

Building a brighter tomorrow.



Strategic Plan 2019 - 2021

Mission

Our Mission is to support local schools, churches, municipal agencies and nonprofit organizations that work to improve the quality of life in East Chicago.

To advance this mission, the Foundations of East Chicago will provide financial support through educational assistance in the form of scholarships; the awarding of grants that are strategic to achieve our objectives and by our service and leadership within the city of East Chicago.

Vision

To be recognized as the model for philanthropic leadership and community partnership by demonstrating that positive change is possible and East Chicago residents can live in hope of a bright, safe and prosperous future.

Core Values

What we believe and hold as core values in our organizational responsibilities and operational priorities:

- Transparency
- Accountability
- Consistency
- Integrity and Fairness

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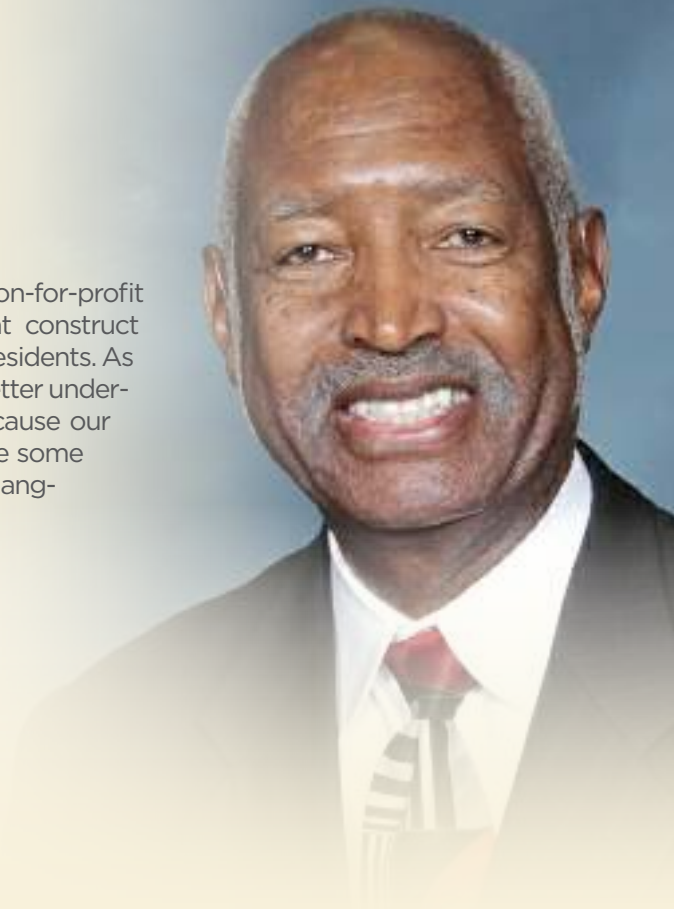


Looking to the Future.

The Foundations of East Chicago (FEC) exist to provide support to non-for-profit organizations, municipal agencies, and educational institutions that construct programs that will have a positive impact in the lives of East Chicago residents. As you review the Foundations' 2019-2021 strategic plan, you will get a better understanding of who we are and our efforts to continue to improve because our community depends on it. Over the past twenty years we have made some progress but there is still work to be done. We will continue to make changes in all the ways we need so that we can reach our full potential.

The Foundations' board, committees and staff would like to ensure the East Chicago community that we will continue our efforts to work and partner with organizations that will improve the quality of life for the current and future generations.

George E. Weems
President



Principle Areas of Support

Scholarships

- High School Graduate
- Post-Secondary Education with an Accredited Institution
- Technical Training/Vocational

Donations

- Event Participation
- Support of Special Interest and/or Unique Cause

Traditional Grants

- Supplies and Operational Expenses
- Capacity Development
- Program Promotion and Advertising
- Small Equipment and Computers
- Computer Software
- Salaries (Program Grants only)

Impact Grants

- Building Construction and/or Renovation
- Community Investment
- Matching Funds

Priorities

Educational/Job Training

- Educational advancement and life skills
- New or expanded vocational programs provided by public or private community institutions
- ESL programing
- Adult education and HSE
- Immigration and naturalization programing
- College preparation programs
- PSAT, ACT and SAT or similar preparation programs
- Early childhood education (Pre-K)
- Extended Summer programs
- Mentoring and tutoring programs
- Special needs program support
- Non-school time programs (before/after hour school youth programing)

Health

- Awareness and prevention screening programs
- Nutrition and fitness programs
- Teen pregnancy
- Life subsistence
- Food Pantry
- Heating assistance
- Parenting
- Senior Care and Day Care
- Drug prevention and recovery programs
- Suicide prevention

Safety

- Violence prevention and support programs
- Gang, domestic, child abuse and bullying
- Homelessness
- Police and community relationships
- Crime watch

Community Enrichment

- Fine Arts and enrichment programs
- Community and cultural events
- Recreational adult and youth sports programs



Strategic Direction 2019-2021

1. Philanthropic leadership and community partnership

- a. The Foundations of East Chicago (FEC) will serve as an example of meaningful, equitable and perpetual financial investment that will positively impact the quality of life in East Chicago for current and future generations of residents.
 - i. Provide education, consulting and resources to non-profit organizations (501c3) in order to enable them to become effective, efficient and sustainable for the residents of East Chicago.
 - ii. Be a role model of foundation and non-profit management
 1. Organizational and professional development to grow in knowledge and improve service levels.
 - iii. Demonstrate the value of communication and teamwork that will lead all community organizations to pursue similar tactics in order to gain the highest possible levels of success.
 - iv. Develop and maintain a culture of service and support the efforts of organizations to do the same for our community.
 1. Work to maintain that grant funds are distributed to organizations, projects and programs that align with our mission.
 2. Work to maintain that grant funds are distributed to organizations, projects and programs that are managed for success and managed to the standards and expectations of FEC.
- b. Encourage and support Board members, staff and committee members to participate in civic and faith-based organizations that strive to create a positive, safe and prosperous community.

2. Increase community awareness of the services provided and funded by FEC and its supported organizations and agencies.

- i. Telling our story
- ii. Telling the story of our agencies
- iii. Telling the story of the people who have benefited and prospered

3. Monitor and manage the effectiveness of community grants and scholarships.

- a. Continuous assessment of the value and balance of funds distributed to organizations, projects, programs and individuals to ensure our objectives are being achieved.
 - i. Identify the balance point for equitable and successful deployment of funds between community sectors including, but limited to:
 1. Education/Job Training – Organizations
 2. Education/Job Training – Individuals
 3. Health
 4. Safety
 5. Community Enrichment
 - ii. Identify issues and assist grantees in taking corrective actions that will assure they have the highest potential for success.
 1. Conduct regular and routine performance and fund usage audits that will direct changes and improvements in operations and financial management.
 2. Develop workshops that address common challenges identified during performance and fund usage among grantee agencies.
- b. As community leaders, serve to support programs and organizations that address gaps in needed civic and faith-based services.
 - i. Address the needs of families and individuals by prioritizing grant fund distribution on actual and tangible community needs.
 - ii. Encourage other foundations, businesses, civic and social organizational leadership to stand up within the community to offer their expertise, resources and financial support to improve the quality of life for East Chicago residents.

Strategic Direction 2019-2021 (Continued)

4. Judicially provide equitable funds to organizations, projects and programs that align with the mission, vision and priorities set by the Foundations of East Chicago.

- a. General Operating Grants
 - i. Annual supplemental and specific funding support for a qualifying agency's operating budget shortfall.
- b. Program Grants
 - i. Funds that support specific actions of qualifying agencies which address a specific priority within our mission.
 - 1. Program grantees must have a quest for sustainability by maintaining:
 - a. An operational plan which demonstrates potential for success.
 - b. Financial management to the standards of the FEC.
 - c. A plan for measuring success or progress toward success.
 - d. Access to additional financial resources.
 - e. A desire to have a sustainable program.
 - c. Provide community leadership to address gaps of services, and support for the underserved people and underfunded agencies in East Chicago.
 - ii. Participate in the development of programs that will make a positive impact on the lives of East Chicago residents.
 - iii. Encourage community leaders to take an active approach to solving identified issues and concerns.
 - iii. Provide Impact Grants that allow FEC to provide funds for larger and immediate needs of qualified organizations
 - 1. Funds are single use and non-renewable.

5. Provide regular assessment of the required funding levels for the highest potential impact on individual achievement through scholarships.

- a. Provide funds to individual residents for the advancement of their education and the development of skills that will enable them to succeed in the workplace, thereby earning a sustainable income.
 - i. Maintain a committee with processes that fairly and equitably assess scholarship applications and distribute funds to traditional college bound or trade pursuing high school students.
 - ii. Maintain a committee with processes that fairly and equitably assess scholarship applications and distribute funds to residents of East Chicago pursuing a professional certification or an opportunity to advance their employee opportunities through additional training.
- b. Support parents to invest in the advancement of their children's education
 - i. Develop and/or provide workshops on additional educational funding opportunities.
 - ii. Develop and/or provide workshops and informational sessions. Such as Scholarship Fairs and FAFSA awareness programs.
 - iii. Develop and/or provide resources to eliminate language barriers and ensure information is well understood by parents and students alike.
- c. Work with educational institutions, community and faith-based organizations to communicate scholarship opportunities and processes to increase the pool of candidates for potential qualified scholarship awards.

6. Provide community support for non-profit and civic organizations through restricted contributions. Annual donations are considered contributions that support community partnership with the Foundations of East Chicago.

More than **100,000** smiles strong.



East Chicago's future begins with the investments we make today!





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