroll County Community Foundation (2)	600,000
Camden-Jackson Township Public Library Addition to library	67,000
Carroll County EMS-Carroll County Government (Delphi) Construction of facility to house emergency vehicles and personnel	61,000
Demolition of abandoned school and creation of park	80,000
Carroll County Historical Society (Delphi) Preservation of county's historical documents	104,000
CDC Resources (Monticello) Development of independent-living center	140,000
Delphi Tri Township Fire Department Purchase of new equipment	398,000
Town of Burlington Replacement of playground equipment and tables	50,000
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Clinton County Community Foundation (2)	1,300,000
Clinton County Historical Society (Frankfort) Improvements to museum complex	50,000
Frankfort Community Public Library Construction of branch library in Mulberry	50,000
Humane Society of Clinton County (Frankfort) Construction of animal shelter	50,000
Paul Phillippe Senior Resource Center (Frankfort) Expansion of facility	50,000
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Community Foundation of Jackson County (2)	750,000
Aging and Community Services of South Central Indiana (Columbus) Purchase of handicapped-accessible van	50,000
ARC of Jackson County (Seymour) Home for men with developmental disabilities	50,000
Brownstown Park Board Purchase of playground equipment	64,000
Crothersville Community Schools Renovation of church for cultural and performing arts	100,000
Fort Vallonia Days Association (Vallonia) Addition to museum	50,000
Jackson County Public Library (Seymour) Creation of community laboratory	100,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Jackson County United Fund (Seymour) Renovation of building to house not-for-profit agencies	336,000
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Community Foundation of Madison and Jefferson County (2)	1,100,000
American Red Cross, Jefferson County Chapter (Madison) Purchase of mobile care unit	50,000
Heart of Madison – Habitat for Humanity Construction of three homes	50,000
Jefferson County Commissioners (Madison) Implementation of communitywide marketing project	139,500
Jefferson County Youth Shelter (Madison) Development of information and referral service	100,500
Lide White Memorial Boys' & Girls' Club (Madison) Enhancement of specialized programs	60,000
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Community Foundation of Madison and Jefferson County affiliate fund:	
Switzerland County Community Foundation (2)	500,000
Switzerland County Board of Commissioners (Vevay) Construction of family recreation center	1,000,000
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Community Foundation of Muncie and Delaware County (2)	1,500,000
Cardinal Greenway (Muncie) Completion of greenway trail	200,000
Masonic-Community Building Foundation (Muncie) Restoration of Muncie Community Civic Center	350,000
Muncie Boys and Girls Club Renovation of facility	135,000
Muncie Clean City Construction of paved greenway trail	115,000
United Way of Delaware County (Muncie) Facilitation of information delivery among agencies	200,000

Community Foundation of Randolph County (2)	600,000
Habitat for Humanity of Randolph County (Winchester) Construction of two homes	50,000
Randolph County Commissioners (Winchester) Construction of juvenile center	265,000
Funding for Millennium Project	205,000
Purchase of firetruck and equipment	220,000
Randolph County Historical Society (Winchester) Restoration of buildings and parks	160,000
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Community Foundation of St. Joseph County (2)	1,500,000
Boys and Girls Club of St. Joseph County (South Bend) Placement of after-school club site in Perley Elementary School	75,000
Center for the Homeless (South Bend) Expansion of facility	275,000
Housing Assistance Office (South Bend) Support of neighborhood redevelopment in Walkerton	250,000
North Central Indiana Food Bank (South Bend) Purchase of cooler, refrigerated truck and support for three part-time staff positions	100,000
South Bend Entertainment Restoration and renovation of Morris Performing Arts Center	300,000
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Community Foundation of Southern Indiana covering the counties of Clark, Floyd and Harrison:	
Clark County (2)	1,000,000
American Red Cross, Clark County Chapter (Jeffersonville) Disaster Response/Community Resource Center	50,000
Haven House Services (Jeffersonville) Essential services for homeless and poorly housed people	99,300
New Hope Services (Jeffersonville) Purchase of house for Adult Community Enrichment Services	75,000
Power Ministries (Clarksville) Comprehensive program for disabled people	75,000
YMCA of Southern Indiana (Jeffersonville) Swim training program for low- to moderate-income families	52,500

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Floyd County (2)	1,000,000		
Brandon's House Counseling Center (New Albany)			
Youth-directed advisory committee	55,300		
Floyd County Council for the Arts (New Albany)			
Coordination of series of arts-related field trips for students	61,788		
Floyd County Youth Services Coalition (New Albany)			
Creation of human-services and educational electronic network	150,000		
Noah's Ark (Jeffersonville)			
Construction of planned home in foster-care community	70,000		
Providence Self Sufficiency Ministries (New Albany)			
Construction of group homes for children	70,000		
Rauch Inc. (New Albany)			
Establishment of employee crisis-intervention coalition	163,443		
Southern Indiana Botanical Society (Floyds Knobs)			
Partial support for construction of botanical garden in Perrin Park in Jeffersonville	77,669		
Harrison County (2)	1,000,000		
Blue River Services (Corydon)			
Four minivans for public transportation needs	60,000		
Housing-support services in Harrison County	95,000		
Corydon Public Library			
Renovation of Carnegie Library	75,000		
Friends of Harrison County Youth (Corydon)			
Purchase of land for relocation of youth-serving facilities	161,000		
Furthering Youth (Corydon)			
Program for assisting troubled and delinquent youth	54,000		
Hayswood Theatre Group (Corydon)			
Renovation of theater building	55,000		
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Community Foundation of Southern Indiana affiliate funds:			
Crawford County Community Foundation (2)	750,000		
Blue River Services (Corydon)			
Development of rural public transportation program	82,500		
Crawford County Community Network (Taswell)			
Development of computer labs in schools	233,000		
Crawford County Habitat for Humanity (English)			
Construction of one home	50,000		
Crawford County Little League (Milltown)			
Improvements to baseball and softball diamonds	133,000		
Crawford County Park Board (Milltown)			
Development of master plan for restoration of parks	175,000		
Town of Leavenworth			
Expansion of sewage treatment system	76,500		
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Scott County Community Foundation (2)	600,000		
City of Scottsburg			
Development of recreational areas	160,000		
Preservation Alliance (Scottsburg)			
Dissemination of information about historic sites	50,000		
Scott County Economic Development (Scottsburg)			
Baseball facilities	60,000		
Community resource center and clearinghouse	50,000		
Lifelong learning center	250,000		
Scott County Family YMCA (Scottsburg)			
Construction of new facility	250,000		
Town of Austin			
Improvements to Manaugh Park	80,000		
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Covington Community Foundation (Fountain County) (2)	600,000		
Community Action Program of Western Indiana (Covington)			
Purchase of firetrucks, equipment and building improvements	900,000		
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Dearborn County Community Foundation (2)	1,150,000		
City of Aurora			
Development of community recreational facility	75,000		
Dearborn County (Lawrenceburg)			
Lawrenceburg Family Aquatic Center	75,000		
Logan Township (Lawrenceburg)			
Purchase of firefighting equipment	50,000		
New Horizons Rehabilitation (Batesville)			
Construction of handicapped-accessible house for training facility	50,000		
Sparta Township (Moores Hill)			
Purchase of new pumper firetruck	50,000		

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Youth Encouragement Services (Aurora) Renovation of building	50,000
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Decatur County Community Foundation (2)	800,000
Decatur County Day Care Center (Greensburg) Purchase of kitchen equipment	55,000
Decatur County Parks and Recreation Department (Greensburg) Improvements to Decatur County Youth Sports Complex	100,000
Fair Board of Decatur County (Greensburg) Improvements to livestock pavilion	66,000
YMCA of Decatur County (Greensburg) Complete construction of building and equipment purchase	479,000
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DeKalb County Community Foundation (2)	800,000
Auburn Automotive Heritage Improvements to Auburn Cord Duesenberg Museum	125,000
Butler Carnegie Public Library Equipment for multimedia education center in new facility	65,000
St. Mark's Evangelical Lutheran Church (St. Joe) Development of St. Joseph River Greenway	112,000
Serenity House (Auburn) Renovation of outbuildings	85,000
Town of Ashley Conversion of abandoned school to Ashley Community Center	120,000
Town of Waterloo Improvements to Waterloo Park	93,000
YMCA of DeKalb County (Auburn) Addition of pavilion and equipment	100,000
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Dubois County Community Foundation (2) (See Huntingburg Foundation)	1,125,000
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Elkhart County Community Foundation (2)	1,500,000
Bridgework Theater (Goshen) Program for anger-management skills	70,000
Child Abuse Prevention Services (Elkhart) Training for preschool and day-care staff	65,000
Joint Elkhart YMCA-YWCA Community Project Foundation Improvements to infrastructure	350,000

LaCasa of Goshen Establishment of two homeownership centers	300,000
Premier Arts (Elkhart) Restoration of historic Lerner Theatre	215,000
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Fayette County Foundation (2)	800,000
Boy Scouts of America (Indianapolis) Remodeling of four family-camping cabins at Bear Creek Scout Camp	50,000
City of Connersville Construction of community-based recreation and wellness center	500,000
Connersville Parks and Recreation Advisory Committee Installation of new playground equipment and handicapped-accessible sidewalks	75,000
Indiana University Foundation (Richmond) Establishment of Virtual Indiana College classroom	75,000
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Fort Wayne Community Foundation (Allen County) (2)	1,500,000
Allen County Courthouse Preservation Trust (Fort Wayne) Development of the Courthouse Green	150,000
Allen County Public Library Foundation (Fort Wayne) Microfilming of Fort Wayne newspapers from 1840 to 1950	215,000
Fort Wayne Zoological Society Renovation and expansion of the Children's Zoo Contact Area	460,000
Public Broadcasting of Northeast Indiana (Fort Wayne) Addition of second public radio signal	175,000
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Franklin County Community Foundation (2)	500,000
Franklin County Area Planning and Zoning (Brookville) Development of comprehensive master plan	100,000
Franklin County Historical Society (Brookville) Renovations to two historical buildings	100,000
Franklin County Sheriff's Department (Brookville) Creation of computerized information system	150,000
Southeast Indiana Crisis Intervention Shelter (Brookville) Renovation of Safe Passage facility	100,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Town of Brookville	
Improvements to Heap Memorial Pool	200,000
United Way of Franklin County (Brookville)	
Fire and rescue equipment for Blooming Grove	100,000
Fire and rescue equipment for Laurel	250,000
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Greater Johnson County Community Foundation (2)	1,500,000
Central Nine Career Center (Greenwood)	
Construction of training facility for emergency personnel	400,000
Greater Greenwood Community Band	
Construction of amphitheater for the performing arts	100,000
Johnson County Historical Society (Franklin)	
Renovation of the Johnson County Museum of History	292,000
Johnson County Park (Franklin)	
Purchase of land to develop park in White River Township	108,000
Johnson County Soil and Water Conservation District (Franklin)	
Renovation of Franklin High School to house nonprofit center	100,000
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Greater Lafayette Community Foundation (Tippecanoe County) (2)	1,500,000
Habitat for Humanity of Lafayette	
Purchase of land for subdivision for low-income families in Tippecanoe County	220,000
Lafayette Transitional Housing	
Purchase of facility for transitional housing for homeless adults	200,000
Long Center (Lafayette)	
Restoration of Long Center for the Performing Arts	300,000
Museums at Prophetstown (Lafayette)	
Construction of Kampen Eagle Wing Visitor and Education Center	100,000
Tippecanoe County Public Library Foundation (Lafayette)	
Books and materials for joint-use library	180,000

Greater Lafayette Community Foundation affiliate funds:	
Benton County Community Foundation (2)	835,000
Benton Community Dollars for Scholars (Fowler)	
Creation of perpetual scholarship fund	100,000
Benton County Government (Fowler)	
Improvement of job opportunities in county	160,000
Support for emergency warning system	130,000
Town of Earl Park	
Construction of town hall	80,000
Town of Otterbein	
Relocation of town hall and police station	75,000
Town of Oxford	
Construction of new firehouse	120,000
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White County Community Foundation (2)	800,000
CDC Resources (Monticello)	
Improvements to independent-living center	150,000
Junior Achievement of Northern Indiana (Fort Wayne)	
Expansion of programming in school system	50,000
Sagamore Council, Boy Scouts of America (Kokomo)	
Repairs to Camp Buffalo swimming pool	75,000
Town of Reynolds	
Improvements to parks in Reynolds and Monon	100,000
White-Carroll Family YMCA (Monticello)	
Establishment of certified day-care facility	150,000
WhiteCountyAgriculturalAssociation(Monticello)	
Improvements to exhibit hall/community center	100,000
White County Historical Society (Monticello)	
Renovation and relocation of Tucker School	75,000
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Greene County Foundation (2)	400,000
Greene County Youth Alternatives (Linton)	
Alternative education program	252,869
Jasonville Public Library	
Renovation of building for library	79,500
South Central EducationalAssociation(Switz City)	
Expansion of electronic educational services	138,500
Town of Lyons	
Construction of community center	200,000
Vincennes University Foundation	
Support for Neighbors Helping Neighbors	62,419

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Volunteers of A.M. Risher Swimming Pool and Linton Swim Team		Heritage Fund of Huntington County (2)	700,000
Improvements to community swimming pool	61,242	Fraternal Order of Police Lodge #77 Police Athletic League (Huntington)	
Worthington-Jefferson Township Public Library		Construction of gymnasium/activity center	275,000
Expansion and renovation of existing library	305,470	Huntington County Baseball (Huntington)	
<hr/>		Construction of baseball facility	225,000
Hancock County Community Foundation (2)	1,200,000	Huntington County Community School Corp. (Huntington)	
Boys and Girls Club of Hancock County (Greenfield)		Support for bookmobile	160,000
Renovation of building for a teen center	50,000	Huntington County Historical Society (Huntington)	
Jane Ross Reeves Octagon House Foundation (Shirley)		Building to house Huntington County Historical Museum	90,000
Restoration and maintenance of historic structure	65,000	Markle Fish and Game Club Park	
New Palestine Youth Baseball League		Construction of restroom facility	50,000
Completion of two baseball fields and construction of new field and shelter house	50,000	<hr/>	
Park Advocacy Research and Conservation Society (Greenfield)		Huntingburg Foundation (Dubois County) (2) (See Dubois County Community Foundation)	375,000
Acquisition of 60 acres for development of a public park	135,000	<hr/>	
<hr/>		Jasper Foundation (Jasper County) (2)	700,000
Henry County Community Foundation (2)	1,000,000	City of Rensselaer	
American National Red Cross, Henry County Chapter (New Castle)		Handicapped-accessible playground equipment for three parks	77,000
Purchase of emergency response vehicle	70,000	Historic Landmarks Foundation (Indianapolis)	
Art Association of Henry County (New Castle)		Creation of historical-preservation organization	75,000
Improvements to Henry County Art Park	100,000	Jasper County Government (Rensselaer)	
Friends of the New Castle-Henry County Public Library		Improvements to county fairgrounds	224,300
Purchase of new bookmobile	100,000	Senior Citizens/Head Start Center	98,700
Healthy Communities of Henry County (New Castle)		Prairie Arts Council (Rensselaer)	
Construction of playground at Baker Park	50,000	Programs for residents in Jasper and Newton counties	100,000
Hoosier Gym Community Center of Knightstown		Town of DeMotte	
Improvements at Henry County		Improvements to two parks	125,000
Saddle Club Show Grounds	80,000	Town of Remington	
Improvements to old high school gymnasium and classrooms	50,000	Improvements to community park	100,000
Wilbur Wright Birthplace Preservation Society (Hagerstown)		<hr/>	
Community celebration of the values of Wilbur Wright	50,000	Jasper Foundation affiliate fund:	
<hr/>		Newton County Community Foundation (2)	360,000
Heritage Fund of Bartholomew County (2)	1,500,000	Beaver Civil Township (Morocco)	
		Purchase of auxiliary fire and rescue equipment	65,418
		Brook Town Council and Brook Park Board	
		Improvements to community park	110,000
		Lake Township Newton County (Lake Village)	
		Construction of baseball field and two tennis courts	90,782

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Lincoln Township Volunteer Fire Department (Thayer)	
Purchase of tanker truck	100,000
Newton County Council on Aging and Aged (Kentland)	
Furnishing of facility for youth and elderly	100,000
Town of Goodland	
Renovation of school for use as community center	300,000
Town of Kentland	
Purchase of firetruck	133,800
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Jennings County Community Foundation (2)	678,805
Jennings County Coordinating Council (North Vernon)	
Reduction of mortgage on building	100,000
Jennings County Family YMCA (North Vernon)	
General operating support	75,000
Jennings County Fire Fighters Association (North Vernon)	
Upgrade to electronic communications system	222,900
Jennings County Parks and Recreation (North Vernon)	
Renovation of Muscatatuck Park Vinegar Mill	204,295
Jennings County Soil and Water Conservation District (North Vernon)	
Establishment of computer-based Geographic Information System	119,000
Jennings Villas (North Vernon)	
Purchase of van	50,000
Ohio Valley Opportunities (Madison)	
Construction of family service center	50,000
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Kosciusko County Foundation (2)	1,500,000
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LaGrange County Community Foundation (2)	1,500,000
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Lawrence County Community Foundation (2)	800,000
Bedford Foundation for Youth	
Construction of outdoor recreation complex	100,000
Bedford Recreation Foundation	
Purchase and development of property for public golf course	100,000
City of Mitchell	
Improvements to sports complex	100,000

Limestone Girls Club (Bedford)	
Construction of new facility	100,000
North Lawrence Community Schools (Bedford)	
Expansion of Toolbox, a lending library	100,000
United Way of Lawrence County (Bedford)	
General operating and leadership support	100,000
Virgil I. Grissom Memorial (Mitchell)	
Development of museum	100,000
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Lawrence County Community Foundation affiliate funds:	
Martin County Community Foundation (2)	500,000
Loogootee Community School Corp.	
Construction of multipurpose auditorium	140,000
Loogootee Public Library	
Improvement of operations and facility	50,000
Lost River Township Volunteer Fire Department (Shoals)	
Purchase of equipment for countywide use	185,000
Martin County 4-H Council (Shoals)	
Construction of community building	355,000
Shoals Community School Corp.	
Expansion of technological and educational programs	140,000
Shoals Public Library	
Improvement of facility	130,000
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Orange County Community Foundation (2)	600,000
Orange County 4-H Clubs Association (Paoli)	
Construction of community center	150,000
Orleans Town and Township Public Library	
Repairs to building and operating support	150,000
Paoli Community School Corp.	
Purchase of computer equipment for schools	150,000
South-Central Indiana Regional Economic Development Corp. (Paoli)	
Development of community complex	150,000
Renovations to French Lick/West Baden Springs community center and improvements to West Baden Park	150,000
Town of Paoli	
Improvements to Jay-Cee Park	150,000
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Legacy Foundation (Lake County) (2)	969,500
Legacy Foundation for Crown Point Community Foundation (2)	415,500

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Challenger Learning Center of Northwest Indiana (Hammond)		Habitat for Humanity of Morgan County (Martinsville)	
Purchase of additional equipment	200,000	Construction of warehouse/office building	124,000
Griffith Izaak Walton Conservation Lands (Schererville)		Morgan County Historical Preservation Society (Martinsville)	
Construction of hiking and biking trail	200,000	Restoration of building for museum and library	62,000
Lake County Public Library (Merrillville)		Morgan County Humane Society (Martinsville)	
Conversion of human-services databases	200,000	New program and services	51,200
Meals on Wheels of Northwest Indiana (Crown Point)		Sycamore Rehabilitation Services (Martinsville)	
Purchase of equipment to upgrade services	65,000	Transportation for referred Morgan County residents	106,050
Northern Indiana Art Association (Munster)			
Funding of visual arts and music education program	200,000	Morgan County Foundation (2) (See Mooresville Community Foundation for community projects options grants)	100,000
Northwest Indiana Planned Giving Group (Merrillville)			
Support for program management and marketing	50,000	Noble County Community Foundation (2)	1,500,000
YMCA of the Hammond Area			
Teen leadership development project	200,000	North Manchester Community Foundation (2) (Wabash County)	1,500,000
Madison County Community Foundation (2)	1,125,000	Northern Indiana Community Foundation affiliate funds:	
Anderson Area Martin Luther King Jr. Memorial (Pendleton)		Cass County Community Foundation (2)	1,100,000
Housing Repair Loan Program	150,000	Cass County Carousel (Logansport)	
Christian Center (Anderson)		Purchase of signage, air-conditioning and humidity control	62,000
Purchase and renovation of emergency shelter home	169,585	Indiana Lions Trust Fund (Frankfort)	
Paramount Heritage Foundation (Anderson)		Construction of Galveston Community Center	113,000
Improvements to Paramount Theatre Center	185,000	Iron Horse Festival Association (Logansport)	
Pendleton Fallcreek Park & Recreation District		Repairs, equipment and operating support for museum	97,000
Construction of youth and adult sports complex	250,000	Little Turtle Waterway (Logansport)	
Town of Pendleton		Construction of pedestrian crossing	128,000
Purchase of thermal imaging cameras for Madison County	245,415		
		Fulton County Community Foundation (2)	1,100,000
Marshall County Community Foundation (2)	1,500,000	Arrow Head Country Resource Conservation and Development Area (Winamac)	
		Construction of town park and planting of trees in Kewanna	50,000
Montgomery County Community Foundation (2)	1,500,000	Brent Blacketer Memorial Sports Complex (Rochester)	
		Improvements to multiuse sports facility	55,000
Mooresville Community Foundation (Morgan County) (2)	900,000	Fulton County Fair Association (Rochester)	
Artesian Little League (Martinsville)		Renovation of Everett Smith Building	65,000
Expansion of facility	101,750		
Community Service Center of Morgan County (Martinsville)			
Improvement of transportation services	55,000		

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Fulton County Historical Society (Rochester) Relocation and restoration of Gerig Round Barn	130,000
Indiana Lions Trust Fund (Frankfort) Tree planting along streets of Akron	50,000
Leiters Ford United Methodist Church Community center for Aubbeenaubee Township	50,000
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Miami County Community Foundation (2)	1,100,000
Amboy Volunteer Fire Company Purchase of equipment for five volunteer fire departments	76,000
Heritage Museum Foundation at Grissom Air Force Base (Peru) Establishment of visitors' center in Miami County	94,000
United Way of Miami County (Peru) Building for community services center	230,000
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Pulaski County Community Foundation (2)	700,000
Arrow Head Country Resource Conservation and Development Area (Winamac) Improvement of Pulaski County 4-H Community Fairgrounds	52,500
Pulaski County Human Services (Winamac) Construction of and equipment for YMCA	686,500
West Central Schools Educational Foundation (Francesville) Purchase of fitness equipment	61,000
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Starke County Community Foundation (2)	800,000
Arrow Head Country Resource Conservation and Development Area (Winamac) Construction of Agri-Science Academy	421,258
Construction of new softball facility	83,000
Support for downtown revitalization projects	76,000
Caring Place (Knox) Housing for abused women in Starke County	68,342
Starke County Historical Society (Knox) Purchase of Nickel Plate Railroad depot	51,400
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Ohio County Community Foundation (2)	950,000
Bear Branch Volunteer Fire Department (Dillsboro) Purchase of Firovac water tanker	110,000
City of Rising Sun Construction of senior citizens housing complex	119,500

New Horizons Rehabilitation (Batesville) Improvements to Child Resource Center	100,000
Rising Sun/Ohio County First Implementation of Community Millennium Strategy	60,500
Rising Sun Volunteer Fire Department Construction of emergency-services building	110,000
Youth Encouragement Services (Aurora) Repairs to exterior of YES Home	50,000
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Owen County Community Foundation (2)	500,000
Owen County Fitness Center (Freedom) Construction of swimming pool complex	1,000,000
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Parke County Community Foundation (2)	1,300,000
Billie Creek Village (Rockville) Addition of modern restrooms	50,000
Parke County 4-H Building and Grounds Association (Rockville) Improvements to 4-H Fairgrounds	100,000
Southwest Parke Community School Corp. (Montezuma) Creation of Parke Academy, an alternative school	50,000
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Porter County Community Foundation (2)	1,500,000
Boys and Girls Clubs of Porter County (Valparaiso) Construction of building addition	200,000
Kankakee Valley Job Training Program (Valparaiso) Construction of community development center	187,360
Creation of JobLink, a workforce development program	182,000
Opportunity Enterprises (Valparaiso) Purchase and renovation of building for transitional housing	236,000
Porter-Starke Services (Valparaiso) Development of network to identify at-risk children	194,640
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Portland Foundation (Jay County)	300,000
City of Dunkirk Construction of multipurpose community center	300,000
Jay County Arts Council (Portland) Improvement to Arts Place	118,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Jay County Boys' Club (Portland) Expansion of facility	300,000
Jay County Commissioners (Portland) Purchase of pagers and radio repeater system for fire departments	87,000
Jay School Corp. (Portland) New playground equipment for all county elementary schools	180,000
Town of Pennville Renovation of courts and purchase of playground equipment for park	107,000
Trustees of Bearcreek Township, Jay County (Portland) Improvement to Bryant Area Community Center	108,000
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Putnam County Foundation (2)	1,500,000
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Ripley County Community Foundation (2)	500,000
Create Foundation (Batesville) Technology support for teachers and students	175,000
New Horizons Rehabilitation (Batesville) Construction of handicapped-accessible house	50,000
Ripley County Board of Commissioners (Batesville) Funding of comprehensive land-use plan Purchase of new firefighting vehicle	100,000 75,000
Southeast Indiana Crisis Intervention Shelter (Batesville) Renovation of Safe Passage, a shelter for victims of domestic violence	145,000
Town of Osgood Installation of storm-water drainage system	400,000
Versailles Volunteer Fire Department Construction of training complex	55,000
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Rush County Community Foundation (2)	750,000
Boy Scouts of America (Indianapolis) Remodeling of four family-camping cabins at Bear Creek Scout Camp	50,000
Boys & Girls Club of Rush County (Rushville) Expansion of facility and purchase of equipment	250,000
Rush County Agriculture Association (Rushville) Renovation of roof and community buildings	250,000

Rush County 4-H Boys and Girls Agricultural Association (Rushville) Development of community recreational facility	100,000
Rush County Senior Citizens Services (Rushville) Renovation of building; purchase of equipment	50,000
Salvation Army (Rushville) Replacement of roof	50,000
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South Madison Community Foundation (Madison County) (2) (See Madison County Community Foundation for community projects options grants)	375,000
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Steuben County Community Foundation (2)	1,250,000
Breedon YMCA (Angola) Construction of YMCA facility	250,000
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Tipton County Foundation	1,000,000
City of Tipton Construction of youth recreation complex	50,000
City of Tipton Park Board Creek-bank beautification; flood-control project Renovation of Tipton Scout Cabin	50,000 50,000
Humane Society of Tipton County (Tipton) Construction of animal shelter	50,000
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Union County Foundation (2)	600,000
Community Care in Union County (Liberty) Program for three community youth projects	130,000
Corporation of Liberty Downtown beautification project	269,000
Town of West College Corner Replacement of old maintenance equipment	82,000
Union County/College Corner Joint School District (Liberty) Acquisition and renovation of Park Manor building	200,000
Union County Council on Aging and Aged (Liberty) Excavation work around buildings	54,000
Union County 4-H Association (Liberty) Renovation project at Davis Memorial Park	115,000
Union County Historical Society (Liberty) Renovation of historically significant buildings	50,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Unity Foundation of LaPorte County (2)	1,500,000	Wabash Valley Community Foundation affiliate funds:	
Greater Michigan City Community Development Corp.		Clay County Community Foundation (2)	530,000
Enhancement of housing continuum in LaPorte County	450,000	City of Brazil	
International Friendship Gardens Music Festival (Michigan City)		Renovation of Forest Park Pavilion	160,000
Restoration of the gardens	175,000	Clay County (Brazil)	
La Lumiere School for Boys (LaPorte)		Construction of firehouse	200,000
Support for summer camp called "Yes I Can"	175,000	Purchase of fire vehicles	225,000
LaPorte Symphony Orchestra		Clay County Indiana Council on Aged and Aging (Brazil)	
Live classical music for LaPorte County's youth	50,000	Enlargement of building	55,000
Youth Service Bureau-Big Brothers/Big Sisters of LaPorte County		Katherine Hamilton Mental Health Center (Terre Haute)	
Traditional after-school activities for youth	150,000	Initiation of Positive Parenting Program	55,000
		Lewis Township Volunteer Fire Company (Coalmont)	
		Purchase of rescue truck	75,000
Vermillion County Community Foundation (2)	500,000	YMCA of Clay County (Brazil)	
City of Clinton		Construction of multipurpose room	200,000
Improvements to firefighting equipment	75,000		
Fairview Citizens Society for Fire Protection (Clinton)		Sullivan County Community Foundation (2)	1,165,000
Improvements to firefighting equipment	150,000	City of Sullivan Redevelopment Commission	
Hillsdale Community Fire Department		Reduction to grade of railroad crossing	60,000
Improvements to firefighting equipment	75,000	Dugger Senior Community Club	
Town of Dana		General operating support	50,000
Improvements to firefighting equipment	150,000	Northeast School Corp. (Hymera)	
Improvements to park and sports facility	50,000	Construction of five lighted tennis courts	75,000
Vermillion County Economic Development Commission (Clinton)		Town of Shelburn	
Construction of building in industrial park in low-income area	500,000	Expansion of community building	100,000
		Wabash Valley Habitat for Humanity (Terre Haute)	
Wabash Valley Community Foundation (Vigo County) (2)	1,500,000	Construction of a home in Sullivan and one in Dugger	50,000
Historic Landmarks Foundation of Indiana (Indianapolis)			
Preservation of three buildings in Terre Haute	300,000	Warren County Community Foundation (2)	402,000
Providence Self Sufficiency Ministries (New Albany)		4-H Clubs Warren County Fair Board (Williamsport)	
Coordination of housing rehabilitation and community organizations	225,000	Construction of new facilities at fairgrounds	155,000
Sheldon Swope Art Museum (Terre Haute)		MSD of Warren County (Williamsport)	
Capital campaign	100,000	Purchase of new communication system	53,000
United Way of the Wabash Valley (Terre Haute)		Town of Williamsport	
Expansion of programs for Wabash Valley young people	375,000	Construction of visitors' center	75,000
		Restoration of Historic Fall Street Church	50,000
		Warren County (Williamsport)	
		Construction of recreational facilities	130,000

## Community Development Division Grants

DOLLAR AMOUNT APPROVED IN 1999

Warren County/Adams Township (Williamsport) Improvements to firefighting capacity	185,000	Whitley County Community Foundation (2)	1,000,000
Williamsport-Washington Township Public Library Construction of library	450,000	Camp Whitley (Columbia City) Construction of new cabins	50,000
Washington County Community Foundation (2)	1,000,000	Churubusco Community Child Care Center Expansion of facility	75,000
Washington County Economic Growth Partnership (Salem) Establishment of YMCA	500,000	First Church of God (Columbia City) Day-care for infants and school-age children	75,000
Wayne County, Indiana Foundation (2)	1,500,000	Town of Churubusco Purchase of ground for community park	80,000
Wells County Foundation (2)	1,000,000	Whitley County Board of Commissioners (Columbia City) Development of park	75,000
Bi-County Services (Bluffton) Replacement of roof	180,000	Whitley County 4-H Clubs (Columbia City) Expansion of 4-H Center	70,000
City of Bluffton Improvements to Washington Park, Bluffton City Gym, Lions Park and Harrison Park	75,000	Whitley Crossings Neighborhood Corp. (Columbia City) Renovation of historic Clugston Hotel into housing for senior citizens	75,000
Water slide at Wells Community Pool	100,000		
Wells County 4-H Association (Bluffton) Pavement of Wells County 4-H Park road and purchase of playground equipment	65,000	<hr/> Holiday Assistance Fund	
Wells County Revitalization (Bluffton) Development of community park	80,000	(11 grants ranging from \$1,000 to \$50,000)	139,000
White Lick Heritage Community Foundation (Hendricks County) (2)	400,000	Catholic Social Services, Community Action of Greater Indianapolis, Flanner House, Indiana Black Expo, Indianapolis Jaycee Charities, Indianapolis Urban League, New Covenant Church & Ministries, Salvation Army, United Northwest Area, United Way of Central Indiana, Westminster United Presbyterian Church	
Avon Community School Corp. Support for Outdoor Learning Center and Hendricks County Youth Leadership Program	143,462	<hr/> Subtotal – Community Development Division Grants	232,945,924
Cornerstone Christian Church (Brownsburg) Establishment of shelter for battered women	150,000	Community Development Division Discretionary Grants	206,930
Hendricks Community Hospital Chaplaincy Association (Danville) Expansion of pastoral care services	76,714	<hr/> Total – Community Development Division Grants	233,152,854
Hendricks County Youth Council (Danville) Renovation of Hendricks County Community Center	217,860		
Sycamore Rehabilitation Services/ Hendricks County (Danville) Transportation service for special populations	209,964		
Town of Brownsburg Renovation of historic library	100,000		
Town of Plainfield Expansion of community parks and greenways	202,000		

## Education Division & Youth Programming Grants

DOLLAR AMOUNT APPROVED IN 1999

American Council on Education <i>Washington, DC</i>	
Dissemination of <i>College Is Possible</i> , brochure about college costs	295,000
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American Indian College Fund <i>Denver, CO</i>	
Capital projects at tribal colleges	30,000,000
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Central Indiana Educational Service Center <i>Indianapolis, IN</i>	
Collaborative professional development program between K-12 and higher education	600,000
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Children's Museum of Indianapolis <i>Indianapolis, IN</i>	
Expansion of Prelude Arts	150,000
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Goodwill Industries of Central Indiana <i>Indianapolis, IN</i>	
Workforce Advancement Center, experimental education and training center	165,000
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Hispanic Scholarship Fund <i>San Francisco, CA</i>	
Scholarships, regional programs and endowment	50,000,000
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Independent Colleges of Indiana <i>Indianapolis, IN</i>	
Administration of Lilly Endowment Community Scholarship Program	505,500
Lilly Endowment Community Scholarship Program	11,500,000
Program to increase percentage of Indiana high-school graduates going to college	1,542,950
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Indiana Fiscal Policy Institute <i>Indianapolis, IN</i>	
General operating support	50,000
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Indiana Literacy Foundation <i>Indianapolis, IN</i>	
Improving the effectiveness of volunteer adult-literacy programs	100,000

Indiana State University <i>Terre Haute, IN</i>	
History of the Teacher Creativity Fellowship Program	108,984
Teacher Creativity 2000: A Summer Workshop on Integration, Collaboration and Instructional Technology	84,000
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Indiana Student Financial Aid Association <i>Indianapolis, IN</i>	
College Goal Sunday 2000	76,821
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Indiana University Foundation <i>Bloomington, IN</i>	
Indiana Pervasive Computing Research initiative	29,967,162
International study and travel for the Wells Scholar Program	500,000
Thomas H. Lake Leadership Lecture Series	500,000
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Indianapolis Black Alumni Council <i>Indianapolis, IN</i>	
1999 College Fair	16,580
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National Geographic Society <i>Washington, DC</i>	
Strengthening geography education in Indiana	500,000
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Rose-Hulman Institute of Technology <i>Terre Haute, IN</i>	
Center for an Innovation Economy	29,654,115
Homework Hotline, tutoring program for middle- and high-school students	999,890
Planning grant for Center for an Innovation Economy	31,500
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United Negro College Fund <i>Fairfax, VA</i>	
2000 Indianapolis telethon and fund-raising program	70,000
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University of Evansville <i>Evansville, IN</i>	
Middle Grades Reading Network	561,914

## Education Division & Youth Programming Grants

DOLLAR AMOUNT APPROVED IN 1999

<p>Wabash College <i>Crawfordsville, IN</i></p> <p>Hollett Alumni Chapel Program 100,000</p> <hr/> <p>Educational Leadership Grants Program (16 grants ranging from \$1,500 to \$7,500 for Indiana public-school administrators) 74,811</p> <p>Batesville Community School Corp., Blackford County Schools, Caston School Corp., Community School Corporation of Southern Hancock County (2), Jay School Corp., Lake Central School Corp., Monroe County Community School Corp., MSD of Lawrence Township, North Montgomery Community School Corp., North Spencer County School Corp., Pike County School Corp., Randolph Central School Corp., Tippecanoe Valley School Corp., Vigo County School Corp., Westfield Washington Schools</p> <hr/> <p>Teacher Creativity Fellowship Program Competitive summer program for renewal of Indiana public-school teachers (80 grants of \$7,500 each) 600,000</p> <hr/> <p><b>Youth Programming</b></p> <hr/> <p>Bicycle Action Project <i>Indianapolis, IN</i></p> <p>General operating support and capital funds 115,500</p> <hr/> <p>Big Brothers of Greater Indianapolis <i>Indianapolis, IN</i></p> <p>Experience Corps, mentoring demonstration project 70,000</p> <hr/> <p>Boy Scouts of America <i>Indianapolis, IN</i></p> <p>General operating support for 1999-2000 Urban Scouting Program 100,000</p> <hr/> <p>Boys &amp; Girls Clubs of America <i>Atlanta, GA</i></p> <p>Building of computer network capacity among Indiana clubs 2,775,475</p>	<p>Boys &amp; Girls Clubs of Indianapolis <i>Indianapolis, IN</i></p> <p>Building organizational, volunteer and fund-raising capacity; increasing program collaboration with Family Services of Central Indiana 1,000,000</p> <hr/> <p>Center for Leadership Development <i>Indianapolis, IN</i></p> <p>General operating and leadership transition support 290,000</p> <hr/> <p>Center for Youth As Resources <i>Indianapolis, IN</i></p> <p>General operating support for Indianapolis and national offices 500,000</p> <hr/> <p>Child Advocates <i>Indianapolis, IN</i></p> <p>Increased capacity for resource development 50,000</p> <hr/> <p>Damar Homes <i>Camby, IN</i></p> <p>Capital campaign for Damar Master Plan for Programs, Facilities and Community Living 2,500,000</p> <hr/> <p>Foster Care Luggage <i>Indianapolis, IN</i></p> <p>General operating support, program development and strategic planning 50,000</p> <hr/> <p>Girls Incorporated <i>New York, NY</i></p> <p>Strategic assessment and planning of future administrative, technological and partnership structures 165,000</p> <hr/> <p>Happy Hollow Children's Camp <i>Indianapolis, IN</i></p> <p>Capital campaign 90,000</p> <hr/> <p>Hoosier Capital Girl Scout Council <i>Indianapolis, IN</i></p> <p>Computer upgrades, capital campaign and outreach to Hispanic girls 450,000</p>
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## Education Division & Youth Programming Grants

DOLLAR AMOUNT APPROVED IN 1999

Indiana Advocates for Children <i>Indianapolis, IN</i>	
Capacity-building assistance for Indiana CASA/GAL programs and upgrading of state office's computer system	297,000
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Indiana Amateur Baseball Association <i>Indianapolis, IN</i>	
General operating support and strategic planning	85,000
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Indiana Association of Cities & Towns Foundation <i>Indianapolis, IN</i>	
Youth Development in Indiana Cities and Towns initiative	305,000
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Indiana Black Expo <i>Indianapolis, IN</i>	
General operating support, financial audit and equipment for Youth Video Institute	361,196
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Indiana Juvenile Justice Task Force <i>Indianapolis, IN</i>	
Strategic planning	45,830
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Indiana Youth Institute <i>Indianapolis, IN</i>	
Assessment of feasibility of employing the Search Institute's youth-asset model in Indiana cities	132,000
General operating support and new program initiatives to strengthen youthwork in Indiana	2,612,269
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Indiana Youth Services Association <i>Indianapolis, IN</i>	
Implementation of an Electronic Youth Advisory Council	200,000
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Indianapolis Art Center <i>Indianapolis, IN</i>	
Artist-Mentor Apprenticeship Program	50,000
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Indianapolis Urban League <i>Indianapolis, IN</i>	
General operating support and strategic planning for Indianapolis Commission on African American Males	217,937

James Whitcomb Riley Memorial Association <i>Indianapolis, IN</i>	
Parent Education Handbook	889,130
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Junior Achievement of Central Indiana <i>Indianapolis, IN</i>	
Capital projects, technology and national conference	200,000
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Marion County Commission on Youth <i>Indianapolis, IN</i>	
General operating support, strategic planning and staff development	125,000
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National Junior Tennis League of Indianapolis <i>Indianapolis, IN</i>	
General operating support	50,000
Nationwide Arthur Ashe essay contest	35,000
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National Urban Fellows <i>New York, NY</i>	
Support for two Urban Fellows in Indianapolis	103,000
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Planned Parenthood of Central and Southern Indiana <i>Indianapolis, IN</i>	
Three teen-pregnancy prevention programs	150,000
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Pleasant Run Children's Home <i>Indianapolis, IN</i>	
Computer equipment, information system, staff training and documentation of collaborative venture	500,000
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Police Athletic League of Indianapolis <i>Indianapolis, IN</i>	
Administrative transition support	50,000
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Prevent Child Abuse, Indiana (formerly: Prevention of Child Abuse, Indiana Chapter) <i>Indianapolis, IN</i>	
Strengthening state office and local councils	400,000

## Education Division & Youth Programming Grants

DOLLAR AMOUNT APPROVED IN 1999

### Safe Sitter

*Indianapolis, IN*

Revision and dissemination of Safe Sitter curriculum, instructor training and expansion of Indiana outreach	986,535
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### Society of American Magicians

Magic Endowment Fund

*Hackensack, NJ*

Young Members Program in Indiana and funding for new computers	50,000
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### Southside Youth Council, dba Reach for Youth

*Indianapolis, IN*

General operating support for southside office; computer network to link Reach for Youth offices	216,525
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### STAR Alliance

*Indianapolis, IN*

General operating support for programs in schools to prevent drug and alcohol use	190,000
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### University of Chicago

*Chicago, IL*

Study of nonprofit collaborations	19,813
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### Wishard Memorial Foundation

*Indianapolis, IN*

African-American Family Life Education Program	122,336
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General operating support for Father Resource Center	200,000
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### Summer Youth Program

Grants for organizations providing summer activities for youth (90 competitive grants ranging from \$1,000 to \$83,000)	676,325
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American Cabaret Theatre, American Diabetes Association (Indiana Affiliate), American Lung Association of Indiana, At-Your-School Child Services, Beech Grove Education Foundation, Boys & Girls Clubs of Indianapolis, Brightwood Community Center, Broadway United Methodist Church, Broken Wagon Ranch, Butler-Tarkington Neighborhood Association, Camp Fire Boys and Girls, Campbell Chapel Youth & Family Services, Catholic Social Services, Catholic Youth Organization, Central Indiana Autism Society, Children's Bureau of Indianapolis, Community Centers of Indianapolis (3), Covenant Baptist Church, Destiny Gospel Artists Showcase, Diabetic Youth Foundation of Indiana, East Tenth United Methodist Children and Youth Center, Ebenezer Baptist Church Dollars for Scholars Foundation, Ebenezer Church and World Ministries, First Baptist Church (North Indianapolis), First-Meridian Heights Presbyterian Church (2), Foster Care Luggage, Freetown Village, Garden City Christian Church (Disciples of Christ), Girls Incorporated of Indianapolis, Great Commission Church of God, Happy Hollow Children's Camp, Hispanic Wholistic Education Center, Immanuel Presbyterian Church,

## Education Division & Youth Programming Grants

DOLLAR AMOUNT APPROVED IN 1999

Indiana Deaf Camps Foundation, Indiana Sports Corp., Indiana State Fair Commission, Indiana Youth Institute, Indianapolis Art Center, Indianapolis Junior Golf Foundation, Indianapolis Public Housing Agency, Indianapolis Symphonic Choir, International School of Indiana, James Whitcomb Riley Memorial Association, Jameson Camp, Kaleidoscope Church and Community Partnership, Life Line Community Center, Little Bethel Missionary Baptist Church, Madame Walker Urban Life Center, Marian College, Marion County Commission on Youth (2), Martin University, Messiah Missionary Baptist Church, MSD of Perry Township, Muscular Dystrophy Association of America, National Junior Tennis League of Indianapolis, Northwest United Methodist Church, Notre Dame Club of Indianapolis, 100 Black Men of Indianapolis, Open Hand, Philharmonic Orchestra of Indianapolis, Redeemer Hospitality, Redevelopment/Revitalization of South Side Community Development Corp., ROAR Community Development Center, Robinson Community Social Service Foundation, St. Florian Center, St. Francis Healthcare Foundation, St. Nicholas Youth Ministry, St. Rita Church, St. Vincent Unity

Development Center, Salvation Army, Second Baptist Church, Seventh and Eighth United Christian Church, Shepherd Community, Southeast Neighborhood Development, Tabernacle Presbyterian Church, United Northwest Area, Universal Center, Urban Arts Consortium of Indianapolis, Visions Ministries, West Morris Street Free Methodist Church, Witherspoon Performing Arts Center, YMCA of Greater Indianapolis, Young Audiences of Indiana, Youth Development of Indiana, Youth Job Preparedness Program, YWCA of Indianapolis

Subtotal - Education Division Grants	158,754,227
Subtotal - Youth Programming Grants	17,425,871
Education Division Discretionary Grants	63,641
<b>Total - Education Division and Youth Programming Grants</b>	<b>176,243,739</b>

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

Alban Institute <i>Bethesda, MD</i>	
Support for Indianapolis Center for Congregations	6,427,850
American Academy of Religion <i>Atlanta, GA</i>	
Collection and dissemination of comprehensive information about religion and theology programs in colleges and universities in the United States and Canada	775,779
American Assembly <i>New York, NY</i>	
National assembly on religion in American public life	200,000
American Theological Library Association <i>Evanston, IL</i>	
Digital journal project	3,940,262
Association of Theological Schools <i>Pittsburgh, PA</i>	
Staff development	132,000
Auburn Theological Seminary <i>New York, NY</i>	
Dissemination of Auburn Center's research	175,000
Blountsville Church of the Nazarene <i>Losantville, IN</i>	
Rebuilding of church destroyed by fire	38,214
Boston College <i>Chestnut Hill, MA</i>	
Evaluation of Lilly Endowment's Religion and Higher Education Initiative	332,592
Boston University <i>Boston, MA</i>	
Dissemination of <i>Studies in Philosophy and Religion</i> book series	219,793

Butler University <i>Indianapolis, IN</i>	
Seminar on Religion and World Civilization	48,150
Catholic Theological Union at Chicago <i>Chicago, IL</i>	
Bernardin Center for Theology and Ministry	1,200,000
Center for New Community <i>Oak Park, IL</i>	
Support for Revitalizing Church and Community Project	480,000
Christian Board of Publication <i>St. Louis, MO</i>	
Incubation Center for Congregational Resources	670,000
Christian Theological Seminary <i>Indianapolis, IN</i>	
Evaluation in the field of religion	567,183
Church Federation of Greater Indianapolis <i>Indianapolis, IN</i>	
Benevolence ministries, Ecumenical Project for Reconciliation and Healing, and community forums	260,825
Congress of National Black Churches <i>Washington, DC</i>	
Institutional advancement program	500,000
Domestic and Foreign Missionary Society, Protestant Episcopal Church <i>New York, NY</i>	
Bishop Primo Leadership Summit	20,000
Duke University <i>Durham, NC</i>	
Planning for research on clergy careers and the practice of ministry	196,648
Program to strengthen the quality of pastoral leaders	3,481,886

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

Educational Broadcasting Corp. <i>New York, NY</i>	
Third season of <i>Religion &amp; Ethics NewsWeekly</i>	7,030,170
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Emory University <i>Atlanta, GA</i>	
Research on how congregations and religious groups respond to tragic death	389,450
Youth Theology Institute	1,193,122
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ETV Endowment of South Carolina <i>Spartanburg, SC</i>	
Documentary on the life and impact of theologian Dietrich Bonhoeffer	150,000
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Fellowship of Christian Athletes <i>Kansas City, MO</i>	
Additional support for 1999 golf camp	10,000
Indiana Junior Golf Camp, 2000-2002	60,000
Renovation of national conference center in Marshall, Ind.	653,552
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Fund for Theological Education <i>Atlanta, GA</i>	
Fellowships and other programs to attract and support future ministers and African American doctoral students	2,226,638
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Hamline University <i>St. Paul, MN</i>	
Publication of review of literature on law and religion for past decade	50,000
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Hartford Seminary <i>Hartford, CT</i>	
National congregational studies education program	1,006,767
Planning for study of how congregations respond to breaches of trust by clergy	39,710
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Iliff School of Theology <i>Denver, CO</i>	
Completion of oral history project on 1960s civil rights movement	500,000

In Trust <i>Washington, DC</i>	
General operating support for publication for theological school trustees	610,000
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Indiana Office for Campus Ministries <i>Indianapolis, IN</i>	
Conferences on religion in higher education	75,000
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Indiana University Foundation <i>Bloomington, IN</i>	
Book on teaching religion in American colleges and universities	206,667
Spirit & Place civic festival	500,000
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Inspired Partnerships <i>Chicago, IL</i>	
General operating support	50,000
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Interdenominational Theological Center <i>Atlanta, GA</i>	
African-American Congregational Research Project	300,000
Institute of Church Administration and Management	2,250,000
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International Bonhoeffer Society <i>Philadelphia, PA</i>	
Translation of Bonhoeffer's collected works	295,288
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Jesuit School of Theology <i>Berkeley, CA</i>	
Volume on contemporary Roman Catholic religious life	29,575
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Jewish Theological Seminary of America <i>New York, NY</i>	
Research project on recruitment, formation and renewal of Jewish religious leadership	470,370
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Louisville Presbyterian Theological Seminary <i>Louisville, KY</i>	
Web site for religious leaders and scholars on Lilly Endowment-funded research	666,800

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

National Council of the Churches of Christ <i>New York, NY</i>		Union Theological Seminary <i>New York, NY</i>	
Services to ecumenical and interfaith community ministries	175,000	Encyclopedia on women and religion in North America	385,170
National Interfaith Hospitality Network <i>Summit, NJ</i>		University of Arizona <i>Tucson, AZ</i>	
Congregational Leadership Program	375,000	Dissemination of National Congregations Study	249,443
New York Theological Seminary <i>New York, NY</i>		University of Chicago <i>Chicago, IL</i>	
Training and leadership in urban ministry	400,000	Dissemination of the Religion, Culture and Family Project	2,153,991
Rhodes College <i>Memphis, TN</i>		University of Virginia <i>Charlottesville, VA</i>	
Rhodes Consultation on the Future of the Church-Related College	1,482,765	Project on Lived Theology	990,889
Robinson Temple Church of God in Christ <i>Indianapolis, IN</i>		Valparaiso University <i>Valparaiso, IN</i>	
Rebuilding of church destroyed by fire	16,184	Lilly Fellows Program in the Humanities and the Arts	1,428,240
St. Meinrad Archabbey <i>St. Meinrad, IN</i>		Valparaiso Project on the Education and Formation of People in Faith	
Benedictine Millennial Event	30,000		2,233,561
Stewardship and development study	298,203	Wabash College <i>Crawfordsville, IN</i>	
Seminary Consortium for Urban Pastoral Education <i>Chicago, IL</i>		Wabash Center for Teaching and Learning in Theology and Religion	
Nurturing the Call education program	360,000		5,966,246
Stanford University <i>Stanford, CA</i>		Wesley Foundation at Ball State University <i>Muncie, IN</i>	
Martin Luther King Jr. Papers Project	127,754	1999 Summer Companies, internship program for students to explore the ministry	50,000
Syracuse University <i>Syracuse, NY</i>		Yale University <i>New Haven, CT</i>	
Oral history interviews on religious broadcasting	175,588	Renovation of Yale Divinity School buildings	6,000,000
Texas Methodist Foundation <i>Austin, TX</i>		Clergy Renewal Program for Indiana Congregations	
Conference on Faith, Money and Mission	50,000	Program to strengthen Indiana congregations by supporting renewal and reflection periods for pastors (23 grants ranging from \$10,690 to \$30,000)	609,733

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

Berkey Avenue Mennonite Fellowship (Lebanon),  
Bethany Presbyterian Church (Lafayette),  
Bethel United Church of Christ (Evansville),  
Broadway Christian Parish/United Methodist  
Church (South Bend), Cathedral Church of  
St. James (South Bend), Christ the Savior  
Lutheran Church (Fishers), Deer Creek  
Presbyterian Church (Camden), First Church of  
God (Kokomo), First Presbyterian Church  
(Lebanon), First United Methodist Church of  
Warsaw, Holy Shepherd Lutheran Church  
(St. John), Lutheran Church of the Cross (Muncie),  
New Hope Presbyterian Church (Fishers),  
Pleasant View Mennonite Church (Goshen),  
Presbyterian Chapel of the Lakes (Angola),  
Robinson Community AME Church (Indianapolis),  
St. Andrew's Episcopal Church (Valparaiso),  
St. David's Episcopal Church (Nashville), St.  
Elizabeth Ann Seton Catholic Church (Fort Wayne),  
St. John Evangelical Lutheran Church (Decatur),  
Shalom Mennonite Church (Indianapolis),  
Wabash Friends Church (Wabash), Zion Lutheran  
Church (Fort Wayne)

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### Information Technology for Theological Teaching Program II

Improving the capacities of theological schools  
to use computer technologies effectively in their  
educational programs (1 advisory grant – \$600,000;  
40 planning grants at \$10,000 each and 1 planning  
grant at \$50,000 – \$450,000; 30 supplemental  
grants at \$100,000 each – \$3,000,000) 4,050,000

### Advisory grant

Wabash College

### Planning grants

Acadia Divinity College, Andrews University,  
Aquinas Institute of Theology, Assemblies of God  
Theological Seminary, Azusa Pacific University,  
Biblical Theological Seminary, Brite Divinity  
School, Capital Bible Seminary, Catholic  
Theological Union at Chicago, Colgate Rochester  
Divinity School, Concordia Theological  
Seminary (St. Louis), Denver Conservative  
Baptist Seminary, Duke University, Eastern Baptist  
Theological Seminary, Emory University, General  
Theological Seminary of the Protestant Episcopal  
Church in the United States, Golden Gate Baptist  
Theological Seminary, Graduate Theological Union,  
Holy Cross Greek Orthodox School of Theology,  
Iliff School of Theology, Kenrick-Glennon Seminary,

Lutheran Theological Seminary at Gettysburg,  
Lutheran Theological Seminary at Philadelphia,  
Lutheran Theological Southern Seminary, Phillips  
Theological Seminary, Pittsburgh Theological  
Seminary, Protestant Episcopal Theological Seminary  
in Virginia, St. John's Seminary, St. Paul School of  
Theology, St. Vladimir's Orthodox Theological  
Seminary, San Francisco Theological Seminary,  
Seminary of the Immaculate Conception, Shaw  
University, Trinity Episcopal School for Ministry,  
Union Theological Seminary, University of St. Mary  
of the Lake-Mundelein Seminary, University of the  
South, Wartburg Theological Seminary, Western  
Evangelical Seminary, Westminster Theological  
Seminary, Yale University

### Supplemental grants to 1997 pilot program for information technology

Anderson University, Associated Mennonite  
Biblical Seminary, Bethany Theological Seminary,  
Bethel College and Seminary, Calvin Theological  
Seminary, Christian Theological Seminary, Concordia  
Theological Seminary (Fort Wayne), Fuller  
Theological Seminary, Garrett-Evangelical Theological  
Seminary, Gordon-Conwell Theological Seminary,  
Interdenominational Theological Center, Louisville  
Presbyterian Theological Seminary, Luther Seminary,  
Lutheran School of Theology at Chicago,  
McCormick Theological Seminary, Memphis  
Theological Seminary, Methodist Theological  
School in Ohio, New Brunswick Theological  
Seminary of the Reformed Church in America,  
Northern Baptist Theological Seminary, Pontifical  
College Josephinum, Princeton Theological Seminary,  
St. Meinrad Archabbey, St. Paul Seminary, Seabury  
Western Theological Seminary, Southern California  
School of Theology (Claremont), Trinity Lutheran  
Seminary, Union Theological Seminary and  
Presbyterian School of Christian Education, United  
Theological Seminary, United Theological Seminary  
of the Twin Cities, Washington Theological Union

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### Theological School Programs for High School Youth

Seminary and divinity school-based programs to  
provide opportunities for high school-age young  
people to engage in theological study and inquiry  
(12 grants ranging from \$502,493 to \$1,200,000)

10,241,221

Covenant Theological Seminary, Duke University,  
Eden Theological Seminary, Garrett-Evangelical  
Theological Seminary, Lincoln Christian College  
and Seminary, Luther Seminary, Lutheran Theological

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

Seminary at Philadelphia, Pittsburgh Theological Seminary, St. John's University School of Theology, St. Mary's Seminary and University, St. Meinrad Archabbey, Union Theological Seminary and Presbyterian School of Christian Education	
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Stewardship Development Partnership Program	
Continuation of program to strengthen the fund-raising capacity of Hispanic religious institutions (7 grants ranging from \$161,454 to \$200,727)	1,300,876
Azusa Pacific University, Latino Pastoral Action Center, Loyola Institute for Spirituality, Loyola University of Chicago, Mexican-American Cultural Center, National Catholic Council for Hispanic Ministry, Southeast Regional Office for Hispanic Ministry	
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Theological Vocational Exploration Programs at Colleges and Universities	
Program to support the establishment of theological vocational exploration programs at selected colleges and universities (31 planning grants ranging from \$26,750 to \$50,000)	1,502,346
Baylor University, Boston College, Centre College of Kentucky, College of Wooster, Davidson College, DePauw University, Earlham College, Furman University, Goshen College, Gustavus Adolphus College, Hanover College, Hope College, Loyola University of Chicago, Macalester College, Manchester College, Marian College, Mercer University, Millsaps College, Morehouse College, Rhodes College, St. John's University School of Theology, St. Mary's College, St. Norbert College, St. Olaf College, Transylvania University, University of Dayton, University of Notre Dame, Valparaiso University, Wilberforce University, Wittenberg College, Xavier University of Louisiana	
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Transition-into-Ministry Grants Program (4 grants ranging from \$380,948 to \$750,000)	2,630,541
General Assembly of the Christian Church (Disciples of Christ), Nashville Area United Methodist Foundation, Presbyterian Church (USA), Princeton Theological Seminary	

<b>Leadership Education</b>	
<hr/>	
Association for Research on Nonprofit Organizations and Voluntary Action <i>Indianapolis, IN</i>	
General operating support	172,359
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Congress of National Black Churches <i>Washington, DC</i>	
Support for Second National Conference on Black Philanthropy	30,000
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Council on Foundations <i>Washington, DC</i>	
1999 membership dues	50,000
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Duke University <i>Durham, NC</i>	
Publication of Jane Addams papers	90,000
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Forum of Regional Associations of Grantmakers <i>Washington, DC</i>	
National initiative to promote growth of philanthropy	1,500,000
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Foundation Center <i>New York, NY</i>	
General operating support	50,000
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Independent Sector <i>Washington, DC</i>	
1999 membership dues	10,500
Research on religion and philanthropy	650,000
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Indiana Humanities Council <i>Indianapolis, IN</i>	
Program to strengthen opportunities for serving and giving by youth	2,127,639
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Indiana State University <i>Terre Haute, IN</i>	
Biography of Robert K. Greenleaf	50,000

## Religion Division & Leadership Education Grants

DOLLAR AMOUNT APPROVED IN 1999

Indiana University Foundation <i>Bloomington, IN</i>	
Planning for national institute for community foundations	774,804
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National Charities Information Bureau <i>New York, NY</i>	
General operating support	50,000
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National Committee on Planned Giving <i>Indianapolis, IN</i>	
Leadership conference	23,842
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National Federation of State Humanities Councils <i>Arlington, VA</i>	
Seminars on civic life	365,000
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NSFRE Foundation <i>Alexandria, VA</i>	
Support for 2000 Executive Leadership Institute	20,269
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Robert K. Greenleaf Center <i>Indianapolis, IN</i>	
Development office	450,000
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Subtotal - Religion Division Grants	81,712,042
Subtotal - Leadership Education Grants	6,414,413
Religion Division Discretionary Grants	106,969
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Total - Religion Division and Leadership Education Grants	88,233,424
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GRAND TOTAL - All Divisions	497,630,017
Incentive Grants for Employee Giving	2,599,043
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Total - All Grants Approved	500,229,060*

*\*Reconciliation to financial statements*

To reconcile the total of all grants approved with the financial statements, the following adjustments must be made:

Adjustments for decommitments	(1,130,563)
Adjustments for refunds	(986,470)
<hr/>	
Net Total - Grant Approvals	498,112,027

## Guidelines & Procedures

Lilly Endowment receives several thousand grant requests each year, but we can fund only a small percentage of many worthwhile proposals. These guidelines, formulated over the years by our founders and the Endowment's Board of Directors, govern our grantmaking decisions.

### Areas of interest

We consider proposals in three program areas – community development, education and religion. We also are interested in initiatives that benefit youth, that foster leadership education among nonprofit institutions, and that promote the causes of philanthropy and volunteerism.

### Community Development

Our community development grantmaking focuses primarily on the quality of life in Indianapolis and Indiana, and we grant funds for human/social needs, central-city and neighborhood revitalization, low-income housing, and arts and culture in Indianapolis. We also support amateur athletics and fitness organizations, facilities and programs that help advance the city's economic revitalization and community recreational opportunities.

On a statewide level, we provide major support for the development of the endowments of community foundations and the advancement of United Ways.

### Education

Our education grantmaking revolves primarily around our interest in improving education in Indiana, with special emphasis on higher education and on programs designed to increase the number of Indiana residents with bachelor's degrees. We support a number of invitational grant programs, many of which are aimed at Indiana's colleges' and universities' abilities to increase the state's educational attainment level. We also support on an invitational basis private historically black colleges and universities throughout the country.



### Religion

Our primary aim in this field is to deepen and enrich the religious lives of American Christians, principally by supporting efforts to call, support and educate a new generation of talented pastors and to strengthen current pastors in their capacities for excellence in ministry. We seek to help congregations be vibrant, healthy communities of faith, and we encourage efforts that make available and accessible the wisdom of the Christian tradition for contemporary life. We



support seminaries, theological schools and other educational and religious institutions that share these aims. We also support projects that strengthen the contributions which religious ideas, practices, values and institutions make to the common good of our society.

### Youth, Leadership Education, and Fund-raising and Philanthropy

Besides grantmaking in our three principal areas of community development, education and religion, the Endowment also awards grants in support of youth development, leadership education, and fund-raising and philanthropy.

Our youth grants support direct-service organizations in central Indiana, build the capacity of intermediary organizations throughout the state and provide professional development for the staffs and volunteer leadership of these organizations.

In leadership education, we seek to support and nurture good stewardship among the trustees and executives of the types of charitable organizations we primarily serve by funding scholarship on the characteristics of able trusteeship and good governance of nonprofit organizations.

On a limited basis, we also support programs (nationally and in Indiana) to increase charitable giving among Americans. We fund efforts to create a body of reliable knowledge about giving and fund-raising and to encourage the scholarly pursuit of the subject.

### 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 to grants for community development and elementary/secondary education (exceptions include occasional funding for national programs that complement or relate to our work in Indiana).

The Endowment's interest in higher education extends to Indiana colleges and universities and to historically black colleges nationwide.

Grants to other institutions of higher learning outside Indiana generally are restricted to programs offered by the Endowment on an invitational basis.

Our work in religion is national in scope, as is our support for leadership education.

Grants for international purposes are limited to a small number of disaster-relief efforts and to a few United States-based economics and public policy programs affecting North and South American countries.

### Limitations

Federal regulations and Board policy preclude the Endowment's involvement with the following:

- Loans or cash grants to private individuals. Most grant money is awarded to charitable entities. We do not assist individuals with personal or business-related finances.
- Health-care and biological-science projects. The founders wanted to avoid any appearance of conflict of interest with their commercial enterprise. The rare exception has been capital grants for hospitals and other nonprofit, health-related facilities, mainly in Indianapolis.
- Mass media projects. The Endowment does not typically fund mass media projects and limits consideration to projects that fall squarely within our specific program areas.
- Endowments or endowed chairs. The Endowment targets its grants for specific purposes. Except in unusual cases involving long-standing grantees or special initiatives, we do not contribute to endowments or endowed chairs.
- Libraries. Except for special initiatives, the Endowment regularly declines grants to public libraries outside Marion

County, Ind. Library grants to universities generally are confined to the state of Indiana and to invitees under certain Endowment grant initiatives.

- Outside Indiana. Requests usually are declined for building campaigns, elementary/secondary education, arts and culture, human-service projects, general operating funds and neighborhood projects (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 write us a preliminary letter of no more than two pages. The letter should tell us about your organization, the project you have in mind 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.

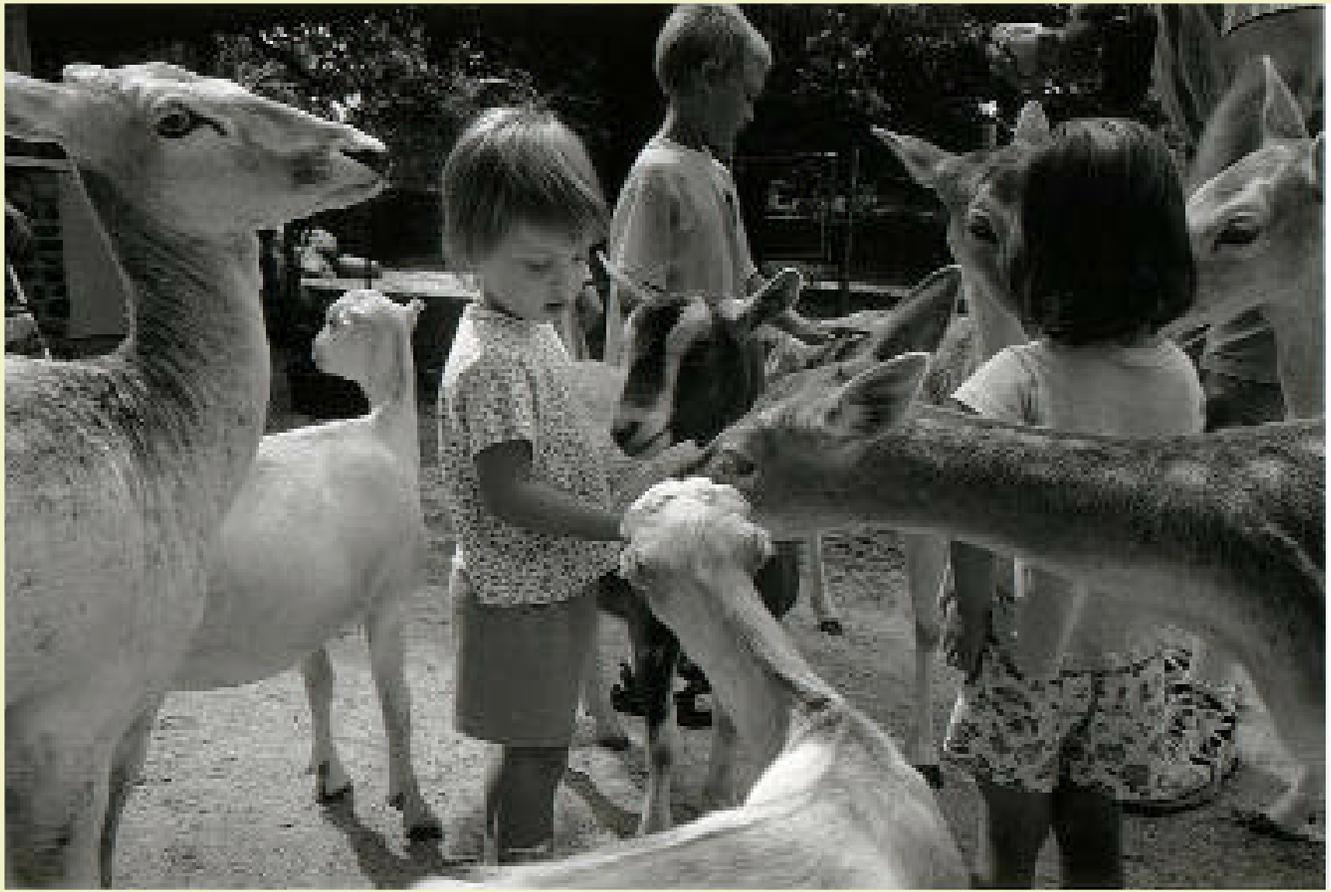
### Approval process

A program director generally reviews grant proposals. Those that meet the criteria for consideration proceed to the appropriate division or committee for review, then to the corporate officers, and finally to members of the Board of Directors. The Board of Directors considers grants in February, March, May, June, July, September, November and December. The grant-review process takes three to six months. All grantseekers receive written notification of our decisions.

Please direct correspondence to:



Program Office  
Lilly Endowment Inc.  
Post Office Box 88068  
Indianapolis, IN 46208-0068  
Telephone 317 / 924-5471  
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*Visitors make furry friends at the Children's ZooContact Area in Fort Wayne, Ind.*

## ACKNOWLEDGMENTS

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*page 38: Indiana State Museum architectural rendering courtesy of Ratio Architects*

*page 39: Indiana State Museum exhibit rendering courtesy of Ralph Appelbaum Associates*

*page 51: "Los Banderas de los Estados Unidos" 1996  
Jaune Quick-to-See Smith, The Eiteljorg Museum Fellowship for Native American Fine Art Purchase Fund*



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