



Perspectives
Charter Schools

20 YEARS STRONG ANNUAL REPORT 2017

FI



LIVING A DISCIPLINED LIFE® SINCE 1997

20 YEARS STRONG

Twenty years ago Perspectives Charter Schools was operating in an old former warehouse on South Michigan Avenue, with 150 students, a handful of teachers and two founders with a dream.

Today that dream has grown into five high-performing schools serving nearly 2,000 students from grades 6-12 in three campuses on Chicago's South Side. For students living in underserved neighborhoods in our city, this dream empowers young people to become intellectually reflective, ethical leaders en route to productive and meaningful lives.

For over 20 years, we have merged innovation and social-emotional learning through our A Disciplined Life® education model, which combines a rigorous college prep curriculum with social emotional learning through a set of ethical principles. This holistic approach to education informs our language and guides our actions, establishing a culture of trust, tolerance, hard work, and achievement.

Our students are learning what it means to lead with an ethical mindset in the 21st Century, and we in turn, learn from them. Our students model perseverance as they navigate obstacles and embrace their education, champion different perspectives, and grow in their commitment to their city and one another. We are honored to work alongside our dedicated principals, teachers, and staff who strive everyday to bring an equitable education to our students.

Twenty years later, we know that the success of our students is determined by the quality of their educational experience. Thank you for supporting the dream that is Perspectives. However we still have work to do. Join us as we stand strong in our commitment to our students, families and communities.

With profound gratitude,

Rhonda Hopps, CFA
Chief Executive Officer

Tony Anderson
Board Chairman

IN THE LAST TWO DECADES PERSPECTIVES HAS:

SERVED NEARLY 8,500 STUDENTS

TAUGHT 2,400 HOURS OF
A DISCIPLINED LIFE®

GRADUATED OVER 2,200 HIGH SCHOOL
STUDENTS, 55% OF WHOM
ATTENDED COLLEGE

DEVELOPED A DISCIPLINED LIFE®,
OUR PROPRIETARY SOCIAL EMOTIONAL
CURRICULUM FOR DISSEMINATION

CREATED I AM FOR PEACE, A STUDENT LED
CIVIC ENGAGEMENT INITIATIVE



20 YEARS LATER: LESSONS LEARNED BY LEADING

KIM DAY, CHIEF EDUCATION OFFICER & CO-FOUNDER
DIANA SHULLA-COSE, PRESIDENT & CO-FOUNDER

IN THE EARLY 1990S, WE WERE TWO CHICAGO PUBLIC SCHOOL TEACHERS WITH AN IDEA.

WE BELIEVED THAT SOCIAL AND EMOTIONAL LEARNING (SEL) AND ACADEMIC ACHIEVEMENT COULDN'T—AND SHOULDN'T—BE SEPARATED.



We wanted to create a new school centered on this belief. So, over 25 years ago, with a \$1,000 grant from the Chicago Teachers Union, in the basement of an overcrowded South Side middle school, we opened the classroom doors of this small school-within-a-school called, “Perspectives.”

We welcomed the courageous founding families who shared our philosophy. We introduced 50 students to A Disciplined Life®: an education model that teaches the mind and the heart. We offered a supporting and loving structure with high expectations for their development as learners and human beings.

More families wanted in. If we were going to grow our small program, we had to think differently, we had to be entrepreneurial, and we had to be crazy enough to try. The charter school idea arrived in Chicago, so we explored that option, peeling back the myths of charter schools. This was the vehicle, we decided, to drive innovation and give kids the school they deserved. After long days, we’d lug our 10 lb. laptops to a neighborhood diner and dig in, imagining what real innovation could look like in a full-blown school.

We were awarded one of the first five charters in the state, and opened our first campus in 1997. Today, our network of five public schools has nearly 2,000 students in grades 6-12, all on the South Side of Chicago, in Auburn Gresham, Bronzeville, and South Loop neighborhoods.

We’re ready to grow even more.

We’re so proud of our students, staff, and the progress we’ve made. We’re humble too, because we’ve made many mistakes. We have learned so much, together with others who helped us make it this far. We’ve faced dire decisions, budget cuts, and the crushing deaths of far too many students due to gun violence. We’ve had many victories too, and most importantly, we’ve never sold out on our focus on the whole child. That stands above everything to us; it’s what keeps us going in the most challenging moments.

Meeting this 20 year milestone, we reflect on our journey. Here are 20 lessons we have learned over the past 20 years—insights for any leader who wants to do what it takes for more kids to succeed.

1

CREATE YOUR CULTURE

Proactively create a school culture, so it can be the one you intended.

2

LET YOUR CULTURE BE YOUR GUIDE

Weave your school culture into every conversation, lesson, and decision. Align to those values, use them to bond students and staff, and rally around them as you strive as a community.

3

TEACH FOR MORAL LEADERSHIP

Ensure there is a solid social and emotional learning foundation in the curriculum and then bring it to life. Instill it deeply through clear expectations, with student and staff input for increased personal accountability.

4

BUILD STRONG RELATIONSHIPS

Strong relationships = strong schools. Know your students and their families. Know your teachers and support staff.

5

EXPOSURE MATTERS

Expose kids to the world outside their five-block radius. Make sure they see people that look like them in positions of power and influence.

6

KNOW YOUR BRAND, BE YOUR BRAND

Define your difference and deliver on it. With thoughtful strategy, communicate it internally and externally so there is clarity about who you are and what you do.

7

HONOR PARENTS

Equip parents with information that can help them help their children. Equip teachers with tools to build relationships with parents.

8

CATCH OUR KIDS WHEN THEY FALL

We don’t give up on our kids. This means knocking on their doors, finding mentors, and meeting for breakfast.

9

PLAY

Find time to play, to be light and silly—it will sustain you.

10

BE RELENTLESS

This work is so hard—it’s never-ending. It’s for the strong and unwavering. Guide staff to find their center in this work and stay there.

11

KNOW THE PULSE OF THE PEOPLE

Seek the voice of everyone in your school community. Build structures and processes to ensure voices are heard. Own your mistakes: it allows for others to do the same.

12

CONNECTED TO THE CAUSE

Choose teachers who don’t just love the discipline they are teaching but people who truly love young people and have a quest for justice.

13

EXECUTE!

Train management deeply in the execution of your model.

14

LEARN FROM THE BEST

Don’t create everything—you don’t have time. Leverage leaders, and pull from existing resources, and other schools.

15

COMMUNICATE

Take the time to talk about things that matter to your school, to your students, to your staff. Take the time to tell your story to the wider world that needs to know why these things matter.

16

HOLD PARTNERSHIPS CLOSE

Partners keep you nimble and creative. Be open to them and their ideas.

17

DATA DRIVES

Invest in systems and people who know how to collect, interpret, and use data to understand where we’re at and where we need to go.

18

INSPIRE LEADERSHIP

Sometimes you will find an employee is wrong in one role and just right in another. Support ALL levels of learners in your organization: people are full of surprises.

19

NEVER QUIT ON OUR KIDS

Remember what is possible, and all the growth you’ve already seen.

20

IT’S BIGGER THAN US

We’re changing things for young people. We never know where that change ends.

TAKE INITIATIVE

LUPE JIMENEZ, PERSPECTIVES CLASS OF 2000

DIRECTOR, EXTERNAL AFFAIRS
PERSPECTIVES CHARTER SCHOOLS

Lupe Jimenez, a native of Chicago’s Back of the Yards neighborhood on the southwest side, remembers feeling bored. Quiet, but fidgety. Ready for more.

“Kim Day, Perspectives’ co-founder, came to my school and gave a presentation,” remembers Lupe. “It sounded like a different type of learning environment. I was excited, thinking, “This is where I want to go!””

This new school-within-a-school would open in the basement of a South Side public school, quite a distance from home. It would take some risk, being brand new, and also take some work to get there. Her family saw the opportunity for a more challenging curriculum, and supported her choice. “My dad even changed his work shift to get me there every morning,” Lupe recounts. “They’ve always had high expectations for my brothers and me.”

She’s more than met those expectations. Lupe, who graduated with the first class in 2000, has returned to Perspectives. Hired as a Community Coordinator five years ago, she has grown into her current leadership role as a Director.

“Take Initiative” is the principle that resonates most with her, of the 26 in A Disciplined Life®—the schools’ education model that combines rigorous college prep with character development. “I used to be such an introvert. I got A’s but I didn’t raise my hand in class,” Lupe describes. “At Perspectives, I started to let go of the fear, and opened up. I even got in trouble for talking too much!” She laughs.

There’s some serendipity in Lupe’s story, but it’s her initiative that plays the biggest role. Her initiative led to corporate internships, jobs in advertising/PR, and her current position serving the very school she was drawn to in 5th grade, in search for something better.

“Perspectives gave me a safe place to be myself. It was cool to be smart and think about my future,” says Lupe. “The 26 principles became my language, my culture. Today, 16 years later, I get to work at the place that helped me find my voice and supported me to take initiative. It’s such a thrill.”

“I LEARNED IT WAS OK TO NOT HAVE THE ANSWER, OK TO BE WRONG, OK TO TRY AGAIN.”

THINK BACK ON 5TH GRADE, THE CUSP OF MIDDLE SCHOOL. YOU WERE PROBABLY TRYING TO FIGURE OUT WHO YOU WERE AND WHO YOU WANTED TO BE.



NEW HORIZONS



HORIZON PHARMA JOINS OUR FAMILY!

It’s only been a year, but it’s like we’ve been partners for years. Together, we have launched an extraordinary collaboration that has impacted our students, families, and staff at Perspectives Math & Science Academy. Horizon’s spirit of generosity is not just in dollars, but in the time and commitment to improving the lives of our students.

IN THE LAST YEAR, HORIZON:

SPONSORED THE HIGH SCHOOL ROBOTICS TEAM	ADOPTED 40 FAMILIES IN NEED DURING THE HOLIDAYS	PROVIDED RESOURCES FOR A GROUP OF SENIORS TO VISIT COLLEGE CAMPUSES
PROVIDED BOOKBAGS FILLED WITH SUPPLIES	FACILITATED CAMPUS BEAUTIFICATION	MENTORED STUDENTS

“For us at Horizon, our partnership with Perspectives MSA is about more than just writing a check. We have a vested interest in lending our time, knowledge, energies and passions to our new family at Perspectives MSA in ways that are mutually beneficial. Our partnership has included programming, mentoring, volunteer work and infrastructure, among others. We hope to continue to expand our support and impact in the future, allowing for us to continue to grow and learn together,” says Holly Copeland, Director of Public Relations and Corporate Social Responsibility.

Horizon also linked us to After School Matters, who worked with our students to design, construct, and install a large outdoor mosaic installation reflecting women and minority STEAM heroes on the exterior of the Perspectives Math & Science Academy building. Horizon’s partnership with Perspectives Math & Science Academy is helping us foster our next generation of high school students with innovative opportunities for learning, and we are extremely grateful.

ABOUT HORIZON PHARMA

Horizon Pharma is a global biopharmaceutical company driven by a simple belief; when patients benefit, everyone benefits. Through this lens, we are focused on challenging industry norms and providing innovative therapies that make a difference in people’s lives.



1997

FOUNDED, PERSPECTIVES BECOMES ONE OF ILLINOIS’ FIRST CHARTERS

1999

FOCUS ON COLLEGE PREP & ENSURING OUR STUDENTS ASK “WHEN AND WHERE I’M GOING TO COLLEGE” NOT “IF”

2000

FIRST GRADUATING CLASS OF PERSPECTIVES FROM THE RODNEY D. JOSLIN CAMPUS

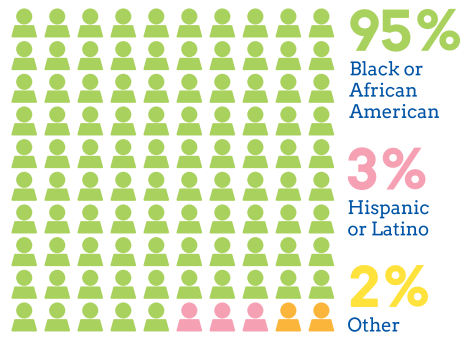
2001

PERSPECTIVES INVESTS IN RECRUITING THE BEST AND BRIGHTEST TEACHERS

2002

BEGAN SHARING A DISCIPLINED LIFE® WITH THE WORLD

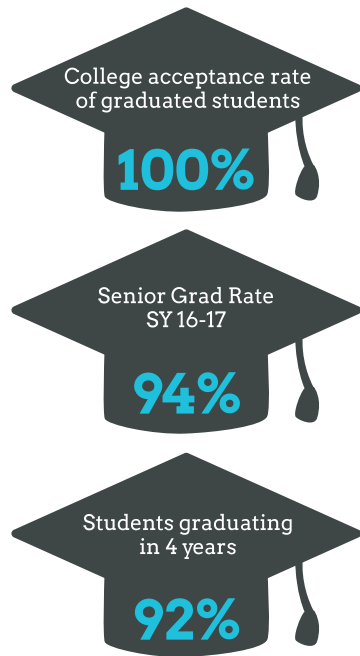
STUDENT PROFILES



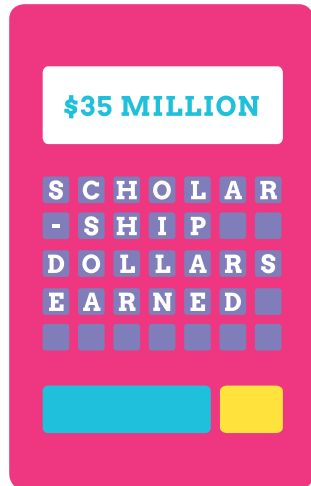
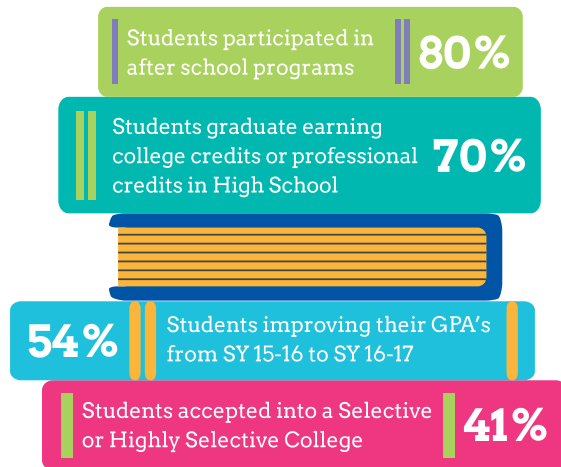
FOURTY-TWO CHICAGO
★ ★ ★ ★
WARDS REPRESENTED

90.5%
QUALIFY FOR
FREE
OR REDUCED
PRICED LUNCH

ACADEMICS



PCS FRESHMEN ARE NEARLY 10% MORE LIKELY TO END THE YEAR ON-TRACK — THE LEADING PREDICTOR OF HIGH SCHOOL GRADUATION — THAN SIMILAR SCHOOLS



4 NETWORK WIDE CIVIC ENGAGEMENT OPPORTUNITIES PER YEAR

SOCIAL-EMOTIONAL LEARNING

INSTRUCTION PER WEEK
A DISCIPLINED
LIFE®



80% of parents connected on their child's learning and opportunities

5 Essentials Survey Report | The below Agree or Strongly Agree that:



GOING THE DISTANCE
SCHOOL YEAR 2016-2017

20 RELENTLESS YEARS GALA

Leaders from Chicago's business, civic, education, and philanthropic community came together to help raise over \$940,000 at our 2017 Gala in support of our students! The student-driven evening reminded us all of what Perspectives has relentlessly achieved, and the future goals we are working to accomplish. Mr. and Mrs. John Canning received our A Disciplined Life® Award for demonstrating ethical leadership, and the evening at the Museum of Science and Industry closed out with karaoke, dancing and exhibit tours.

\$940,000

Due to your unyielding support, our relentless journey continues to overcome obstacles and break barriers. We are extremely grateful to you for being a part of our Perspectives family who works relentlessly to transform the lives of our students through quality and high-performing Chicago schools!

DRIVING FOR PEACE

Las Vegas, NV

Business leaders from across the country came together and raised more than \$225,000 at our annual Leaders for Peace Golf Outing to support our A Disciplined Life® education model that teaches both the mind and heart—developing college-ready, ethical young graduates, bound and determined to lead meaningful and productive lives.

\$225,000

Participants:

AAR Corp.

Cooperative of American Physicians, Inc.

Salem Baptist Church of Chicago

First American Financial Corp.

Kayne Capital

Albright, Yee & Schmitt LLP

Smyth Companies, LLC

Avery Dennison

Nosco

Advantage Label Company

Ernst & Young LLP

Metlife

Brown Capital Management

UPS

Allegiant Airlines

Advantage Label Company

Celebrity Players:

Mark Aguirre
DePaul University & NBA Basketball Star

Richard Dent
Pro Football Hall of Famer Class of 2011 & Chicago Bears Legend

Willie Gault
Super Bowl XX Champion & Olympic Athlete

Bo Jackson
NFL and MLB All-Star

Norm Nixon
NBA Champion & Basketball Star

Sterling Sharpe
NFL Star & NFL Analyst

Gus Williams
NBA Basketball Star

2003

GROUNDBREAKING:
PERSPECTIVES
RODNEY D. JOSLIN CAMPUS

2004

HEALTHY LIFESTYLES
INITIATIVE LAUNCHED

2005

NETWORK EXPANSION
IN AUBURN GRESHAM
APPROVED

2006

OPENED THREE SCHOOLS IN
AUBURN GRESHAM:
• PERSPECTIVES MIDDLE ACADEMY
• LEADERSHIP ACADEMY
• HIGH SCHOOL OF TECHNOLOGY

2007

PERSPECTIVES AND
ERNST & YOUNG
FORGE PARTNERSHIP

ADVOCATES FOR PEACE

The bright sun, the positive energy, the hope in the air—reminded us how urgent and necessary our peace work is to our students and to our beleaguered city. Our students walked proud, and adults were in awe of the experience. During the Peace Roundtable, former Secretary of Education, Arne Duncan, Congressman Danny Davis, and Father Michael Pflieger—just to name a few—spoke with conviction about how Perspectives’ 26 principles of A Disciplined Life® could truly help transform our city. “Perspectives teaches young people to be ethical leaders—and their peace movement has become a part of the solution to violence ending in Chicago,” says Arne Duncan, Former U.S. Secretary of Education.

At Perspectives, we stand **beside** our students, follow their lead and model the kind of education our country needs...one that is relevant, rigorous and applied. Our Chicago youths cannot separate their journey to and through college from the injustice of violence they experience every day. Let us not be desensitized to this injustice. Our kids deserve safe schools, a safe community, and a safe city. Now, more than ever, we must unite more strategically to understand the role each of us play in being a part of the solution to stop the violence in Chicago.

SPECIAL GUESTS:

Mark Aguirre	Sen. Maddie Hunter
Con. Danny Davis	Jonny Immerman
Ald. Pat Dowell	Fr. Michael Pflieger
Arne Duncan	Cecilia Rodhe
D. Anthony Evans	Otis Wilson
Jaime Guzman	

STUDENTS AT PERSPECTIVES
LED THEIR 4TH ANNUAL PEACE
MARCH WITH OVER

2,400
PARTICIPANTS.

STUDENTS
PARENTS
PRINCIPALS
TEACHERS
STAFF
FRIENDS

COMMUNITY LEADERS
CORPORATE PARTNERS
AND A NUMBER OF
OTHER SCHOOLS

JOINED US TO UNIFY FOR A MORE

PEACEFUL SUMMER.

2008

OPENED PERSPECTIVES IIT/
MATH & SCIENCE ACADEMY

2009

RHONDA HOPPS JOINS
PERSPECTIVES AS FIRST CEO

2010

FIRST GRADUATING CLASSES
FROM PERSPECTIVES
LEADERSHIP ACADEMY
& PERSPECTIVES HIGH SCHOOL
OF TECHNOLOGY

2011

AWARDED A DISSEMINATION
GRANT BY US DEPARTMENT
OF EDUCATION FOR
A DISCIPLINED LIFE®
EDUCATION MODEL

2012

FIRST GRADUATING CLASS
FROM PERSPECTIVES IIT/
MATH & SCIENCE ACADEMY

ALUMNI CHAMPION: A DISCIPLINED LIFE® PRINCIPLE #13

SHOW GRATITUDE

CHLOE GLISPIE, PERSPECTIVES CLASS OF 2012
MASTERS IN CLINICAL SOCIAL WORK CANDIDATE
UNIVERSITY OF CHICAGO

CHLOE GLISPIE IS “SHOW GRATITUDE”
EMBODIED—ONE OF THE 26
PRINCIPLES IN A DISCIPLINED LIFE®—
PERSPECTIVES’ EDUCATION MODEL
THAT COMBINES RIGOROUS COLLEGE
PREP WITH CHARACTER DEVELOPMENT.

Things started differently, though. “After my sister transferred there, my mom wanted the same for me: strong academics and structured environment. But I was so sad to leave my neighborhood school,” Chloe remembers. “I was also defiant, thinking there was no way I could live by these 26 principles. It all seemed too good to be true, so I was pretty sure it wasn’t.”

Halfway through in 7th grade, Chloe wrote an English paper about her tough transition. “I was trying my best not to connect, but my teacher, Kelly Plant, sat down with me on the stairwell and asked, ‘How are you doing? Not as far as school--as far as you?’ That’s when I started believing the school’s mission was for real,” Chloe describes.

Today, Chloe stays in touch with teachers like Kelly, who acted as parents, disciplinarians, and friends. Another teacher put University of Chicago on Chloe’s radar. After participating in their college bridge program as a Perspectives senior, she was accepted there on a full scholarship.

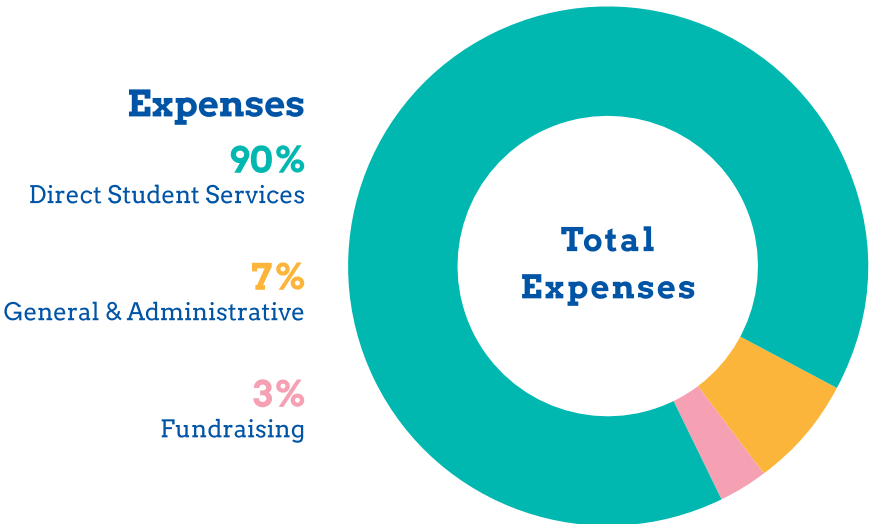
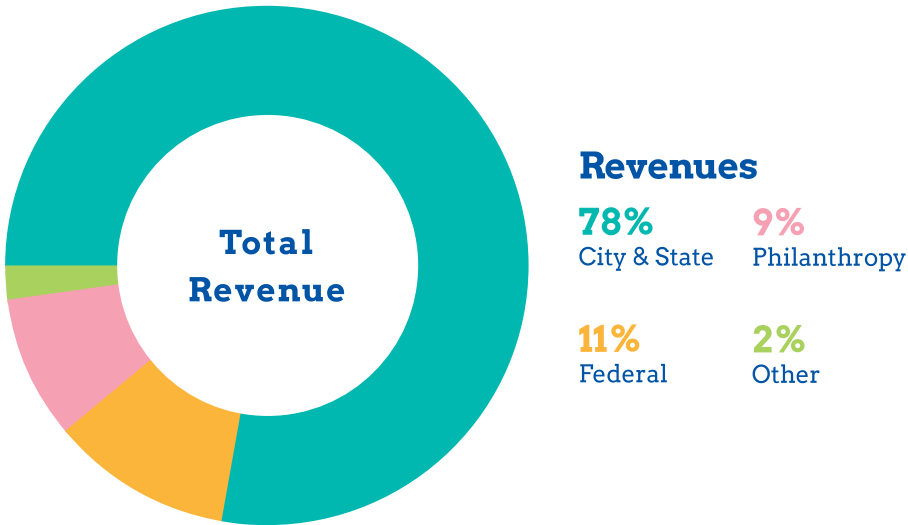
“I felt emotionally prepared for U of C,” Chloe emphasizes. “College classmates came from boarding schools, or had private tutors, so at first, I had ‘imposter syndrome.’ But then they asked, ‘How do you do it--get to class on time, do all your work, but still make time to go the gym and see your mom?’ I was able to pass along to them the discipline I had been taught at Perspectives.”

Chloe works at U of C’s Collegiate Scholars Program and is enrolled in graduate school studying clinical social work. She wants to create a nonprofit to serve students’ mental health needs. She wants to lead change but also help individuals, and tears up remembering how Perspectives’ has done just that for her.

“I’ll never forget my freshman year of college, when I had dinner with Ms. Shulla-Cose. She gave me a small plastic globe, saying, ‘This is because you’re going places.’ I still look at that often to renew my faith,” says Chloe. “Perspectives does things that a family does. I’m so grateful to everyone in the Perspectives family, even those I don’t know, those who continue to believe in us. We are part of something much bigger than ourselves.”

“PERSPECTIVES DEMANDED
GREATNESS FROM ME;
I LEARNED HOW TO DEMAND
GREATNESS FROM MYSELF,
AND ANYTHING LESS THAN
THAT, IS UNACCEPTABLE.”

FINANCIALS



WE SERVE OUR STUDENTS ON
89% GOVERNMENT FUNDING

2013
TONY ANDERSON—RETIRED
VICE CHAIRMAN AND
MIDWEST MANAGING
PARTNER, ERNST & YOUNG,
LLP—BECOMES NEW BOARD
CHAIR AT PERSPECTIVES

2014
STUDENT LED-I AM FOR PEACE
DOCUMENTARY PREMIERE

2015
PERSPECTIVES HOSTS A
DISCIPLINED LIFE® WORKSHOP
AT CHICAGO IDEAS WEEK

2016
AKUNA CAPITAL
BECOMES A
STRATEGIC PARTNER

2017
PERSPECTIVES
TURNS 20!



SEEK WISDOM

LASHAUN BANNER, PERSPECTIVES CLASS OF 2018
PERSPECTIVES RODNEY D. JOSLIN CAMPUS

THE FIRST THING LASHAUN BANNER
WILL ASK YOU IS, “WHAT DO YOU DO?
HOW DID YOU GET THERE, AND HOW
LONG HAVE YOU BEEN DOING IT?”

It is his innate curiosity about the world and how it works that strikes you at first glance. So, it was not surprising to learn that “Seek Wisdom” is the principle that Lashaun identifies with most.

“I like to learn about different people, where they came from and how they got to where they are because I know it can help me along in my journey.”

Lashaun came to Perspectives his 8th grade year--his former school was being closed. “My growth at Perspectives has been my defining experience. I became more responsible. “A lot of people have a similar story to mine when they enroll in Perspectives. Perspectives helps us grow and challenge ourselves every day.”

Lashaun attributes his success to his teachers and principal. “Mr. Todd was the person I came to for everything--advice and any next steps. He pushed me to be better, and even helped me go for the internship opportunity at Akuna Capital. He really nurtured me here. His advice will continue to be with me even after I graduate.”

His junior year, Lashaun interned with Akuna Capital. At Akuna he exceeded expectations and they ended up hiring him to work throughout the summer, and then his employment was extended into this school year. Lashaun now has a half schedule at Joslin, and the other half of the day at Akuna.

“Before my internship with Akuna Capital - I was leaning towards mechanical or civil engineering, but Akuna really helped me gage where I want to go now, which is computer science.”

Lashaun has applied to 12 colleges so far, and is really excited about where his future will lead him—Armed with the 26 Principles of A Disciplined Life®.

“The 26 Principles, once you know them, and you leave here – they will be used. You will recognize them everywhere you go. I feel like everyone should know these principles- they shape people for the rest of their lives. These principles are molded into us as soon as you step into this door.” So what does the future hold for Lashaun Banner? “Greatness. I know have the potential to do anything I want to do. So, I can say the future is bright.”

“I KNOW I HAVE THE
POTENTIAL TO DO
ANYTHING I WANT TO DO.
SO, I CAN SAY THE
FUTURE IS BRIGHT.”

\$100,000 AND ABOVE

Akuna Capital LLC	Axion RMS (formerly Mid American Group)	Baldwin Richardson Foods	Ernst & Young LLP	Horizon Pharma	Invest For Kids
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\$50,000 - \$99,999

AAR CORP
Tony and Ballarie Anderson
Skilling and Andrews Foundation
Exelon Corporation
Andrew and Sandy Killion
Jim Lill
Bill Nygren Foundation
Searle Family Trust
William and Sandy Sterling
Winston & Strawn LLP

\$25,000 - \$49,999

Allstate Insurance Company
Edgar and Elisabeth Alvarado
Larry and Doris Ashkin
Avery Dennison
Boeing Company
The Chicago Community
Foundation
Citi Community Development
Madison Dearborn Partners, LLC
Charlie and Cathy Mires
Motorola Solutions Foundation
Satter Foundation
Schwab Charitable
Mitchell and Sara Skinner

\$10,000 - \$24,999

Hall and Julie Adams
John Buck Company Foundation
The Cleveland Avenue Foundation
for Education
Corning Inc.
Craig Pickford
Crown Family Philanthropies
Ted Dysart
Rick and Molly Fezell
Fidelity Charitable
First American Financial
Corporation
John Chavez and Lisa Gershenson
Ikram and Josh Goldman
Grosvenor Capital Management
J.P. Morgan Charitable
Giving Fund
Robert E. King
KPMG
Loop Capital Markets, LLC
Lundbeck, Inc.
Martha and John Mabie
Marsh & McLennan Companies
Terry and Gina Mullen
Northwestern Medicine
Pricewaterhouse Coopers LLP
Bruce and Diana Rauner
John Rowe
Lewis Steverson
Sutton Ford, Inc.
LaMarr Taylor
United Way of Greater Atlanta
UPS
Loren and Diane Weil
Judy Wise
Steven and Betsy Young



SUPPORTERS

\$5,000-\$9,999

\$5,000-\$9,999	David and Kitty Rothschild	Steven J. Goulart	Thomas & Associates International, Inc.	Gary Hirschberg
Clifton Albright	Vance Scott	Douglas Gray	Glenn F. Tilton	Julie Holman
Jose Almeida	John and Kimberly Simios	Judith Greffin	Kevin Tobin	Andrew Holoska
American Endowment Foundation	Deborah Stevens	Griffin Family Charitable Foundation	United Healthcare	Jonathan Howard
B. Scott Best	Stout Advisory	Alex and John Harris	Steve Wolf	Charles and Caroline Huebner
Carol Lavin Bernick Family Foundation	Andy Ward	Dan and Ann Marie Hession	\$101-\$1,000	Piper Jaffray
Center Street Foundation	\$1,000-\$4,999	Paul Hoelscher	Christina Abbott	Michael Judd
Chicago Office Technology Group	Anonymous	Amy and Timothy	Stephanie Adler	Beata Kalata
Peter Zaldivar and Jean Choi	Zebal Aneziokoro	Cara Hohulin	Nidhi Agrawal	Mark Kopulos
Clune Construction	Ayco Charitable Foundation	Tom Hutchinson	James Alexander	Joel Lanoue
ConAgra Foods	Peter and Candice Berger	Richard Dent and DeEtta Jones	Christopher Aluce	Mary Liz Lehman
The Edgewater Funds	Stacia Beyl	Naima and Toby Joy	Doug Baker	Sandra Lind
Cecil Flamer	Big Brothers-Big Sisters of Metropolitan Chicago	Robert Keehan	Russell and Katherine Betts	Heitman LLC
Kim Day	Dan and Kris Blouin	Kent and Kathleen Lawrence	David Brinton	David and Amanda Mabie
DIGITAS	Robert Thomas Bobins Foundation	Kristin Mack	Howard Brookins	A. Kyle Mack
Dover Foundation	Jeffrey Bzdusek	Butch and Janice MacVicar	Corbin Bryant	Charlie MacVicar
Theodore L. Dysart	Thomas J. and Nancy B. Campbell Charitable Foundation	Michael McGrath	Karen Girolami Callam	John Madorsky
General Mills Foundation	John and Rita Canning	Zeb McLaurin	Jan Chicka	Adrienne Magnuson
Goldman Sachs	Tim Canning	Richard Melman	Frank and Vera Clark	Phillip Mahere
HealthScape Advisors	Jared Caplan	Steve Milter	Holly Copeland	Sharon Mahere
Heart of Illinois United Way, Inc.	Anthony Carmello	Barry Moze	James Cowie	Shirley McAlpine
Lee Henderson	Jack and Cori Chandler	Peter Nicholas	Thomas and Ashley Danis	Joseph McDermott
Keith and Rhonda Hopps	Dan Chavez	John and Basak Notz	Karen Yencich and Kyle Davy	McDougal Family Foundation
Illinois Institute of Technology	Chicago Board Options Exchange	Mike Palumbo	Alex Debbink	Robin Miller
Illinois Tool Works Inc.	Jay Levine and Mary Ann Childers	Kristie Paskvan	Delta Dental of Illinois	John Musachia
John Latham	Michael Contraveos	Susan and Jeffrey	Stephen Dill	Douglas and Denise Nash
Ron and Fifi Levin	Geoff Curtis	Lizanne Phalen	Anna and David Doyle	New Start Church
Susan and Richard H. Lenny	Janet Dell	Richard Price	Patrick Duffey	Bruna Neves
Jennifer Lind	Renita Dixon	Steve Rice	D. Anthony Evans	Christine Nicholl
Rich Magnuson	Debra Dobbs	Donald and Julie Rocap	Jeff Gehl	Alexandra Nikitas
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Akuna Capital LLC	DisneyWorld	iFly Chicago	Janice MacVicar	RedFrog Events
All About Dance	Steve Dolinsky	IK Gymnastics	Madison & Rayne	Shape Color Nails
Art & Science	Donors Choose	Illinois Institute of Technology	Robin Martin	Shedd Aquarium
Athenaeum Theatre	DTKindler Photography	Steven James	Massage Therapy Center of Winnetka	Shred 415
Bar Lupo	Equinox	Joffrey Ballet	Armen Minasian	SMART Golf and Fitness
Bliss Spa	Facets	Ken Johnson	Mr Dave	Soulcycle
Blueberry Moon	Fermilab	Julie Kaplan Photography	Museum of Science and Industry	Sprinkles
Bollywood Dance	The Field Museum	Kids Science Lab	Music of the Baroque	Stage 773
Book Club	First Folio Theatre	Kids-Table	Kate Musick	Stella's Haven
Building Blocks	Formentos	Andrew and Sandy Killion	Neat Method	The Dailey method
Chicago Athletic Clubs	Dana Forsythe	Kinnikinnick Farms	Northlight Theater	The Hampton Social
Chicago Bears	Foster Dale Architects	Ann Marie Klacko	Nothing Bundt Cake	The Newberry Library
Chicago Botanical Gardens	Guy Galleli	Lakeshore Sport & Fitness	David Orloff	Trader Joe's
Chicago Center for the Print	Gardens That Grow Goldfish	Lester Lampert Jewelers	Over Easy Cafe	Untitled
Chicago Sky	Ikram and Josh Goldman	Levy Group	Pain Au Quotidien	Vanille Patisserie
Chicago White Sox	Tim Hagwell	Lil' Kickers	Perkins & Will	Vosges
Coda Di Volpe	Kate Hannigan	Jennifer Lind	Pilates ProWorks	Whole Foods Market
Conrad Hotels	Horizon Pharma	Lululemon	Pipa Bradbury	Zeeshan Mirza and Armeen Siddiqui-Mirza
Core Power Yoga	Howl at the Moon Chicago	Andrea and Douglas Mabie	J.B. Pritzker	William and Sandy Sterling
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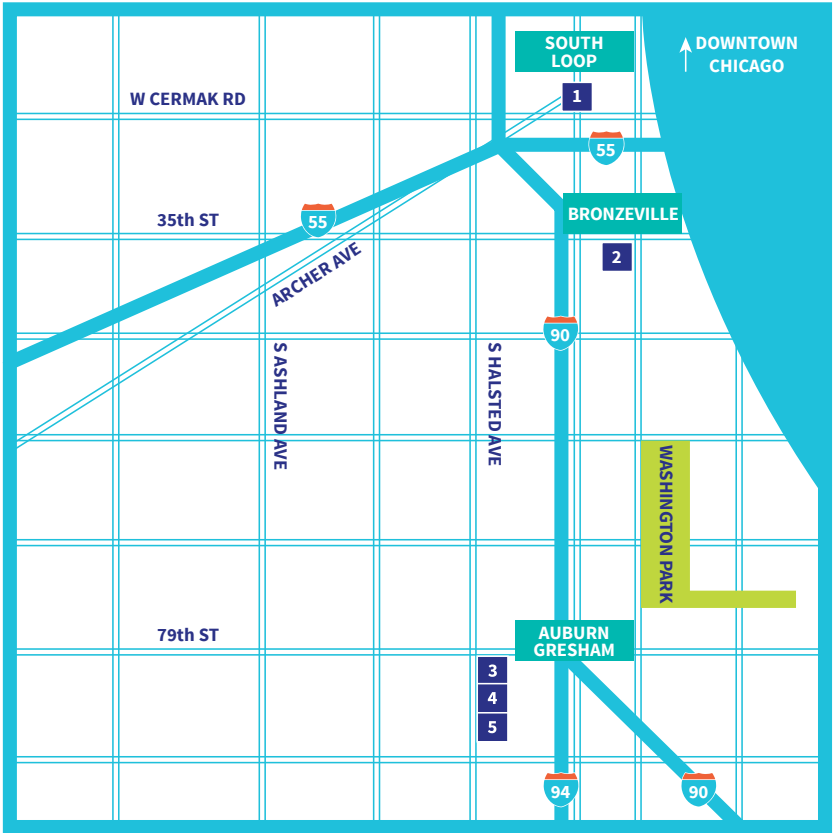
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#1

ACCEPT ONLY QUALITY
WORK FROM YOURSELF

#2

TAKE RESPONSIBILITY
FOR YOUR ACTIONS

#3

SEEK
WISDOM

#4

BE
OPEN-MINDED

#5

THINK CRITICALLY
AND BE INQUISITIVE

#6

LOVE WHO
YOU ARE

#7

DEMONSTRATE HONESTY
AND INTEGRITY

#8

BE
GENEROUS

#9

BE A LIFE-LONG
LEARNER

#10

LIVE A HEALTHY
LIFESTYLE

RELATIONSHIPS

#11

COMMUNICATE
EFFECTIVELY

#12

CHALLENGE EACH OTHER
INTELLECTUALLY

#13

SHOW
GRATITUDE

#14

SOLVE CONFLICTS
PEACEFULLY

#15

RESPECT
DIFFERENCES

#16

BE POSITIVE
AND SUPPORTIVE

#17

SHOW
COMPASSION

PRODUCTIVITY

#18

DEMONSTRATE A
STRONG WORK ETHIC

#19

USE YOUR
TIME WISELY

#20

LISTEN
ACTIVELY

#21

BE PUNCTUAL
AND PREPARED

#22

BE
ORGANIZED

#23

BE
REFLECTIVE

#24

BE
RELIABLE

#25

TAKE
INITIATIVE

#26

DEMONSTRATE
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