Last year proved an amazing time of growth and impact for Youth Guidance. Looking back at 2016, we are both pleased and humbled by the number of youth and families who found a critical lifeline through our school-based programs. We measure our success in many ways. Of central importance is the question of whether or not we have been successful in fulfilling our mission. Thanks to the dedicated efforts of our staff, Board and supporters, the answer is a resounding “yes”!

Our BAM program completed its second, two-year evaluation through the University of Chicago Crime Lab with researchers finding that participation in BAM reduces violent crime arrests by 50 percent and improves school engagement and on-time graduation rates by 19 percent. These results are highly encouraging and underscore BAM’s transformative positive influence in the face of continuing gun violence in Chicago and the dire reality of poor outcomes for youth from at-risk communities.

In the past year, our youth have shown significant increases in their ability to stay in school, achieve academically, acquire and maintain jobs, and set their sights on post-secondary success. Words like those of Myvon Harmon, a 2016 BAM graduate from Manley High School on Chicago’s west side, illustrate this point:

“Graduating today showed me, it’s just time for the next big step in life. I want to thank Mr. Stinson from Youth Guidance. He told me the goods and bads in life, but one thing for sure, he taught me how to be a man and take care of business like one. I sat back and learned and soaked all the knowledge up I could. Thank you for everything you encouraged in me.”

Each day we hear of the many Chicago youth who didn’t make it to their high school graduation. Our experience and evidence base proves however, that armed with the proper support, guidance and positive reinforcement, youth like Myvon can find the pathway to their highest potential. We are heartened by his achievement and those of all the graduates we celebrated last year—achievements made possible through effective public sector partnerships and the generous support of corporations, foundations and individuals who contribute to our mission.

In 2017, we look forward to expanding this important work, and we thank our supporters who are placing that goal within arm’s reach. Mayor Rahm Emanuel’s Mentoring Initiative, announced in late 2016, will bring BAM to over 4,000 young men in Chicago’s Public Schools in the 2016-2017 academic year—a 50% increase over last year. We will also answer the call to share BAM’s proven impact with other cities struggling to adequately support the academic achievement and life success of young men of color by piloting BAM in Boston next year.

Our long term vision, as outlined in our recently completed four-year strategic business plan, includes improving life outcomes for thousands more youth through the significant expansion of BAM, embarking on a rigorous outcomes evaluation of Working on Womanhood (WOW) and the continued strengthening of our Counseling and Prevention, Youth Workforce Development and Community & After School programming.

We hope that you join us in celebrating the successes of 2016 and that you will continue to stand with us as we provide all youth, regardless of circumstance, with the skills and opportunities needed for academic success and a happy and prosperous adult life.

From the bottom of our hearts, and those we serve, we thank you for your continued support.
Inner-city youth face tremendous challenges on the road to a bright future. For young black and Latino males ages 15-24, homicide and suicide are among the top three leading causes of death.¹ Such shocking figures underscore the need for proven interventions that help to reduce gun and community violence, offer social-emotional support and improve educational outcomes for young men of color.

For 15 years, the Becoming a Man® (BAM) program has worked to positively impact the life trajectories for young men from Chicago’s most violent and troubled communities. BAM offers weekly school-based counseling to youth in grades 7-12, and utilizes cognitive behavioral therapy and rites of passage work to foster caring and supportive male mentoring relationships that help students thrive.

In June 2016, Youth Guidance and researchers from the University of Chicago Crime Lab released new findings from a randomized controlled trial evaluating BAM’s impact during the 2013-15 academic years. The researchers found that BAM reduced violent crime arrests by 50 percent, reduced total arrests by 35 percent, and improved school engagement for male students. A long-term follow-up to the first BAM study (2009-10) revealed an increase in on-time high school graduation rates by 19 percent.

The Crime Lab also estimates that BAM’s benefits far outweigh the program costs, with up to $30 in societal gains for every $1 invested in the program, from realized reductions in crime alone. The evaluation results show that adolescence is not too late to change the life course for youth who may be struggling to succeed.

BAM’s foundation is six core values: integrity, accountability, self-determination, positive anger expression, respect for women and visionary goal setting. Highly skilled counselors meet youth where they are—physically in schools and emotionally—and emphasize positive character development that leads participants to a more promising and attainable future.


Under Mayor Rahm Emanuel's Mentoring Initiative a total of 65 schools will receive BAM mentoring services in 2017, serving approximately 4,080 8th-10th grade male students. The expansion will increase BAM's footprint by an additional 16 Chicago Public Schools. BAM’s proven approaches help young men think before acting, communicate and collaborate with others and develop positive character traits which in turn help to reduce conflict and violence.

When speaking with 17-year-old Tommy*, you can immediately tell that he is a bright student athlete who has enjoyed his two years in BAM. “It’s men relating to men,” he says. “It’s a help academically….you know that your work must get done.”

Tommy will tell you all about his love for his BAM brothers and about the BAM core values, citing his favorite as being the value of integrity. When asked why, he matter-of-factly states: “A man follows through on his word and stays focused.”

Tommy will also tell you about the day that gun violence nearly claimed his life. One afternoon, as he and his friends ventured from a neighborhood basketball court to a friend’s home nearby, they found themselves face-to-face with a group of young men in masks. As shots rang out, everyone ran. Tommy escaped with a gunshot wound to the leg. His best friend was shot in the chest, but survived.

Tommy says that living with the constant threat of violence creates fear and stress, but that BAM is helping him to not just endure, but to overcome his challenges. His counselor and BAM group supported him through his physical and emotional healing last year. “It helps having men I can talk to who understand,” he says.

In BAM, Tommy has a circle of support and the steady encouragement he needs to keep moving forward. As a result, he has been able to maintain his focus, his grades and his determination to have a bright future.

Tommy graduates in 2017 and has been accepted to the University of Alabama A&M where he plans to study broadcasting.

*Name changed for confidentiality.
Life for young girls from at-risk communities can be challenging. Many are exposed to violence and experience personal traumas that can result in low self-esteem, unhealthy relationships and poor decision making. Visualizing a bright future can seem impossible.

The Working on Womanhood\textsuperscript{SM} (WOW) program is positively impacting the lives of young girls from Chicago’s south and west side communities. The program is now in its fifth year and delivers school-based, clinical counseling to girls in grades 7-12. Students work with trauma-informed counselors to overcome myriad challenges such as depression, post-traumatic stress disorder, anxiety, aggression, substance abuse, feeling of loss, guilt or shame and low academic achievement.

Through engaging group activities rooted in cognitive behavioral therapy and character education, WOW helps young women develop the skills they need to persist in school and in life. Students take part in group activities, journal writing, community service projects, and enrichment experiences to help them better understand themselves and others.

In early spring, WOW students, parents, principals, and staff gathered for the 3rd Annual “My Vision, My Journey” WOW banquet which applauded the efforts of girls who have shown exemplary growth and progress under the curriculum’s five core values: emotional intelligence, self-awareness, leadership, healthy relationships, and visionary goal-setting. The event included a powerful performance by spoken word artist K-Love Harris and a special address by author and federal probation officer Christina Figueroa, who shared her own story of personal courage, overcoming obstacles and creating a vision for the future.

WOW also continued its emphasis on curriculum refinement and completed the first edition of the Working on Womanhood manual. In fall 2016, the program was awarded a grant from Evergreen Invitational—an effort by the Woman’s Board of Northwestern Memorial Hospital to provide world-class women’s health programs in Chicago. The grant will allow WOW to continue its successful research and evaluation partnership with Ann & Robert H. Lurie Children’s Hospital of Chicago, and specifically complete a comprehensive process evaluation of the program’s overall curriculum.

Under Mayor Rahm Emanuel’s Mentoring Initiative, WOW is slated to broaden its reach to another 500 CPS students, serving roughly 1,500 young women next fall.
STUDENT STORY

When Alanna* joined WOW, she was failing every class and had received multiple school suspensions for fighting. Her disruptive behavior was masking her heavy grief over losing two brothers to gun violence, and her sadness and frustration about her mother’s ongoing struggle with substance abuse.

With the support of her counselor and group, Alanna made major progress. “She was opening up in group and making new friends…and then she and I together started a grief group for some other WOW girls who had lost siblings or parents,” shared WOW Counselor Nell O’Connor. “She stepped up as a leader.”

WOW helped Alanna develop effective coping strategies to better manage her emotions. Her grades soared and she joined the volleyball team. In WOW, Alanna was given the encouragement to explore what motivated her, what her aspirations were and how to lean into core values such as emotional intelligence and self-awareness for long-term success. Nell was proud to share that Alanna graduated in June 2016 with a scholarship to Northern Illinois University.

*Name changed for confidentiality.

BY THE NUMBERS 2015-2016

1,282 young women served in 28 schools

67% of WOW students scored in the clinical range for post-traumatic stress disorder (PTSD) at pre-test

63% had fewer trauma symptoms after participating in WOW

94% of WOW students reported that the program has helped them make better decisions for themselves

67% of WOW students scored in the clinical range for post-traumatic stress disorder (PTSD) at pre-test

63% had fewer trauma symptoms after participating in WOW

94% of WOW students reported that the program has helped them make better decisions for themselves

*Name changed for confidentiality.
Providing parents with the proper tools and resources to fully support children is essential to ensuring youth success. Children who have highly involved parents perform better academically, have increased self-esteem and fewer instances of problem behavior.

For more than 20 years, Parent and Family Engagement has invested considerable time, energy and resources in supporting parents through site-based parent outreach, specialized trainings and family workshops.

In 2016, Parent and Family Engagement supported Englewood and Austin families by offering dynamic workshops using the B-PROUD (Black Parenting with Respect, Order, Understanding, and Discipline) curriculum, supported by Get IN Chicago. The parenting model, developed by Northwestern University professor Dr. Jelani Mandara, strengthens families’ knowledge and skills to extend their children’s learning at home and in school. It also addresses the unique needs of parents living in communities of color with limited resources and challenges such as poverty and crime.

Under the program’s culturally inspired model, parents develop a portfolio of skills to support their children in school, in relationships and in achieving life goals. The program has been so successful that Get IN Chicago has extended Youth Guidance’s B-PROUD programming into 2017.

Parent and Family Engagement also hosted its 23rd Parent Leadership Conference last year at Indian Lakes Resort in Bloomingdale, IL. The conference theme, Rallying the Village: Home, School and Community, inspired parents to become more action oriented and improve school-to-home and home-to-school communication. More than 200 attendees—including principals and teachers—enjoyed a two day immersion in strategies designed to help parents reduce barriers to education and bring the entire community into the process of strengthening schools.
Through its Community & Afterschool Programs, Youth Guidance supports positive outcomes for Chicago’s students by integrating the Community School philosophy of student supports and systemic change into year-round, school-based opportunities for students. Youth Guidance works closely with 20 partner schools to develop and implement programming with a holistic, child-development focus that applies to both in-school and out-of-school time throughout the academic year and summer.

Research has shown that out-of-school time engagement is associated with positive gains in academic performance, school attendance, cognitive and emotional engagement, and with the elimination of risk behaviors. While Youth Guidance operates multiple out-of-school time initiatives, the ultimate goal is to ensure that each of our programs align out-of-school time with classroom learning, while bringing communities, families, and resources into the schools.

Youth Guidance’s Community & Afterschool Programs help produce successful and driven students through a commitment to the following objectives:

- Building Social and Emotional Resiliency;
- Influencing positive gains in Academic Achievement;
- Positively impacting School Culture and Climate;
- Providing opportunities for Family, Community and Cultural Engagement.

“As a 1st year Principal, it can be quite challenging to embrace the amount of work and support that a school requires. Youth Guidance has been a breath of fresh air in filling in the gaps and providing the necessary support that my school community needs not only to the students and parents, but to the community alike. My resource coordinator is attentive to our every need.

The partnership that we have developed over these few months has been extraordinary and our school community could not be happier. I know that I would not have been able to make the positive impact that we have made without the support of Youth Guidance and our amazing Resource Coordinator.”

Cynthia Treadwell
Principal
Ira Aldridge Elementary School
Ensuring that today’s young people have the educational attainment and employment experience needed to become the highly skilled workers of tomorrow is crucial. Unfortunately, youth from under resourced communities are often woefully unprepared due to issues such as poverty, personal traumas, environmental stress, and low academic achievement.

Youth Guidance’s Workforce Development programs—Project Prepare®, Project Prepare Blue and AmeriCorps—ensure that youth from high-risk communities are connected to opportunities they may not have otherwise had access to, and are empowered with the key life skills necessary to connect to a meaningful postsecondary opportunity of their choice. Each program works to remove barriers to workforce entry and place youth in employment opportunities aligned with their specific skills and career goals.

During the 2015-2016 academic year, Project Prepare served 172 Chicago Public Schools students through personalized career counseling, case management and job placement assistance. During the summer, the program also provided engaging workforce opportunities to more than 100 city youth through partnerships with One Summer Chicago, Sprint, Ford and PPM America.

Youth Guidance also recognizes the need to support young people who have transitioned out of high school, and proudly launched an AmeriCorps cohort in 2015. The group of recent high school graduates gained valuable volunteer experience and professional and educational benefits, while also creating a lasting impact on local communities and families. Last year, 13 participants completed their term of service, becoming the agency’s first AmeriCorps program graduates.

Outreach efforts to young adults were further expanded through the addition of a unique program called Project Prepare Blue. Based at the technology innovation center Blue 1647 in the Pilsen community, the program targets 18-24 year old high school graduates. Participants, including many BAM and WOW alumni, engage in group-based job readiness training and are given individualized support to transition into college, advanced training or the workforce. The program served 25 out-of-school and unemployed youth in 2016, and is working to create even more bridges to support graduates from other Youth Guidance programs in the year ahead.
Youth in the care of the state of IL who have experienced trauma or neglect face an uphill climb on their path to adulthood. Comprehensive support, positive adult guidance and a sense of normalcy are essential for the healthy social, emotional and cognitive development of these youth.

STRIVE (Strategies to Rejuvenate Interest and Value in Education) serves youth in care in grades 8-12 by integrating counseling support systems within the school environment. The program is a strategic collaboration among Youth Guidance, Chicago Public Schools and the Illinois Department of Children and Family Services.

Acting as case managers, mentors and advocates, STRIVE staff support youth in care by offering encouragement and resources that help safeguard against poor school and life outcomes. Each participant receives support in developing life skills and coping strategies for a restored sense of balance, enthusiasm and hope for the future.

The program hosted its 14th Annual STRIVE Banquet in April, honoring youth who showed marked improvement in attendance, truancy, behavior, academics, attitude, and/or personal growth. Thirty-one students received awards and medals. Caregivers—whose support is critical to youth success—were also honored.

STRIVE continues to focus its outreach efforts on helping in-care youth reach important milestones. In July, the program hosted its 1st Annual STRIVE Graduation and Transitions Party for 8th and 12th grade graduates. Each had a chance to learn from former STRIVE participants who are now enrolled in college. The alumni shared practical advice for staying motivated and focused despite future obstacles that may arise. Caregivers, family members, teachers, and STRIVE counselors also offered tools to help the graduates succeed in their next step toward self-sufficiency and independence.

STRIVE served 203 students last year in more than 60 elementary and high schools across Chicago.

STUDENT STORY

At the tender age of five, Bria* became a Department of Children and Family Services (DCFS) youth in care. The years that followed were challenging, and as an adolescent she struggled with depression. She also desperately searched for her family. Bria enrolled in STRIVE during her freshman year and found a caring advocate and trusted support in her counselor. At 16, she located her biological mother and was eager to make a connection. Her STRIVE counselor worked with DCFS to facilitate a reunion that brought healing to Bria’s life and allowed her to return to the care of her mother. Tragically, her mother passed away from cancer only six months after Bria’s case closed with DCFS.

By working closely with her STRIVE counselor, Bria once again found the strength to face her tremendous sense of loss, maintain her grades, graduate on time, and secure admission to a four-year university. STRIVE provided the continuous care Bria needed to overcome her depression and personal hardships. Today, she is a successful college senior and will graduate in June 2017.

* Name changed for confidentiality.
Youth Guidance also honored Sprint as Partner Organization of the Year for their tireless support which has included special student outings and prominent guest speakers. In 2015, Sprint launched #Sprint4Change, a special arts program created specifically for Youth Guidance students to explore enriched educational and creative arts opportunities.

“Our annual Bright Futures Gala is a celebration of our supporters,” stated Youth Guidance CEO Michelle Adler Morrison. “We are extremely grateful for their generosity which has allowed us to reach 8,500 young people this year. Through the support of our donors, we are better positioned to positively impact the academic and life success of our youth.”

To help support Youth Guidance’s next Bright Future’s Gala, please contact Chief External Affairs Officer Rebecca Clarkin at rclarkin@youth-guidance.org.

Many of the most generous hearts in Chicago came together for the 2016 “Bright Futures” gala rallying more than $550,000 for youth in need! Held at the Palmer House Hilton and co-chaired by Larry & Louise Green and John & Bozena McLees, the elegant affair also included Mayor Rahm Emanuel as Honorary Chair and his personal pledge to increase student participation in Youth Guidance programs over the next three years.

In recognition of their commitment to both BAM and WOW, the Paul M. Angell Family Foundation received the Kurt L. Schultz Individual Service Award. Kim Van Horn, Chief Administrative Officer for the Foundation, announced increased grant support for both programs through a $225,000, multi-year grant—funding that will help scale the school-based programs to serve even more youth from disadvantaged communities.
PAUL C. & DIANE H. REILLY
BAM School Sponsors, Amundsen High School
Youth Guidance board member and Stewardship Committee Co-Chair Paul C. Reilly and wife Diane kindly lend their support to the BAM program at Amundsen High School, playing an invaluable part in helping the program prosper there.

“Diane and I have the good fortune of being involved in a very personal way with Youth Guidance. Our involvement started after an introduction to Youth Guidance from my employer Bank of America. It was the strength of Bank of America’s commitment to Youth Guidance that led Diane and I to make a very personal contribution to supporting the BAM program at Amundsen High School. There is nothing we can do that can make a greater impact. In partnership with Bank of America, we do believe that we are saving lives.” – Paul C. Reilly, Youth Guidance Board of Directors

MARY D. & JULIE GERSTEIN
BAM School Sponsors, Hyde Park Academy
Mark Gerstein, longtime member of Youth Guidance’s Board of Directors, and his wife Julie offer generous support to the BAM program at Hyde Park Academy High School.

“Mark and Julie’s continued leadership as sponsors of Hyde Park High School makes it possible to provide specialized enrichment experiences to students there. Their incredibly generous support ensures the long-term sustainability of these valuable counseling and prevention programs.” - Michael Crowley, Chair of the Youth Guidance Board of Directors

“Julie and I are pleased to support the BAM program at Hyde Park Career Academy. To know that our contributions help youth transcend obstacles that often derail their future aspirations means a great deal. It is a step towards meaningful change—a chance to empower young men, who may only see challenges when they begin their BAM journey, to leave inspired, hopeful and prepared for success in adulthood.” – Mark Gerstein, Youth Guidance Board of Directors
# Statement of Financial Position

**June 30, 2016**

## Assets

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016 Totals</th>
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## Liabilities

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## Net Assets

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**Total Liabilities and Net Assets**

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# STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2016

## REVENUE

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<tr>
<th>Source of Revenue</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
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<th>2016 Totals</th>
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<td><strong>TOTAL REVENUES AND OTHER SUPPORT</strong></td>
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## EXPENSES

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<th>Type of Expense</th>
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## CHANGE IN NET ASSETS

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<tr>
<th></th>
<th>2016 Totals</th>
<th>2015 Totals</th>
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<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
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<td>($ 1,123,889)</td>
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## NET ASSETS

<table>
<thead>
<tr>
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<th>2015 Totals</th>
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<tr>
<td>Beginning of the Year</td>
<td>$ 3,221,446</td>
<td>$ 9,138,052</td>
</tr>
<tr>
<td><strong>END OF THE YEAR</strong></td>
<td>$ 3,335,316</td>
<td>$ 8,014,163</td>
</tr>
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BOARD OF DIRECTORS

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Co-Founder and CEO, Michael & Michael

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Chairman and CEO, The Taylor Group

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Jadine Chou  
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Community Leader

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Betsy Wille  
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Pritzker Pucker Family Foundation
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W. Rockwell Wirtz Trust
Mr. Michael Werner and Mrs. Laura Werner
Ms. Elizabeth Wille and Mr. Akelo D. Colbert
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Mr. Bruce Zivian and Ms. Dawn Peccatiello

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Mr. Bruce Zivian and Ms. Dawn Peccatiello

Mr. Robert M. Felsenthal and Mrs. Roxanne Horr
Ms. Neelie Fritz
Mrs. Mayumi Goldberg and Mr. Michael Goldberg
Mr. Hays Golden and Ms. Kathleen Rubinstein
Mr. and Mrs. Marcelo Halpern
Mr. Bill Hardin and Mrs. Christina Hardin
Mr. Jeffrey Heckman and Mrs. Penny Heckman
Mr. Alvin Katz and Mrs. Elizabeth Katz
Mr. David Kulakofsky and Mrs. Liz Kulakofsky
Mr. Matthew J. Suhey and Mrs. Carolyn Wiltheby
Mr. Bruce Zivian and Ms. Dawn Peccatiello
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($50,000+)

- Bank of America
- The Boeing Company
- BMO Harris Bank
- The Cebrian Goodman Center of the Larry and Lilian Goodman Foundations
- Chicago Bears
- The Chicago Community Trust
- Children First Fund
- The Crown Family
- Edna McConnell Clark Foundation
- Episcopal Charities and Community Services
- Get IN Chicago
- Hilco Global
- One Summer Chicago Plus, a McCormick Foundation Fund
- Polk Bros. Foundation
- Reva & David Logan Foundation
- Thrive Foundation for Youth

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($25,000+)

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Bears Care
Chicago Bulls Charities
Chicago Bulls Community Assist Fund, a McCormick Foundation fund
Chicago Tribune Charities-Holiday Campaign, a McCormick Foundation fund
Chicago White Sox Community Fund, a McCormick Foundation Fund
Colonel Stanley R. McNeil Foundation, Bank of America, N.A., Trustee
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Sprint
United Way of Metropolitan Chicago

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- Kemper Educational and Charitable Fund
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- Latham & Watkins LLP
- McDonald’s Corporation
- Northern Trust Corporation
- Perkins Coie LLP
- The PNC Financial Services Group
- Ravenswood Health Care Foundation
- WGN Radio Needlest Kids Fund, a McCormick Foundation Fund
- World Sport Chicago

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ComEd
COTG
Deluxe Corporation Foundation
EnoIt & Young U.S. LLP
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GTCR
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The Retail Outsource Companies
Strategic Grant Partners
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Please note: We have made an earnest effort to ensure accuracy. Should you find any discrepancies, please accept our apologies and notify Youth Guidance at 312-253-4900 or dev@youth-guidance.org.