



*You are invited...*  
**"1st Annual Bowling Event"**  
*Fundraiser*

*to benefit*  
**Youth Communication Chicago**  
*Saturday, September. 27th 2008*

Join Youth Communication Chicago, [www.youthcommunicationchicago.org](http://www.youthcommunicationchicago.org), 312-922-7150, news magazine, for Chicago's teens, by Chicago's teens and about Chicago's teens, for a family event at Waveland Bowl, 3700 N. Western Ave., Chicago

Join our students, staff, volunteers and board for Youth Communication's First Annual Bowling Fundraiser. This bowling event is an opportunity to honor our outstanding students and volunteers for their commitment to education, teen media & journalism. Tickets for this event are \$50. *YCC is a 501(c)(3) tax exempt organization. Tickets for the event are tax deductible. Consult a tax professional for further information.*

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**WHEN:** Saturday, September 27th  
5:00 PM - 8:00 PM

**WHERE:** Waveland Bowl  
3700 N Western Ave  
Chicago, IL 60618  
(773) 472-5900  
Parking Available @ Waveland

**FOOD:** Dinner will be provided by Waveland Bowl, including Italian beef and pizza.

**TICKETS:** **\$50 until September 19, 2008, \$60 at the door (Payable by cash, credit card or check made out to Youth Communication Chicago)**  
**To purchase a ticket or RSVP please contact Kyle Welch at 312-676-2100 or [KWelch@hrbattorneys.com](mailto:KWelch@hrbattorneys.com)**  
*(Please RSVP to Kyle)*

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*A special thank you to Waveland Bowl and their staff for letting us hold this event there.*

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**SPONSORSHIP:** Profitable way to increase exposure in the Chicago market and help an outstanding cause. Event sponsorship is possible in 1 of 3 ways (for questions or more info. contact Executive Director Phil Costello, philc@youthcommunicationchicago.org, 312-922-7150 or Kyle Welch, KWelch@hrbattorneys.com, 312-276-2100,):

\$5,000

- 2 Lanes
- Prominently Placed Banner(s)
- Presenting Table
- 6 Tickets to the Event
- 2 Minute Intro During Opening Remarks
- Name, Logo, and Tagline in Print/Web/PSA Publications

\$2,500

- 1 Lane
- 6 Tickets
- Shared Presenting Table
- Special Thank-You/Recognition from YCC's Executive Director &/or President
- Name and Logo in Print/Web/PSA Publications

\$500

- 2 Tickets
- Literature Placement
- Special Recognition (can we be more specific/differentiate from Thank You?)
- Name in Print/Web/PSA Publications

*Youth Communication is a 501(c)(3) tax exempt organization. Some or all sponsorship of this event may be tax deductible. Consult a tax professional for further information.*

***We are looking forward to having you join us!***

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COMPREHENSIVE STATEMENT CONCERNING  
MISSION, ACCOUNTABILITY AND GOVERNANCE

**619 S. Wabash Avenue, 2<sup>nd</sup> Floor, Chicago, Illinois, 60605-1996**  
**312-922-7150**  
**[www.youthcommunicationchicago.org](http://www.youthcommunicationchicago.org)**

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## **INTRODUCTION**

*Youth Communication Chicago reaches 138,000 Chicago teens at their high schools, libraries and recreation centers.*

*Youth Communication Chicago is published throughout the school year and distributed to **223 schools and youth centers** in Chicago. Another 425 newspapers are mailed to subscribers, including college students, student's parents, journalists, educators and corporate executives.*

*Each issue has sections covering; metro news, college & careers, community resources, advice column, entertainment, health, calendar, and business with classified advertising.*

### **2007-2008 Publication Calendar**

<b>Issue</b>	<b>Theme</b>	<b>Distribution</b>
<b>Sep-Oct</b>	<b>Back to School / Health</b>	<b>Oct. 17-19</b>
<b>Nov-Dec</b>	<b>Holidays / Gift Giving</b>	<b>Dec. 13-17</b>
<b>Feb-Mar</b>	<b>History Lessons</b>	<b>Mar. 5-7</b>
<b>Apr-May</b>	<b>Summer Jobs / Prom</b>	<b>May 21-23</b>
<b>June-Aug</b>	<b>Summer Fun &amp; Activities</b>	<b>Aug 24-29</b>

#### **History & Mission of Youth Communication Chicago**

**In 1974, the Robert F. Kennedy Foundation's Commission of Inquiry into the state of high school journalism found that prejudice and bureaucracy stifled urban minority voices. In response to those findings, Sister Ann Christine Heintz (1931-1989), a Chicago Catholic schoolteacher, founded Youth Communication Chicago as Youth Communication, publisher of New Expression newspaper, in 1976.**



**Youth Communication Chicago's  
Founder- Sister Ann Christine Heintz  
(1931-1989)**

MISSION: Youth must be heard and understood. The expression and sharing of their concerns, experiences, and solutions is critical to their ability to shape their present and future worlds.

Youth Communication Chicago works with Chicago's teen community to train journalists, promote literacy, and encourage free expression. Participants are coached by professionals in media and journalism to provide training, create media, and promote career opportunities.

Youth Communication Chicago has provided over 3,200 Chicago teens with mass media vehicles to voice their ideas through Youth Communication Chicago programs that consist of:

- Publishing our ***YOUTH COMMUNICATION CHICAGO newspaper***; written & edited by teens, with news, opinions, business, education, career and sports. It's circulated to 223 schools and youth centers and reaches an audience of 138,000.
- Creating ***CURRICULUM*** and ***LESSON PLANS*** to teach journalism workshops and encourage civic awareness.
- Conducting ***JOURNALISM IN THE COMMUNITY*** that offers; journalism orientation sessions, journalism and media training, and publication opportunities in print, broadcast and the web.
- Broadcasting 26 ***CALL-IN TALK SHOWS*** per year on CAN-TV Channel 21 on Thursday evenings that average 22 calls per 25-minute segment.
- Facilitating access to: ***AWARDS, SCHOLARSHIPS, and INTERNSHIPS.***
- Managing a ***WEBSITE*** averaging over 180 visits per day, an organization that works to: encourage teens to investigate issues that affect their lives, provide vehicles through which teens can communicate with their peers and with the adult community, offer hands-on learning experiences, and teach youth to use teamwork and accept individual responsibility.

Youth Communication Chicago's Areas of Accountability in Accordance with Illinois' Statement of Nonprofit Principles and Best Practices as Delineated by The Donors Forum of Chicago (see Appendix #1)

*These are not mandatory or statutorily enforced best practices. These are prescriptive and dynamic in nature and vary due to the organization's development.*

**1) Vision and Mission**

- a) **Vision Youth Communication Chicago:** We believe that youth must be heard and understood. The expression and sharing of their concerns, experiences, and solutions are critical to their ability to shape their present and future worlds.
- b) **Mission of Youth Communication Chicago:** Youth Communication Chicago provides Chicago area youth with multimedia vehicles to voice their ideas and start their careers.

**2) Governing Documents**

- a) Bylaws Originally adopted by the Board of Directors (Board) on June 23, 1993
- b) Last revised and approved by the Board of Directors on July 12, 2007
- c) **Bylaws are attached as Appendix #2**

**3) Evaluation of prospective and current board members and volunteers is conducted in an ongoing manner, in accordance with our Bylaws. Emphasis is placed on diversity as well as skills, knowledge, abilities and other factors which help our governing body mirror the population we serve.**

- a) **For board member directory see Appendix #3.**

**4) The Board assesses our vision, mission, strategies and operation constantly. At least once-a-year we have a day-long strategic planning retreat; volunteers, other stakeholders and interested parties are invited to this retreat. On a continuing basis, we meet, and via phone, email and inperson discussions, we resolve issues.**

- a) Members regularly meet and speak with members of other organizations to discuss collaborative efforts
- b) Member are encouraged to seek assistance from within and outside Youth Communication Chicago
- c) Board meetings, which are quarterly and last about two hours, are used to officially decide issues in accordance with generally accepted parliamentary procedures.
  - i) Outside parties, funders, and other interested parties are invited and encouraged to attend Board meetings and other organizational functions and events.
    - (1) In the interest of transparency, Board executive sessions and closed door meetings are minimal.

**5) Relative to ethics and professional responsibility, the Board acts in accordance with Illinois' General Not for Profit Corporation Act of 1986, 805 ILCS 105 et. seq., and its own Bylaws. Board members police themselves and each other. Additionally, funders and stakeholders are free to audit the program as they see fit.**

- a) All conflict and ethics policies are contained in the Bylaws. Those not in the Bylaws are addressed via state statute as indicated above.
- b) Organization officials and Board officers maintain an "open door" policy.
- c) Transparency of operations, decisions, strategies, etc., are emphasized and maintained.
  - i) Closed door meetings and executive sessions are minimal.

**6) Fiduciary obligations are in accordance with state law and Bylaws, as indicated in paragraph #5 above.**

- a) Our last independently certified audit was completed for the years ended June 30, 2006 and June 30, 2005.
  - i) This audit was certified on June 11, 2007, by Audit and Consulting Services, Ltd, of Chicago, IL.

- ii) The audit, which is available for viewing as a separate document, indicates that Youth Communication Chicago complies with all generally accepted United States accounting principles.
  - b) Communication of all Bylaws, policies, procedures, obligations, etc. is done via inperson meetings, phone, email and regular mail.
  - c) Decision making is done formally by the Executive Director acting alone, and by the Executive acting with the Board. Informal decision making (e.g., recommendations, opinions, etc.) is done via the Executive Director acting alone, by the Executive Director acting with the Board, by the Board, by staff and volunteers, and by any outside parties solicited by those acting in Youth Communication's best interests.
  - d) 990 Forms—We're currently noncompliant. In the process of attaining compliance.
- 7)** The Board acts in accordance with the law and bylaws relative to its fiduciary and financial obligations to the organization.
- 8)** The organization publishes its vision, mission, strategies, publications and any other solicited information via the Internet, email, regular mail, fax, inperson meetings (face-to-face and phone) to any interested parties.
- a) Transparency is emphasized and maintained.
  - b) Easy access to information is regularly exercised.
  - c) Paragraphs #5 and #6 above contain additional pertinent information.
- 9)** Youth Communication ensures that it acts in a dignified and professional manner regarding the solicitation of funds.
- a) We seek to ensure that we engage with reputable, professional and legally compliant organizations, and organizations which reflect our values, vision and goals.
  - b) We attempt to provide all requested information to donors, and we expect donors and other stake holders to do the same for us.

## APPENDIX #1

### ILLINOIS NONPROFIT PRINCIPLES AND BEST PRACTICES (WHAT THIS DOCUMENT IS BASED ON)

*Illinois Nonprofit Principles and Best Practices*  
© 2005 Donors Forum of Chicago

<http://www.donorsforum.org/publictrust/principles.html#principles>

You represent one of the more than 30,000 nonprofits in Illinois - a diverse group of organizations working hard make a positive difference in people's lives and improve the public good.

To help you do this work better, the Donors Forum of Chicago spearheaded the Preserving the Public Trust Initiative, a first-of-its-kind project in Illinois designed to help grantmakers and other nonprofits take specific, concrete steps to ensure adherence to the high ethical standards and strong governance principles expected of them.

The first step in this statewide effort is the Illinois Nonprofit Principles and Best Practices, which the Donors Forum developed by listening to the needs and concerns of nonprofit staff throughout the state. The Principles cover a wide range of important issues - including board governance, legal compliance, responsible stewardship, and communication - and go beyond the federal, state and local laws that are the minimum standard of expected behavior. They are a call for all nonprofits to strive for excellence in realizing their missions, managing resources effectively and governing well. To develop the Principles, leaders from nonprofit organizations came together to address their collective responsibility to preserve the public trust. The Principles and Best Practices reflect their needs, questions and concerns regarding governance and management.

It is our goal that the Illinois Nonprofit Principles and Best Practices are useful to all nonprofits, regardless of their financial and staff resources, experience and governance structures. To help facilitate their implementation, the Donors Forum is providing practical assistance, tools and resources.

The overwhelming majority of nonprofits that ethically and effectively fulfill their missions inspired "Preserving the Public Trust Initiative" and the Illinois Nonprofit Principles and Best Practices. We are grateful for all those who help nonprofits continue preserving the public trust.

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#### **Preamble**

Nonprofit organizations - including foundations - must strive for excellence in realizing their missions, managing resources effectively and governing well. Our democracy's corporate and tax structure benefits nonprofits. In return, they serve the public by providing opportunities for assisting underserved or disadvantaged populations, volunteerism and civic engagement, and developing new approaches to solving problems. All nonprofits must:

- Operate for the public good;
- Comply with the law, especially in executing fiduciary responsibilities;
- Uphold fundamental values including honesty, integrity, fairness, and trust;
- Observe articulated and rigorous ethical boundaries, including respect for all people's race, religion, ethnicity, gender, age, socioeconomic status, sexual orientation, and ability;
- Maintain complete and transparent financial accountability; and
- Make appropriate information available to the public.

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#### **Mission and Purpose**

**1. The organization has a clearly stated charitable or educational mission, approved by the governing body, in pursuit of the public good.**



- a. State the organization's purpose in the mission.
- b. Ensure the mission is responsive to the constituency and communities to be served by the organization.

## **Governance**

2. The role, responsibilities, selection and tenure of the governing body are clearly stated in the organization's governing and policy documents and understood by the governing body members.
  - a. Establish written criteria and selection process for the governing body.
  - b. Stipulate the length of a term and, if applicable, the number of consecutive and/or total terms individuals may serve.
  - c. Consider the appropriate governing body size and committee structure to oversee the organization, encourage discussion and enhance efficiency.
  - d. Formulate written descriptions detailing duties and responsibilities of governing body members and committees of the governing body.
  - e. Meet as frequently as needed to fully and adequately conduct the business of the organization, including at least once a year in person.
  - f. Maintain and distribute to governing body and committee members written meeting minutes reflecting the actions of the governing body, including minutes of governing body committees when acting in place of the governing body.
  - g. Maintain systems for ongoing communications between meetings of the governing body.
  - h. Hire, set reasonable and appropriate compensation for, and annually evaluate the performance of the chief executive against goals and objectives agreed to by the chief executive and governing body. If this is a responsibility of a designated committee, a summary should be provided to the full governing body

### **3. The governing body ensures that its members are competent, knowledgeable and sufficiently diverse in point of view and experience to provide credible and effective oversight of all aspects of the organization's work.**

- a. Ensure that governing body members have the requisite skills and experience to carry out their duties.
- b. When filling vacancies on the governing body, consider how skills and experience of new members will complement existing expertise of governing members.
- c. Provide governing body members with the tools and opportunities to develop in their roles, including appropriate orientation for incoming governing body members and training on distinct roles and responsibilities, particularly legal and fiduciary responsibilities.
- d. Provide access to sufficient information and varied perspectives to inform decision making and carry out due diligence.
- e. When appropriate, consult subject matter experts or community representatives and/or include them on committees or advisory groups.

### **4. The governing body regularly assesses the organization's mission and the effectiveness of the organization and its leadership in achieving it.**

- a. Conduct a regular or periodic governing-body self evaluation.
- b. Set long-(multi year) and short-(annual) term objectives evaluating program and organizational effectiveness and annually evaluate progress toward achieving objectives.
- c. Review the mission every three to five years to determine whether it meets societal needs.
- d. Regularly determine, in consultation with the chief executive, staff and, if the governing body deems necessary, outside experts, whether programs are effective in fulfilling the mission.
- e. Solicit and act on feedback from service participants and constituents about the effectiveness of the programs and operation of the organization.

### **5. The full membership of the governing body is responsible for the organization, and each member acts at all times in an ethical manner and in the best interest of the organization and the public.**

- a. Maintain policies and practices, including a written code of ethics and a conflict of interest policy, to ensure the governing body and staff act in an ethical and legal manner.
- b. Educate the governing body and staff about what constitutes conflict of interest and prevent or manage any actual, potential, or perceived conflicts through disclosure, abstention, or other means.
- c. Develop and adhere to policies to prevent inappropriate influence where one or more employees of the

organization are voting members of the governing body.

d. Respect and protect the confidentiality and privacy rights of individual clients, grantees, employees, donors, volunteers and others in the organization consistent with applicable law.

e. Provide a confidential means for handling good faith complaints from employees and governing body members about violations of the policies of the organization, suspected misuse of organization resources, including finances, or any other unethical or inappropriate conduct of organization personnel.

f. Establish and adhere to a document retention policy that provides for the safekeeping of key organization documents and the prevention of their destruction upon receiving notice of a legal inquiry into the organization's operations.

### **Legal Compliance, Fiduciary Responsibility and Responsible Stewardship**

#### **6. The governing body and staff know about and comply with all federal, state and local laws, regulations and fiduciary responsibilities. (1)**

a. Educate the governing body and staff about basic legal, accounting, audit, and tax issues.

b. Seek professional legal and accounting advice when needed to support compliance.

c. Develop and adhere to written financial management policies adequate for organization size, nature, complexity, and mission concerning:

- Administrative expenditures
- Internal controls
- Purchasing
- Fundraising expenditures
- Endowment expenditures
- Permitted investment and asset allocations

d. Provide the Form 990 or 990-PF and any 990-T to the entire governing body each year or ensure governing body members are familiar with the content.

e. Develop and adhere to a risk management plan and regularly consider the need for insurance coverage taking into account the nature and scope of the organization's activities and its resources.

#### **7. The governing body exercises active oversight of the financial affairs of the organization and sets policies to ensure that the organization's resources are used appropriately in furtherance of the organization's mission.**

a. Approve the organization's budget each year and assess financial performance relative to the approved budget.

b. Ensure that expenses are reasonable and necessary and incurred in pursuit of the mission of the organization and that endowment expenditures are consistent with donor intent.

c. Set compensation for chief executive officer, staff, and any others (including governing body members) who may receive compensation at reasonable levels, considering factors including comparable data of similar organizations, nature of work performed, and time and skills required.

d. Maintain accurate financial records, prepare internal financial statements no less frequently than quarterly, and provide financial reports to the governing body, addressing any differences between actual revenues and expenses and budgeted revenues and expenses.

e. Assure that any interim and annual financial statements, federal tax returns, and reports to state authorities fairly represent the financial position and financial activities of the organization and comply with the organization's governing documents through review by the treasurer, president, or chief executive.

f. Secure an audit by an outside public accounting firm, or, at a minimum, a review of financial condition by an outside firm. (2) For organizations that have an audit, establish an audit committee; for organizations whose size or structure makes an audit committee unfeasible, the audit or review should be overseen by the full governing body or portion thereof with knowledge about financial statements.

### **Communication, Accessibility and Disclosure**

#### **8. The organization makes information about its mission, program activities and finances available to the public and communicates in a clear and timely manner with those who request information.**

a. Ensure all financial, organizational and program reports and educational materials are complete and accurate in all material respects.

b. Make available to the public basic informational data about the organization, which should include the Form 990 or 990-PF (or a web site link to copies provided by other organizations), grant guidelines, program reports, and financial statements by posting them on the organization's web site. If the organization does not maintain a web site,

make them available upon request.

- c. Make available the names of governing body members, officers and staff members.
- d. Publish an address and the name of an individual to contact for information. Organizations that maintain offices, if feasible, also publish a phone number, office location, and office hours.
- e. Respond to and act promptly on complaints.
- f. Develop and follow organization policy defining timely response.

**9. Organizations that raise funds from the public or from donor institutions ensure that all solicitation communications are accurate and correctly reflect the organization's mission and use of solicited funds.**

- a. Represent the organization's policies and practices accurately and respect the dignity of program beneficiaries in all solicitation materials.
- b. Disclose important and relevant information to potential donors.
- c. Honor all statements in fundraising appeals about the use of a contribution.
- d. Respect the rights of donors in accordance with established professional standards such as "A Donor Bill of Rights." (3)

**10. Grantmaking organizations establish, follow, and clearly communicate processes for receiving, reviewing, and acting on grant applications and for monitoring and evaluating grants made.**

- a. Make readily available a brief written statement including:
  - Program interests
  - Grantmaking policies
  - Geographic or policy restrictions
  - Preferred ways of receiving applications
  - Steps in the proposal review and due diligence process
- b. Establish and maintain relationships with grantseekers based on mutual respect, candor, understanding, and fairness.
- c. Communicate clearly and on a timely basis with potential grantees.
- d. Advise those affected by a significant policy or procedure change within a reasonable period of time.
- e. Clearly explain reporting and evaluation requirements.

Notes:

1. These pertain, but are not limited to: internal operations, grantmaking, fundraising, licensing, financial accountability, human resources, lobbying and political advocacy, audit requirements, and taxation.
2. Organizations should determine whether an audit is legally required (see Illinois Solicitation for Charity Act, Annual Reports of Charities). Even if not legally required, larger organizations are strongly urged to consider an audit.
3. A Donor Bill of Rights was developed by the Giving Institute: Leading Consultant to Nonprofits (formerly known as the American Association of Fundraising Counsel or AAFRC) I, the Association for Healthcare Philanthropy, the Council for the Advancement of Support of Education, and the Association of Fundraising Professionals, and endorsed by the Independent Sector, National Catholic Development Conference, National Committee on Planned Giving, National Council for Resource Development, and United Way of America. It is available on the Internet at: [http://www.nsfre.org/ka/ka-3.cfm?content\\_item\\_id=9988&folder\\_id=898](http://www.nsfre.org/ka/ka-3.cfm?content_item_id=9988&folder_id=898).

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**Implementing the Illinois Nonprofit Principles and Best Practices**

To many nonprofit leaders, the Illinois Nonprofit Principles and Best Practices will affirm existing operating procedures. For others, some of the Principles will appear to be more challenging. Implementing the Principles will be an ongoing process, not a one-time event. While it may not be easy, this process is important because it will help nonprofits become more successful in fulfilling their missions. In addition, it is critical to demonstrate to policymakers and the public that the nonprofit sector takes seriously the issues of good governance, integrity and public trust.

Nonprofit leaders are encouraged to review the Principles with their boards and management teams. To help your organization implement the Illinois Nonprofit Principles and Best Practices, the Donors Forum is providing a range of tools and practical advice.

Creating the Preserving the Public Trust Initiative stems from the mission of the Donors Forum of Chicago: The Donors Forum of Chicago is the premier resource for networking and education, information and knowledge, and leadership on behalf of philanthropy in the region. As a nonprofit membership association of grantmakers, individual donors and advisors, the Donors Forum advances philanthropy by serving its members and by promoting an effective and informed nonprofit sector.

We are grateful for the national efforts helping nonprofit organizations preserve the public trust. The Initiative was inspired by these organizations.

- American Association of Fundraising Counsel, Donor Bill of Rights, [www.aafr.org](http://www.aafr.org)
- Association of Fundraising Professionals, Code of Ethical Principles and Standards of Professional Practice, [www.afpnet.org](http://www.afpnet.org)
- BBB Wise Giving Alliance, Standards for Charity Accountability, [www.give.org](http://www.give.org)
- Council on Foundations, National Standards for U. S. Community Foundations, Stewardship Principles for Family Foundations, Stewardship Principles for Corporate Grantmakers, and Accountability: Proposed Governance Principles for Discussion with Large Foundations, [www.cof.org](http://www.cof.org)
- Independent Sector, Statement of Values and Code of Ethics for Nonprofit and Philanthropic Organizations, [www.IndependentSector.org](http://www.IndependentSector.org)
- Minnesota Council on Foundations, Principles for Minnesota Grantmakers and Illustrative Statement of Practices to Implement the Principles for Grantmakers, [www.mcf.org](http://www.mcf.org)
- Minnesota Council of Nonprofits, Principles and Practices for Nonprofit Excellence, © 2004 [www.mncn.org](http://www.mncn.org)

*Illinois Nonprofit Principles and Best Practices*  
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**APPENDIX #2**

**YOUTH COMMUNICATION CHICAGO'S BYLAWS**

Originally adopted by the Board of Directors on June 23, 1993  
Last revised by the Board of Directors on July 12, 2007

**BYLAWS OF  
YOUTH COMMUNICATION CHICAGO**

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# **BYLAWS OF YOUTH COMMUNICATION CHICAGO**

**Revised July 12, 2007**

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## **Article I**

### **Purposes**

The purposes of the Corporation as stated in the Articles of Incorporation are:

1. To receive and maintain a fund or funds and to administer and apply the income thereof exclusively for educational or charitable purposes (provided that the Corporation will not operate a post-secondary educational institute or a vocational school and will not receive a child for care or placement apart from its own parent or guardian), including the production of a news publication aimed at Chicago-area young people of at least high school age, and the operation of a clearinghouse for news and other information of interest to young people. The Corporation will seek to provide young people with opportunities for gaining experience in all aspects of journalism.
2. No part of the Corporation's fund or the income there from shall inure to the benefit of any director, officer or member. The Corporation will not carry on any propaganda or otherwise attempt to influence legislation. The Corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Further, during any period in which the Corporation is, or is treated for any reason as a "private foundation," as defined in Section 509 of the Internal Revenue Code ("Code"), then the Corporation:
  - a. shall not engage in any act of self dealing as defined in Section 4941(d) of the Code;
  - b. shall distribute its income from each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by the Code's Section 4942;
  - c. shall not retain any excess business holdings as defined to subject it to tax under Section 4943(c) of the Code;
  - d. shall not make any investment in such manner as to subject in to tax under the Code's Section 4944 thereof; and
  - e. shall not make any taxable expenditure as defined in Section 4945.
3. Gifts may be made to the United States Of America, any state, territory or any political subdivision thereof or the District of Columbia, or any possession of the United States of America for exclusively public purposes.
4. Gifts may be made to other Corporations, trusts or community chests, funds or foundations or associations created or organized in the United States of America and operated exclusively for religious, charitable, scientific, literary or educational

purposes; no part of the net earnings of which inures to the benefit of any private shareholder or individual having a personal or private interest in the activities of the organization; and no substantial part of the activity of which organization is the carrying on of propaganda or otherwise attempting to influence legislation.

5. In the event of the dissolution of the Corporation, after payment, satisfaction and discharge of all liabilities and obligations, all of its remaining assets and property of every nature and description whatsoever not held upon a condition requiring return, transfer or conveyance by reason of dissolution, shall be paid over and transferred to any Corporation, fund or foundation organized and operated exclusively for religious, charitable, scientific, literary or educational purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual having a personal or private interest in the activities of the organization, and no substantial part of the activity of which organization is the carrying on of propaganda or otherwise attempting to influence legislation, as may be selected by the then Directors in the manner provided by law.

## **ARTICLE II**

### **Offices**

The Corporation shall have and continuously maintain in this state registered office and registered agents whose office is identical with such registered office, and may have other offices as the Board of Directors may from time to time determine.

## **ARTICLE III**

### **Members**

**Section 1. Classes of Members.** The Corporation shall have one class of members. The members of the Corporation shall consist of the Directors of the Corporation. Whenever any member ceases to be Director in the Corporation, she or he shall cease to be a member of the Corporation.

**Section 2. Voting rights.** Members as such shall not have voting rights.

**Section 3. Annual Meeting.** The annual meeting of the Board of Directors shall be deemed to be both the annual meeting members and the annual meeting of the Board of Directors.



## ARTICLE IV

### Board of Directors

**Section 1. General Powers.** The affairs of the Corporation shall be managed by the Board of Directors.

**Section 2. Number, Tenure and Qualification.** The number of directors shall be set by resolution of the Board at a number of no less than 15 and no more than 20. Each Director, upon initial election, shall serve until the next annual meeting of members. Upon evaluation of satisfactory performance directors may be elected for an indefinite number of consecutive two year terms.

- a. Satisfactory performance is defined as director attendance at a minimum of four board meetings per two year term and attending at least two Corporation sponsored events during the director's two year term; or
- b. the director is responsible for producing funding of at least \$5,000 during their two year term.
- c. Any deviation of this rule shall be approved by a majority of the present voting directors. The director under consideration is not eligible to vote.

**Section 3. Annual Meeting.** The annual meeting of the Board of Directors shall be held in June of each year, or as soon after as may be conveniently held. The purpose of electing directors, for the purpose of setting a calendar of four or more Regular Board meetings for the year, and for the transaction of such other business as may come before the meeting, upon notice delivered to the director between five and 60 days before the meeting.

**Section 4. Regular and Special Meeting.** Notice of regularly scheduled meetings, including notice of all the meetings in the planned calendar of regularly scheduled meetings, or any change in the date of a regularly scheduled meeting, shall be provided in the same manner as for the annual meeting. Special meetings of the Board of Directors may be called by or at the request of the President or any three directors. The person or persons authorized to call special meetings of the Board may fix any place as the location for holding any special meeting of the Board called by them.

**Section 5. Notice of Meeting Other Than the Annual Meeting.** When possible, notice of any special meeting of the Board of Directors, at least five days notice will be given, either by phone, in person, or written notice delivered personally or sent by mail or electronic mail to each director at their address/addresses as shown by the records of the Corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in sealed envelopes so addressed with postage thereon prepaid. If notice be given by telegram, such notice shall be deemed to be delivered when the telegram is delivered to the telegram company. Any director may waive notice of any meeting. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waive of notice of such meeting, unless specifically required by law or by these bylaws.

**Section 6. Informal action Taken by Directors.** Any action by the Board of Directors may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by a majority all of the directors entitled to vote with the respect to the subject matter thereof.

**Section 7. Quorum.** One third of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board, provided that if less than a majority of the Directors are present at said meeting, majority of the Directors present may adjourn the meeting from time to time without further notice.

**Section 8. Manner or Acting.** The act of majority of the Directors present at a meeting at which a quorum is present shall be the act of the board of Directors, except where otherwise prevented by law or by these bylaws.

**Section 9. Executive Committee, other Committees and Committees Chairs.** The Board of Directors may appoint an executive committee consisting of five or more directors. The executive committee shall, to the extent permitted by the Illinois General Not-for-Profit Corporation Act, have the authority of the Board of Directors. The president may appoint and abolish standing and ad hoc committees and may appoint directors to serve as committee chairs for a suggested term of up to one year but no more than three consecutive years. After serving three consecutive one-year terms, it is suggested that chairs not be reappointed to the chair the same committee until calendar year after completion of their last term.

**Section 10. Vacancies.** Any vacancy occurring in the Board of Directors, or any directorship to be filled by reason of an increase in the number of directors, shall be filled by the Board of Directors. A Director elected to fill a vacancy shall be elected for the unexpired term of her or his predecessor in office.

**Section 11. Compensation.** Directors as such shall not receive any compensation for their services.

**Section 12. Reimbursement for Reasonable Expenses.** A board quorum may approve reasonable expenses a director has made on behalf of the Corporation.

## **ARTICLE V**

### **Officers**

**Section 1. Officers.** The officer of the Corporation shall be a president, an immediate past president, and may include up to four vice presidents, a treasurer and a secretary. The Board of Directors may elect or appoint such other officers, including one or more assistant secretaries and one or more assistant treasurers as it shall deem desirable, such officers to have the authority to perform the duties prescribed from time to time, by the Board of Directors. Any two or more offices may be held by the same person, except the offices of president, treasurer and secretary.

**Section 2. Election and Term of Office.** The officers of the Corporation shall be elected annually by the Board of Directors at the regular annual meeting of the Board of Directors. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as convenient. Vacancies may be filled or new offices created and filled at any meeting of the Board of Directors. It is suggested that officers not serve for more than three consecutive one-year terms. After serving three consecutive one-year terms, it is suggested that officers not be reelected to the same office until one calendar year after the completion of the last term.

**Section 3. Removal.** Any officer, director, or agent elected or appointed by the Board of Directors may be removed by a majority of the present voting directors whenever, in its review of the officer, director or agent's performance, the best interests of the Corporation would be served thereby. Such removal shall be without prejudice to the contract rights, if any, of the person removed.

**Section 4. Vacancies.** A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors, for the unexpired portion of the term.

**Section 5. President.** The president shall be the principle executive officer of the Corporation. She or he shall preside at all meetings of the members and Board of Directors in general and as an Executive Committee member. She or he may sign with the secretary or any other proper officer of the Corporation authorized by the Board of Directors, any deeds, mortgage bonds, contracts or other instruments which the Board of Directors has authorized to be executed except in cases where the signing and execution thereof shall be expressly diligent by the Board of Directors or by these bylaws or by statute to some other officer or agent of the Corporation; and, in general, shall perform all duties as may be prescribed by the Board of Directors from time to time.

**Section 6. Immediate Past President.** For the term following a person's term as president, such person may serve in the office of Immediate Past President until such person shall be succeeded by another president whose term is completed. The immediate past president shall have such duties as shall be assigned by the president.

**Section 7. Vice Presidents.** The vice presidents shall assist the president in the discharge of such duties as the president may direct and shall perform such other duties as from time to time may be assigned by the president or the board of directors, including acting as the primary facilitator of one board meeting each year which shall be the special responsibility of the Vice President. The vice presidents shall head committees whose functions include media, skills, partnerships and fund raising. Other duties and responsibilities of the vice presidents shall be determined by the directors.

**Section 8. President's Absence.** In the absence of the president or in the event of her or his inability or refusal to act, the vice president shall perform the duties of the president, and when so acting shall have all the power and be subject to all the restrictions upon the president. The vice president shall perform such duties as from time to time may be assigned by the President or by the Board of Directors.

**Section 9. Treasurer.** If required by the Board of Directors the treasurer shall give a bond for the faithful discharge of her or his duties in such sum and with such surety or sureties as the Board of Directors shall determine. She or he shall have charge and custody of and be responsible for all funds and securities of the Corporation; receive and give receipts for monies in the name of the Corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of ARTICLE VI of these bylaws; and in general perform all the duties incident to the office of Treasurer and such duties as from time to time may be assigned to her or him by the president or by the Board of Directors.

**Section 10. Secretary.** The secretary shall keep minutes of the meeting of the members and of the Board of Directors in one or more books provided for that purpose; see all notices are duly given in accordance with the provisions of these bylaws; keep a register of the post office address of each member which shall be furnished to the secretary by such members; and, in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to her or him by the president or by the Board of Directors.

**Section 11. Assistant Treasurer and Assistant Secretaries.** If required by the Board of Directors, the Assistant Treasurer shall give bonds for the faithful discharge of their duties in the sums and with securities as the Board of Directors shall determine. The assistant treasurers and Assistant Secretaries, in general, shall perform such duties as shall be assigned to them by the treasurer,-secretary or president or the Board of Directors.

## **Article VI**

### **Contracts, Checks, Deposits, Funds & other Financial Matters**

**Section 1. Contracts.** The Board of Directors may authorize any officer or officers, agents or agents of the Corporation, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and behalf of the Corporation and such authority may be general or confined to specific instances.

**Section 2. Checks Drafts, etc.** All checks, drafts, or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation, and in such manner from time to time are to be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the treasurer or an assistant treasurer and countersigned by the president or the vice president of the Corporation.

**Section 3. Deposits.** All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as approved by the Board of Directors.

**Section 4. Gifts.** The Board of Directors may accept on behalf of the Corporation any contribution, gift, bequest or device for the general purpose or any special purpose of the Corporation.

**Section 5. Director Conflict of Interest.**

A. If a transaction is fair to a Corporation at the time it is authorized, approved or ratified, the fact that a director of the Corporation is directly or indirectly a party to the transaction is not grounds for invading the transaction.

B. In a proceeding contesting the validity of a transaction described in subsection 1 above, the transaction will be presumed to be fair to the Corporation if;

1. The material facts of the transaction and the Directors' interest or relationship were disclosed or known to the Board or Directors or a committee consisting entirely of Directors and the Board or committee authorized, approved or ratified the transaction by the affirmative votes of a majority of disinterested Directors, even though the disinterested Directors be less than a quorum; or

2. The material facts of the transaction and the Director's interest or relationship were disclosed or known to the members entitled to vote, if any, and they authorized, approved or ratified the transaction without counting the vote of any member who is an interested party.

C. The presence of the Director, who is directly or indirectly a party to the transition described in subsection 1 above, or a Director who is authorized not disinterested, may be counted in determining whether a quorum is present but may not be counted when the board of Directors or a committee of the Board takes action on the transaction.

D. For the purpose of this section, a Director is indirectly a party to the transaction if the other, "party" to the transaction is an entity in which the Director has a material financial interest or of which the Director is an officer, director or general partner.

**Section 6. Prohibited Loans to Directors and Officers.** Except as permitted by Illinois law, under the indemnification bylaw section, no loan shall be made by this Corporation to a Director or officer except that a loan may be made to a Director or officer who is employed by the Corporation if authorized by a majority of the non-employed Directors and either (a) in the case of a Corporation organized for holding property for any charitable, religious, eleemosynary, benevolent, educational or similar purpose of such a loan is to provide financing for the principle residence of the employed Director or officer upon request of adequate collateral consisting of marketable real estate or securities readily capable of valuation or (b) the loan is otherwise in furtherance of the purpose of the Corporation and in the ordinary course of its affairs. The Director or non-employed officer of the Corporation or otherwise prohibited by this Section, and any other person knowingly participating in the making of such loan, shall be jointly and severally liable to the Corporation for the amount of such loan until the repayment thereof.

**Section 7. Indemnification of directors and officers.** This Corporation shall have the power and hereby exercises its power to indemnify every Director and officer of the Corporation under the circumstances and conditions of Section 24 of the Illinois General Not-for-Profit Corporation Act against all expenses and liability, including counsel fees, reasonably incurred by or imposed upon her or him in connection with any action of the Director or officer at the time such expenses were incurred, except in such cases wherein the Director, officer, employee or agent is adjudged guilty of willful misfeasance or malfeasance in the performance of her or his duties' provided that in the event of a settlement the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement as being in the best interest of the Corporation. The foregoing right of indemnification shall in addition to and not exclusive of all other rights to which such persons may be entitled. The Corporation shall have the power to purchase insurance for any or all of its Directors, officers, employees or agents against any liability asserted or incurred by such persons in such capacity or arising out of the Director's officer's, employee's or agents status as such insurance may extend beyond the person's rights hereunder.

## **Article VII**

### **Books and records**

The Corporation shall keep correct and complete books and records of account and shall keep minutes of the proceeding of its members, Board of Directors, and committee having any of the authority of the Board of Directors. All books and records of the Corporation may be inspected by any member or Director, or his agents or attorney, for any purpose at any reasonable time.

## **ARTICLE VIII**

### **Fiscal Year**

The fiscal year of the Corporation shall be the year ending on June 30.

## **ARTICLE IX**

### **Seal**

The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the Corporation and the words "Corporate Seal Illinois."

## APPENDIX #3

### EXECUTIVES & BOARD OF DIRECTORS



**Executive Director, Phillip Costello**, philc@youthcommunicationchicago.org, 312-922-7150, received an Accounting Degree from the University of Illinois, a Masters in Business Administration from Illinois State University and is a CPA from Illinois. Before taking over as the Executive Director in 2002, he provided financial leadership to the organization serving on its Board of Directors from 1986 through 2001. In 2004, Mr. Costello completed his fellowship in WSEP's Capital Bridges' program to explore and implement market-based solutions in a nonprofit organization. In 2005, he was certified as a Youth Development Program Certified Practitioner under the City of Chicago and Chicago Area Project program. Mr. Costello has a broad range of experience in finances and management planning. In 1995, he began volunteering as part of CPAs for the Public Interest where he provided Chicago-area nonprofits with financial

controls, accounting systems and strategic recommendations. In the last ten years, Mr. Costello has also been active in his local community in Palatine with committee work on a church fund-raising, School Board and served as a director for one of Illinois' largest youth soccer tournaments, attracting 340 teams from eight Midwest states.



**President, Charles Krugel**, cak1@charlesakrugel.com, 312-804-3851, board member since May 2006 and elected president March 2007. Charles has his own management side labor and employment law and human resources counseling practice in Chicago. Charles is also Director of Legal and Compliance Services for The Human Resource Store and he's affiliated with the Integra Security Alliance. Additionally, he's on the board of directors of two other Chicago-based organizations—ChildServ and the YMCA Alliance. He's chairman of the board for the YMCA Alliance and co-chair of ChildServ's human resources committee. Charles is also on the junior board of Urban Gateways. Charles' experience with youth and media also includes being a volunteer "big brother" for three Chicago young men for 12 years, and being legal counsel for the Chicago Chapter of Bikers Against Child Abuse's summer motorcycle runs and events. He's also a member of the Chicagoland Chamber of Commerce and is actively involved with

their Employment Law and Education Workforce Quality Committees; the Greater O'Hare Association and part of their Government Affairs Team; and the Labor and Employment Relations Association of Chicago. Juris Doctorate from Ohio Northern University, Master of Arts in Industrial Organizational Psychology from the University of North Carolina at Charlotte, Bachelor of Science from Bradley University. He's also a published author and the subject of frequent TV, radio and print interviews concerning his field.

**Sharon Moon Hwang**, smhwang@gmail.com, board member since October 2007, Vice President of Partnerships since July 2008. Sharon is a product of the Los Angeles Unified School District, K-12, and was a writer for *LA Youth* teen newspaper. She graduated from Yale University in 2004 with a B.A. in political science. Sharon worked for a year as a Sales and Trading Analyst with Lehman Bros, NYC, and joined Sears Holdings Corporation in September 2005 as a Sr. Financial Analyst. She currently supports SHC as a Special Projects Manager. Sharon also supports international microfinance initiatives as a team member of Angels Abroad-Kenya team, 85Broads, and she serves as board member of Kappa Kappa Gamma, Chicago Alumnae Group.



**William D. (Dal) Frost**, 312-922-7150, [dalfrost@comcast.net](mailto:dalfrost@comcast.net), board member since 1988, Vice President of Fundraising since July 2008. Dal is the retired President of Canadian Pacific Newsprint. He also serves on the Board of Directors of ChildServ and NICASA.

**Marissa Filippo**, board member since 2006, Vice President of Programs since July 2008.



**John Owrey**, board member since October 2007, Vice President of Technology since July 2008.

**Robert T. Carter**, board member since July 2007, Treasurer since July 2008. Bob is Director of National Achievement Program Operations for the National Merit Scholarship Corporation. He's also an adjunct faculty member at Columbia College Chicago where he teaches fund raising and grant writing. Bob was also on the boards for the Music Theatre Workshop and Cerqua Rivera Dance Theatre. Bob is a former U.S. Air Force officer and has a great deal of experience with other for profit and nonprofit organizations including Inland Steel, Dearborn Park Corp. (the South Loop residential development), North Lawndale Economic Development Corp and Garfield Counseling Center.



**John I Marshall III**, [marshallji@bowater.com](mailto:marshallji@bowater.com), 312-961-2167, past president and board member since 2000, Secretary since July 2008. John is Regional Sales Manager for Bowater Newsprint.





**Michelle N. Askew**, board member since April 2008, is Associate Counsel with Johnson Publishing Company, Inc., in Chicago. Prior to joining Johnson Publishing, Michelle managed the Law Office of Michelle N. Askew, LLC, in Chicago. Michelle has held numerous legal and business affairs positions including the Metropolitan Pier and Exposition Authority, Walt Disney Corporation's Wide World of Sports, Piper Rudnick (currently DLA Piper), the United States Olympic Committee, and USA Basketball. Michelle is a member of the board of directors of Urban Gateways and the YMCA Alliance. Michelle is also a tutor with Chicago Lights at the Fourth Presbyterian Church of Chicago. Michelle is a member of the Black Entertainment and Sports Lawyers Association (BESLA) and has spoken and moderated a number of panel discussions at BESLA Annual Conferences. At the 2004 National Association of Black Female Executives in Music and Entertainment Mini-Summit, Michelle was a featured panelist for the "Power of Networking;" at the 2003 14th Annual Midwest Radio and Music Business Conference, she was a panelist for "Business Law as it Pertains to Music and You;" at the Third Annual Truth Magazine Hip Hop Awards in 2003, Michelle was an awards presenter; and at the 2002 First Annual Impact Marketing Retreat, she was the moderator of the sports panel, "Behind the Ball, Sports Marketing." Additionally, Michelle is a member of several professional organizations which include: the Chicago, District of Columbia, and American Bar Associations; and Alpha Kappa Alpha Sorority, Inc. A native of Chicago, Michelle graduated from Florida A&M University, Magna Cum Laude with a Bachelor of Science in Business Administration and received her Juris Doctor from the University of Michigan Law School.



**Charles Boyce**, computoon1@aol.com, board member since 2003. Charles is a nationally syndicated cartoonist, editorial cartoonist (semi-retired) with American Association of Editorial Cartoonist, member of Chicago Headliners Club, National Cartoonist Society, and National Association of Black Journalist. Charles is the creator of Compu-Toon, the comic panel (UPS) (MJC). He's also the creator of the KeyPad Kid, a noted internet portal character. Charles is President and owner of Mae/Johnny Communications, a periodicals-publishing/printing and distributor. After almost twenty years with the Chicago Tribune, Charles now does consultant/systems work for the SunTimes News Group, McCormick Tribune Freedom Museum, Hartman Publishing, Universal Press Syndicate and others. He's also an onboard artist consultant for

AT&T California, Comcast, and California Public Utilities Commission. He Attended Memphis Academy of Fine Arts, MIT, Chicago Academy of Fine Arts and University of Illinois Chicago Circle Campus.



**Johnathon Briggs**, board member since April 2008, is the director of communications at the AIDS Foundation of Chicago (AFC), one of the nation's leading AIDS organizations. Prior to joining AFC, Johnathon was an urban affairs reporter at the *Chicago Tribune*, where he wrote extensively about gentrifying neighborhoods and youth culture. From 2000 to 2004, Johnathon was an award-winning journalist at *The Baltimore Sun* where he won several honors including the Chesapeake Associated Press award in 2003 for best feature series. He has also worked overseas as an editor at the South Africa-based magazine, *Challenge*; as a staff reporter at *The Chicago Reporter*, a monthly magazine focused on race and poverty issues; and as a staff writer for the *Los Angeles Times*. A Los Angeles native, Johnathon was introduced to journalism in 1992 after his mother tossed him a copy of the teen newspaper L.A. Youth and said, "Make yourself useful." As he

flipped through the publication, Johnathon stumbled across an ad soliciting writers and volunteered. He's been a writer ever since. Johnathon has bachelor's degrees from Stanford University in Communications and African/Afro-American Studies.



**Giovanna Breu**, board member since 2005, recently retired from People Magazine, where she was national correspondent covering medical and science stories. She currently works as a freelance journalist, doing stories for People, Parade Magazine and the Chicago Tribune Magazine. She served as Midwest bureau chief for People for 12 years and was a correspondent for Life Magazine in New York, Washington and Chicago. Her first jobs included working as a reporter for the Newark Evening News and for Canadian Press in New York. She is a graduate of Smith College and has a master's degree from Columbia University School of Journalism in New York. She first served on this board after she did a story for People Magazine on Youth Communication's founder, Ann Heinz, and returned to our board in 2005.



**Rachael Cain**, traxdiva1@aol.com, board member since July 2008. As an innovator of Chicago house music, and during a 20-plus year career in the music and entertainment industry, Rachael Cain has achieved far ranging experience in concert promotion, international touring as an artist and DJ, label PR, studio production, distribution, publishing deals and implementing a work study internship program with Columbia College music business department. On January 27th 2008, Rachael received "The Special Honorary Chicago Music Award", at Chicago's Park West, for her many contributions to her native city's scene. She is known as the woman who brought house music to international prominence with her label, Trax Records, known as the original home of the genre. She has also hosted and thrown events for a variety of superstars including: The Elite Look Of The Year, Bill Clinton, Tony Bennett, Ivana Trump, Robert Indiana, Grace Jones, John Leguizamo, the United Nations and The Rolling Stones, to name a few. Recently, Rachael has been working with The Lost Boyzz, lead by Epic recording artist Mike Tafoya. Via her persona Screamin' Rachael, she has performed in The Variety Club Telethon, major concerts with George Clinton, Larry Coryell, Afrika Bambaataa, Odetta, Ritchie Havens, Buddy Miles, and many others. Also, she has performed at some of the most prestigious clubs, hotels, and restaurants around the world, including The Majestic, in Cannes, France, Panama, in Amsterdam, E-Space Kiron, in Paris, and The Palladium in Germany.

**Tracey Robinson-English**, board member since 2006.

**Jerry Field**, board member since 2003. Masters degree interdepartmental, economics and marketing, Roosevelt University; doctorate in curriculum and instruction, Loyola University Chicago. Currently Adjunct Professor at Stuart School of Business, at the Illinois Institute of Technology; Industrial Management and Technology program at the Center for Professional Development. Former reporter at the Chicago Sun-Times and Lerner Newspaper and writer/associate producer at WFLD-TV. Former managing editor at the Near North News and the Chicago Post. Journalism awards: Achievement award Chicago Journalism Hall of Fame; 4 Local Emmy TV awards.



**Ava Thompson Greenwell**, [a-greenwell@northwestern.edu](mailto:a-greenwell@northwestern.edu), 847-467-2579, board member since January 2008. Ava has taught broadcast writing, reporting and producing classes at Medill since 1993. In addition to her teaching duties, she has held several administrative posts including associate dean for curriculum, director of the Teaching Television Program and co-curator for the nationally recognized Ida B. Wells award. In 2007 she was named to the Associated Student Government Faculty Honor Roll for excellence in teaching. In addition, in 2000 she was honored with the prestigious Charles Deering McCormick Distinguished Clinical Professor Award. In 2006 the Radio Television News Directors Association named Greenwell an Educator in the Newsroom Fellow. She has been a freelance correspondent for Chicago Tonight, a PBS news program. She also worked as a reporter at WFLA-TV, Tampa, FL; WCCO-TV, Minneapolis, MN; and WEHT-TV, Evansville, IN. She holds the MSJ and BSJ from the Medill School of Journalism at Northwestern University.



**Wendell Hutson**, [wreporter@yahoo.com](mailto:wreporter@yahoo.com); 312-451-6146, board member since March 2006. Wendell is also a Youth Communication alum. During his senior year at Percy L. Julian High School in Chicago, Wendell served as the editor of YCC's teen newspaper, previously titled New Expression, and as the editor of Percy Julian's school paper "Soul Searcher." Currently, he works as a freelance writer and media consultant to publications, organizations, associations, web sites and fortune 500 companies. Previously he worked as a staff reporter for several newspapers including the Chicago Tribune. Wendell is a member of the National Association of Black Journalists and chairs the Public Relations Ministry at Sheldon Heights Church of Christ in Chicago. He resides on the South Side of Chicago in the Chatham neighborhood

**Jacqueline Jackson**, board member since October 2007.



**Mark Lloyd**, board member since July 2008, is associate vice president and chief marketing office for Columbia College Chicago, which he joined in March 2003. Prior to that, he was associate vice president for marketing and communications at Illinois Institute of Technology. Mark has spent more than 25 years as chief marketing and communications officer in large, integrated health care organizations and in public and private colleges and universities in Illinois, Ohio, Pennsylvania, and West Virginia. He earned his undergraduate degree from Wittenberg University in Springfield, Ohio, and completed his doctoral work at Ohio University. He began his professional career as a college faculty member in the University System of Georgia, teaching English, comparative literature and journalism. Over the years, he has taught 60 English, public relations and journalism courses at half a dozen universities as a full-time or part-time faculty member. He has developed and

implemented brand management and brand extension strategies, managed public relations and crisis communication programs, and delivered field marketing support for individual product lines or programs. He serves as a member of the marketing committee for Chicago's Cultural Mile Association and a member of the board of directors for Oak Park's Village Players. He is a past board member for Scrap Mettle Soul Theater and Terrace Homes of Dearborn Park. He served as a member of the Resource Development Committee of Alternatives for Youth and chair for the Parent Involvement Project for Frances Xavier Warde School.



**Carlette McMullan**, [cmcmullan@williamblair.com](mailto:cmcmullan@williamblair.com), 312-364-8621, board member since January 2008, is a principal and financial advisor at William Blair and Company. Carlette has worked as a portfolio manager at William Blair for the last 18 years. Her responsibilities at William Blair included managing the Private Investor Department for the last five years and serving on the firm's Executive Committee before returning back to her book of business full-time in June 2007. Carlette is also Trustee at Roosevelt University where she is co-chairman of the Investment Committee that oversees the University's endowment. She serves on the Women's Board of the Rehabilitation Institute and serves on the Rehab's Investment Committee. She also serves on the Art Institute's Sustaining Fellows Board. Prior to her career in finance, Carlette worked as a newspaper reporter in North Carolina and journalist in New York.



**Layton Olson**, board member since 1984, Assistant Secretary since July 2008. Attorney with Howe & Hutton



**Russell Pryor**, board member since 2004, Assistant Treasurer since July 2008.



**Elliot Richardson**, erichardson@hrbattorneys.com, 312-676-2100, board member since April 2008, is an attorney in Chicago with the firm Horwitz, Richardson & Baker. He specializes in commercial litigation and civil rights work. Elliot also handles commercial transactions for business owners. Elliot serves on the Young Professionals Board of the Chicago Bar Foundation. He also served on the Editorial Board of the Chicago Bar Association and on the executive committee of the Young Lawyers Section of the CBA. Elliot received his law degree from the University of Dayton where he was the president of the Public Interest Law Organization and received the University of Dayton School of Law Pro Bono Publico Service Award. Elliot graduated from Bradley University with a degree in sociology and criminal justice.

**Debra Ross**, board member since 2006.

**Kristiana Zerom**, thecoolest1ontheblock@yahoo.com, board member since July 2007, is an Intern with the Chicago Coalition for Site Administered Child Care Programs. She is also Co-Chair for the Board of Directors for the Chicago Freedom School. She has worked for four years at different branches within the Chicago Public Library system. She is currently working towards her Bachelor's in International Business at Loyola University.

APPENDIX #4 PAST & PRESENT BOARD PRESIDENTS

**YOUTH COMMUNICATION CHICAGO**  
**Board of Directors - Presidents**  
**31 Years of Leadership**

KAREN COPELAND	1977-1978
DAVE ARNOLD	1978-1981
GEORGE PEARSON	1981-1985
MARY LYNN DICKMAN	1986-1989
ROSE URBAN	1990-1991
RICHARD CZERNIAWSKI	1991-1992
DEBORAH DeHAAS	1992-1993
WILLIAM (DAL) FROST	1994-1996
HELEN A. MURPHY	1996-1997
PHILIP A. COSTELLO	1997-1999, 2000-01
JAMES DODSON	1999-2000
JOHN I. MARSHALL III	2002-2003
TERRI L. THOMAS	2003-2004
ANNETTE B. PECK	2004-2006
CHARLES A. KRUGEL	2007-2008