Does your New Year’s resolution include strategic planning?

Because the new year is a time of reflection, it’s no doubt leaders, volunteers and students of tutor/mentor programs across the city have taken time this holiday season to ponder the road they’ll travel in 1996. In considering their future, both the tracks left behind and the sign-post ahead are sure to read, “Strategic Planning.”

At the last November 10 and 11 Tutor/Mentor Leadership Conference, management consultant Paul J. McMickle of Strategies Unlimited conducted a strategic planning workshop that offered his theory of effective planning. A well-structured program or project evolves from a well thought out plan. In mapping out a direction, McMickle began with what he calls the preliminary steps to the planning process.

The first step, he explained, was to identify the barriers at the outset. "Beware of what is 'already known' about what is 'possible' or 'realistic'." To succeed in this process, he continued, "it is necessary to be informed by the past, but not limited by it."

The objective is to develop a plan which is vision-based, not an incremental increase or improvement over previous plans. In this process, identify...

continued on page 4

Fall Conference draws 182!

Schools’ CEO Paul Vallas offers keynote addresses

More than 180 people representing 83 programs from as far away as Quincy, IL and Kansas City, MO braved the city’s first winter storm the weekend of November 10th to attend the fourth Tutor/Mentor Leadership Conference, held at the Chicago Fire Department Academy.

Program and community leaders, volunteers and city officials took part in two days of tutor/mentor workshops, networking and information-sharing. Paul Vallas, the CEO of the Chicago Public Schools, commended the attendees in the conference keynote address. "We need all of you to help make this work," he said of his mission to better educate Chicago’s children.

Vallas also went on to lend support to the Tutor/Mentor Connection and its role in the Schools’ “10,000 Tutors Initiative”, an effort to recruit volunteer tutors and mentors to increase the amount of direct instruction children receive.

When conference participants weren’t listening to inspiring speakers like Vallas, T/MC president Dan Bassill and Deputy Fire Commissioner Donald Stensland, they were busy taking in informative workshops and networking among each other.

"See related story on page 6"

"It was great getting to talk to all of these people," said Eunice Cho, who is in the planning stages of starting a mentoring program. "After talking with different program leaders, I feel like I now have a wealth of resources behind me. I’m sure I’ll need more advice soon."

"That’s the purpose of these gatherings" said the T/MC’s leader, Dan Bassill. "We want to increase the choices program leaders have to borrow from to build their own programs, while offering workshops to help new and existing programs expand their ability to build solid, self-sustaining programs."

The next T/MC Leadership Conferences are already scheduled, for May 17th and 18th and for November 16th and 17th. Mark your calendar now, and plan to attend.
EDITORIAL: JUST DON'T FORGET!

Just over two years ago Chicago and America became mobilized by race riots in Los Angeles and the death of a small boy in Chicago. Among the follow-up commentary were the following statements:

7-Year-Old's Death at Cabrini Requires Action

"Demand it now! This isn't something you can let the other guy be indignant over. It's past time for you to take responsibility for solving the problems of Chicago." Dennis A. Britton, Editor, Chicago Sun Times, Oct. 1992

"We are not very good as a country in dealing with long-term problems, except when they present themselves as a crisis." (Stuart Eizenstat, domestic policy adviser to President Jimmy Carter)

"Many Americans hoped that, somehow, the stubborn dilemmas of crime and poverty that so dehumanize urban life would be tacked with a renewed public will. "Yet except for a flurry of local efforts, nothing much has happened." (From Los Angeles Times article written by Jonathan Peterson.)

As Chicago enters 1996, the T/MC calls attention to these headlines in an effort to refocus and rededicate ourselves to our kids and the dream that one day all children might be equal in hope, opportunity and motivation, along with equal access to quality in-school and after-school learning systems.

Over and over, as we engage in this conversation we are reminded of this generation’s focus on instant gratification and short term results. "Twenty years is too long to stay focused," said a close advisor recently. Remember, however, that the 35 year campaign against smoking, which started with the Surgeon General’s warning in 1961, is now generating fantastic results. Had not a few dedicated, focused men and women taken up this call, and continued it for 35 years, we would not be looking at the successes we are realizing today in transforming America from a nation of smokers to a nation of non-smokers.

With this in mind, the T/MC encourages you to adopt the following “Kids Resolution” for 1996 and beyond:

NEW YEAR’S KIDS RESOLUTION

a) Review your personal charitable budget for 1996 and set-aside a small percent for after-school tutor/mentor programs in your area (or the Chicago Bar Foundation’s Lend A Hand Fund, which allocates dollars to tutor/mentor programs throughout the city).

b) Ask your company to set aside a portion of its giving plan for tutor/mentor programs.

c) Interview two or three programs to see if you can be a volunteer, a speaker, a host for a visit by kids to your company, or can fill some other volunteer capacity (call the United Way Volunteer Center at 906-2425, or the Chicago Bar Foundation at 294-9611 for lists of programs in your area).

d) Select a favorite program, then write a small endorsement of the program(s) and put it in your church bulletin, company newsletter and your alumni, professional and social association newsletters.

e) Encourage your company to set up an intern/mentoring program for one or two kids from area tutor/mentor programs.

f) Look for ways you and your company can endow scholarship funds for kids from these programs.

g) Next December take out a piece of paper and write down what you did in 1996, then include this in the newsletter you send to your family and friends. Maybe they will copy your plan in 1997.

h) Review your 1996 Kids Resolution accomplishments, just as a business does, and look for ways you can expand in 1997.

i) Keep doing this for the next 20 years. That’s how long it takes for a child to become an adult.

PROCLAMATION

WHEREAS, the Lend A Hand Program, sponsored by the Chicago Bar Foundation, seeks to recruit volunteers to provide tutoring and mentoring to children throughout the city and to coordinate a fund-raising program which will generate critical funds needed to support these efforts; and

WHEREAS, the Tutor/Mentor Connection was formed by Cabrini Connections in 1993 to serve as a catalyst for expanding and improving tutor/mentor opportunities in Chicago; and

WHEREAS, the Chicago Bar Foundation and Cabrini Connections have joined together to promote Tutor/Mentor Week, November 5-11, 1995, in order to raise awareness and support for programs providing tutoring and mentoring throughout the City of Chicago:

NOW, THEREFORE, I, RICHARD M. DALEY, MAYOR OF THE CITY OF CHICAGO, do hereby proclaim November 5 - 11, 1995, to be TUTOR/MENTOR WEEK IN CHICAGO, and urge all Chicagoans to show their support for this organization.

Dated this 23rd day of October, 1995

Mayor Richard M. Daley

Lend A Hand to Chicago’s Tutor/Mentor Programs

Send your tax-deductible contribution to the Chicago Bar Foundation’s Lend-A-Hand Fund. Doing estate planning? Create a lasting monument and help a child become a more productive adult. Make a bequest to the Lend A Hand Fund so that programs like these can be available for years to come.

Send contributions to: Lend A Hand Fund, c/o Chicago Bar Foundation, 321 South Plymouth Court, Chicago, IL 60604-3997

For information, call 312-294-9611.
Many organizations, in Chicago and across America, have mobilized to help kids learn and escape the grips of violence and poverty. Here are some examples we think you should know about:

The Union League Civic & Arts Foundation is sponsoring a short story competition for young writers between the ages of 18 and 22. The Foundation will award the top three winners with cash prizes of $2,000.00, $1,000.00 and $500.00 and three honorable mention certificates.

The submission must be that of an original short story, previously unpublished in any printed form. Only one story may be submitted by each applicant. All four copies of the submission should be double-spaced and less than 5,000 words with the author's name in the upper right hand corner of each page. Contestants must live within a one-hundred mile radius of the Loop.

Submissions should be sent to Christina Madej, Union League C&A, 65 W. Jackson, Chicago, IL 60604 by March 1, 1996.

For more information, call 312-427-7800.

Music/Theatre Workshop (MTW), a 12-year-old professional theater company, offers a unique way to help program leaders find adults to work with their students. From March 11 to April 27, MTW will present its newest musical, "Someone You Can Trust," at DuSable Museum of African American History, 740 E. 56th Place, for school groups, after-school groups, community organizations, churches and families.

The two-act musical drama was developed through interviews and workshops with juvenile offenders at the Cook County Juvenile Temporary Detention Center. It tells of a community torn apart by the murder of one child by another. Lies and gang retaliation threaten to increase violence until the adults in the community assume the responsibility of guiding their children to accept the consequences of their actions.

The production will be presented Monday through Thursday at 10 a.m., Monday and Thursday at 3:30 p.m., and Saturday at 11 a.m. Tickets range from $4-$10. For tickets or more information, call 312-561-7100.

"What is Mentoring?" is a booklet that offers new and potential mentors a self-training tool to help them take the first steps toward a mentoring relationship without any commitment. This booklet excerpts features from the quarterly newsletter, MENTOR, published by Maureen Walters.

"What is Mentoring?" helps adults grasp the concept and need for mentoring among at-risk youth. For more information, or to receive a copy of "What is Mentoring?" or the newsletter MENTOR, call 913-362-7889 or write MENTOR, 6900 West 72nd Terrace, Overland Park, KS 66204.

The Chicago MOST Initiative is offering Program Enhancement Grants to Emerging Programs, and Collaborative Projects, and Cultural Collaboratives to those who qualify through its application proposal.

A three-year initiative funded by the DeWitt Wallace-Reader's Digest Fund, its goal is to improve and expand school aged child care services in the City of Chicago. Programs must apply for one of the two types of funding. Multi-site agencies must submit a separate proposal for each site. Grants of up to $5,000.00 will be awarded each year. Eligible applicants include agencies, organizations and individuals (and collaboratives of the same) serving youth ages 5-13 in the city who have proven program capability.

Chicago MOST is also proposing to list programs serving young people in the Internet to help parents and volunteers find programs.

To be listed, or to receive a proposal application or more information, call the Chicago MOST office at 312-769-9545.

"BREAKTHROUGH, The Changing Face of Science in America," a six-part television series profiling 20 contemporary African American, Latino and Native American scientists and engineers, will be presented at 8 p.m. April 8, 15 and 22 on PBS (Channel 11 in Chicago).

Produced by Blackside, Inc., this series also includes an outreach initiative where viewers will be offered the opportunity to receive information on science education programs; printed and electronic information on the series; copies of an activity guide; condensed versions of the series for classroom or program use; career exploration kits and more.

Beginning March 11, 1996, viewers can call toll-free 1-800-BIG BREAK to be mailed or faxed further information on the series. Producers can also be reached on the internet at www.blackside.com.

To include your organization in T/MC NETWORK NEWS, please send a 50-word paragraph to Dave Whitaker, Cabrini Connections, 535 W. Chicago Ave., Suite 21N, Chicago, IL 60671 or fax your 'news' to Dave at 312-467-7542.

Do You Know A High School Junior Who Would Make A Great Teacher?

Nominate that student to become a Golden Apple Scholar of Illinois.

Scholars receive

Financial Assistance Mentoring by Award-winning teachers

Four summers of workshops and teaching internships

Nominations for 1997 Scholars open February 10, 1996, and must be submitted by a teacher, counselor, principal or non-family member adult (tutor/mentor) by July 31, 1996. To receive a nomination form, or for more information call the Golden Apple Foundation at 312-407-0006.

Need More Volunteers?

If your tutor/mentor program is short of volunteers, fax a program description, including dates and times of meetings, to the T/MC at 312-467-7542. As volunteers call, we will refer them to you for an interview and application.

SUGGESTED READING!

Corporations in the Community

An Evaluation of the General Mills Employee/Retiree Volunteer Program

Corporate volunteer programs are an increasingly important resource for meeting community needs and solving problems across America. Corporate volunteer programs offer companies the opportunity to strengthen ties with their communities. They also provide employees and retirees with opportunities to exercise leadership, develop skills and achieve personal satisfaction through meaningful community service.

Tutor/mentor programs reading this report are going to be a step ahead of the competition in building corporate partnerships. The more a program understands the company, how it values community connections, how these partnerships can benefit programs, the more successful you will be in establishing and sustaining these efforts.

For a copy, call or write the Points of Light Foundation, 1737 H Street, N.W., Washington, DC. 20006. Phone 202-223-9186.
Following are excerpts from some of the outstanding information-sharing workshops presented at the November conference. Full copies of these, along with presentations from other workshops and previous conferences are available at the T/MC Library, located at 535 W. Chicago Avenue, 21-N.

If you were unable to attend the conference, a visit to the T/MC Library will give you the opportunity to borrow from conference presenters, and to build your program from the hundreds of tutor/mentor case histories on file. For information, call Gena Schoen, 312-467-2889.

10 Steps to a Successful Tutor/Mentor Program

Barbara Steinbeigle, Program Facilitator of the Bridges To the Future Program at Northeastern Illinois University led conference participants through the minefields of establishing a tutor/mentor program. Included in her presentation were the steps to success and a few important guidelines for tutor/mentors (see sidebar).

1. Set realistic expectations. Tutor/mentor programs are not for all youth. Define your population based on the skills, resources and commitments of staff and volunteers.

2. Volunteers should understand that: they are making a commitment to the program and to the student; that frustration is part of dealing with others; and they must be open, flexible and non-judgmental.

3. Studies conclude that the most successful tutor/mentors include individuals who enjoy spending time with young people, but do not feel "compelled" to save youth from drugs or gangs — which may be unrealistic expectations in some cases.

4. Enlist home support. Keep parents and students informed about the program and its goals — an on-going basis.

5. A minimum of one meeting a week for a few hours is recommended. If one goal of the program is a meaningful relationship and another is academic achievement, then this frequency of meeting is irreducible.

6. Let the first meeting be a structured, social, get-acquainted event, like a pizza party. This will absorb initial nervous energy, provide conversation and diffuse the stigma of receiving help.

7. The most important single ingredient and support for tutors/mentors is field staff, an individual or individuals who are in contact with students, mentors, school and family. They can monitor the program and give support and encouragement to the students.

8. Such staff person or program director will find it helpful to provide a list of activities for students who claim they have no homework. Activities like reading aloud, paraphrasing, short story writing and simple math.

9. Volunteers need emotional support and an opportunity to share experiences on common solutions to common problems. They need to be assured that what they are doing is valuable even if at times it is frustrating and seemingly fruitless. Without such support, programs will experience high volunteer attrition rates.

10. Schedule a regular weekly meeting time and place. Provide activities for the group, and for individual student-volunteer pairs.

For more information, call Barbara at 312-733-7330, x482.

FALL CONFERENCE LEADERS

- Kevin Bullard - After School Action Programs
- William Burns - Blue Gargoyle
- Ashley Dearborn - Volunteer
- Maxine Duster - WTS
- Mark Edinburg - Chicago Fire Department
- Tim Henry - FRIENDS FIRST, Mercy Home for Boys & Girls
- Noelle Himes - Public Comunications, Inc.
- Joseph McCoy - Cabrini Connections
- Barbara Pace - Volunteer
- Linda Rico - Chicago Bar Foundation
- Gena Schoen - (Conference Manager) Cabrini Connections
- Kiwanis Thomas - Chicago Fire Department
- Dave Whitaker - Cabrini Connections

THANK YOU ALL!
**LEADERSHIP CONFERENCE**

Make the most of your public relations

With all the work it takes to keep track of kids, recruit volunteers and balance budgets, not-for-profit organizations often have few resources left for public relations. Ironically, public relations can often make these other tasks easier.

Being well-known makes it easier to raise money, attract staff and volunteers and get the word out about your services. The first step in getting your organization's name in the news is to think about why you want media and what audiences you are trying to name in the news is to think about why you want word out about your services.

Profit organizations often have few resources to make the most of left for public relations. Ironically, public relations include strong human interest.

Your message should highlight what is unique about your group and why your story is important to others. Look for events that will make your story timely and tie it to larger issues.

Create a basic set of information that will enable reporters to understand your organization quickly — a fact sheet that outlines the need for your services and a one-page description of your organization that explains what you do, who you serve and gives some real-life examples of how you make a difference in people's lives.

Now, identify those reporters who cover issues related to youths and give them a call. Tell them briefly why your story is news worthy and offer to send them more information. If reporters aren't immediately interested, offer to be a resource when they need information for other stories, and ask if you can call them again to update them on your organization. It may take some time to break in, but don't give up.

For more information, call Cheryl Bardoe at Valerie Denney Communications, 312-408-2380

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**THE ACCESS ADVANTAGE:**

Making Television Work For You

A primary marketing tool of many Chicago-area not-for-profits, including the T/MC, is the cable television stations of the Chicago Access Corporation. Takumi Iseda of Chicago Access demonstrated the effectiveness and advantages of such promotion.

Maximize your exposure

CAN TV reaches more than 340,000 households in Chicago. All cable subscribers in Chicago receive CAN TV channels.

**Target a Specific Audience**

Messages can be designed to reach particular ethnic, language or special interest groups.

**Control the Content**

You determine the message, not a network producer, news editor or program sponsor.

By the time CAN TV nonprofit services are easy to use and designed to meet your needs without requiring a large investment of staff time.

**Save on Cost**

CAN TV is low cost, sometimes requiring no more than $50 annual membership fee before you can begin to use the services. Channel time is free. Training and facilities are available at low or no cost.

**Reach Your Goals**

CAN TV services can be used for client and volunteer recruitment, public education, outreach and other purposes.

Work With Professionals

CAN TV staff offer free consultations about your specific needs, making sure the services you choose will help meet your goals. Training and technical support facilitate your successful use of CAN TV services.

For more information, call Takumi Iseda at Chicago Access, 312-738-1400.
Strategic planning forges direction in effort to avoid elusive obstacles

McMickle advised approaching the team with the assumption that they are geniuses capable of accomplishing anything. He suggested each individual of the team make bold promises, have big dreams and be held accountable for their part in that dream.

After the preliminary steps have been taken, McMickle advised the planning process be mapped out using a "From the Future" perspective. Taking the program or project you plan to launch or improve, envision it at full strength at a point in time in the future. Beginning with that farthest time period, say five years, you then work backward. From the perspective that the final result has already happened, you can determine what needs to have happened (the more detail, the better) in the fourth year, the third year, etc. leading up to that end result.

When reaching year one, the successful periods break down into months, weeks and days. Finally the question begs, What needs to happen today?

This entire process, McMickle said, should be continued each year. "As you do the thinking 'From the Future', you will illuminate areas where actions can be taken and pitfalls can be avoided which otherwise would not be discovered until after the fact, usually costing valuable time and other resources."

For more information about Strategies Unlimited, call Paul McMickle at 312-409-1986.

Support Center offers strategic planning workshops

The Support Center of Chicago also offers opportunities to bolster your organization's strategic planning through their Neighborhood Training Series.

From February 5th to 7th, the Series will be held at Arts Bridge, 4753 N. Broadway, Suite 918, and include; Recruiting and Retaining Volunteers, Developing Effective Boards, Fundraising Techniques and Approaches, and The Basics of Planning.

February 13, 15, 20 and 22, the Series moves to the Pilsen YMCA, 1608 W. 21st Place, and includes; Developing Effective Boards, Team Building, Fundraising Techniques and Approaches, and The Basics of Planning.

All workshops run from 9:30 a.m. to 12:30 p.m. Half-day sessions are $25, $20 for SCC members. For more information, call 312-606-1530.

Corporate Corner

Many corporations, big and small, are actively involved in tutoring, mentoring, school-to-work, Youth Motivation, Junior Achievement and other forms of school and after-school-based programs. Many are listed in the Tutor/Mentor Directory.

However, many programs still operate in isolation, not yet participating in the networking of tutor/mentor programs and the opportunities of building better programs by sharing effective strategies. This not only causes those programs to work harder to develop effective solutions, it denies others the opportunities to learn and be motivated by successes of others.

In future issues of the T/MC Report, as well as in future T/MC conferences, we'd like to profile successful business programs, while we continue to profile other examples of successful tutor/mentor programs.

We would also like to become part of your planning as you respond to the need to develop new programs in neighborhoods where few programs now exist and as you develop volunteer recruitment and recognition strategies at your company. If you would like to be a T/MC Partner in this effort, or profile your company's program in a future newsletter, please call the T/MC at 312-467-2889, or fax your information to 312-467-7542.
'95 T/MC progress

continued from Page 8

9. MEDIA RELATIONS
The T/MC's promotion and media relations campaign seeks to identify additional tutor/mentor programs in the city, gain public attention for successful tutoring/mentoring programs and the need for more programs, and to increase awareness of the positive outcomes of these types of programs for inner-city children.

In 1995 this expanded to a volunteer recruiting campaign on public TV and a letter-to-the-editor campaign, with programs from around the city writing T/MC developed letters advocating for support for programs in each neighborhood. In addition, the 1995 Illinois Kids' Count, issued by Voices for Illinois Children, includes a two-page spread advocating for tutor/mentor programs.

An audience of more than 5 million Americans has already been reached with T/MC news. Multiple tutor/mentor stories have appeared in the Chicago Tribune, The Chicago Sun-Times, WMAQ-TV, WBBM-TV, Chicago Access TV, and numerous neighborhood newspapers, including the Chicago Defender, Daily Southtown, and the North Loop News.

10. MEASUREMENT
The number of programs identified through the T/MC has grown to over 220 sites in just two years. In total these sites still serve a small percent of the 200,000 at-risk school-age kids living in Chicago. The 120 programs who responded to the 1994 survey reported less than 12,000 total kids in their programs.

Yet, we believe this number is growing, as a result of T/MC efforts to support new start-ups, recruit volunteers, provide media support and visibility and provide training and networking opportunity for programs that we have located.

However, the map of Chicago still tells a bleak story. In many neighborhoods there are no programs, or no programs for specific age groups. It is only by drawing on a growing commitment of the Chicago and suburban community, including business, churches and individuals, that next January we will be able to look at a map that shows increases in tutor/mentor programs, in every neighborhood.

That is our goal.

T/MC maps show where programs are and where more are needed in Chicago.

EXTRA STEP --- FUNDING SUPPORT FOR TUTOR/MENTOR PROGRAMS

The original marketing plan developed by Cabrini Connections did not provide a funding stream to support tutor/mentor programs throughout Chicago, with funding commitments for well-managed programs provided on a continuous year-to-year basis for the time it takes for a child to become an adult. In 1995 the Chicago Bar Foundation accepted this role and has become the first business foundation to advocate for tutor/mentor programs, recruit volunteers and organize volunteer involvement and raise and award money to programs. On November 8th at a breakfast hosted by the Chicago Bar Association, $21,000 in grants were awarded to 16 different tutor/mentor programs. A second round of grants will be awarded in spring 1996.

To learn more about the Lend A Hand Fund at the CBA, call 312-294-9411.

'96 T/MC calendar

Two conferences plus a city-wide recruiting campaign

JAN/FEB. - Volunteer Recruiting and Reinforcement Campaign
- You Can Make a Difference will be the theme of a campaign that reaches prospective and current volunteers through in-company newsletters, association and alumni magazines, church bulletins, etc.

FEB 9 - Chicago Bar Foundation "Fat Friday: Mardi Gras in the Loop"
- A great party! Bring a friend. A portion of funds raised go to the Lend A Hand Fund which supports tutor/mentor programs in Chicago. Call 312-294-9611 for reservations.

MAY 17, 18, 1996 — Tutor/mentor Leadership Conference at University of Illinois at Chicago, Co-sponsored by Institute on Disability and Human Development at the University of Illinois at Chicago! Call 312-467-2889 for Early Registration Discount.

JUNE- 1996 T/MC Annual Survey Directory UPDATE
- This is the annual update of information that goes in the T/MC Directory. We need a survey from every program! As you end your tutoring year and summarize your participation and attendance results, plan for the T/MC survey. For an advance copy of the survey questions, call 312-467-2889.

AUG.- Begin T/MC Citywide Back-to-School Volunteer Recruiting Campaign (In partnership with the United Way / Crusade of Mercy Volunteer Center)
- Programs who recruit volunteers via Chicago Access TV4 must provide information to T/MC by August 1. Listings run entire month of September.

SEPT. - TUTOR/MENTOR Volunteer Recruiting Fairs - FRIDAY, September 6
- Volunteer recruitment campaigns will be simultaneously held at dozens of sites throughout Chicago and the suburbs, mobilizing Chicago's media to encourage an outpouring of volunteer prospects. Companies who wish to host fairs and programs which want to be represented, look for information in upcoming T/MC Reports, or call 312-467-2889.

NOV. - Tutor/Mentor Week: Nov. 10-16
- Be part of the 1996 effort to recognize and raise funds for Chicago's tutor/mentor programs, volunteers and students. Co-sponsored by the Chicago Bar Foundation. Call for information.

NOV. - Fall Tutor/Mentor Leadership Conference - November 15-16
- Last year over 180 volunteers and program leaders attended. Plan to be there.

Saturday, November 16 - Tutor/Mentor Training Workshops at the T/MC Leadership Conference

WATCH THIS COLUMN FOR CALENDAR UPDATES
1995 Tutor/Mentor Connection Results

"We all need to take more responsibility. In the weeks and months ahead, I want this entire city mobilized and committed to a citywide crusade for children. Nothing else we do will ever be as important."

Mayor Daley, State of the City address, 1994

The T/MC 10-point plan is intended to increase tutor/mentor opportunities for children throughout Chicago and fill a citywide leadership void that has existed for many years. It reaches out to neighborhood tutor/mentor programs and says, "How can I help you succeed?" And to business and public media and says "You must help them."

Following is a recap of 1995 accomplishments. If you would like a more comprehensive review of these results, or a Cabrini Connections Annual Report, which shows how these activities are financed, please call 312-467-2889.

1. DATA GATHERING
   The number of tutor/mentor programs located through the T/MC's 1994 and 1995 neighborhood survey has grown to nearly 270 tutor/mentor programs, and 220 program sites in Chicago. However, the results from the first 120 surveys returned indicate that less than 10% of Chicago's nearly 200,000 at-risk school age kids currently participate in tutor/mentor programs.

   In addition, T/MC maps show that existing programs are unevenly distributed throughout the city, with many neighborhoods having virtually no programs, and many more neighborhoods having voids of programs for different age groups (elementary school, middle school and high school.)

2. DATA MAPPING
   Northern Illinois University's Department of Geography joined the T/MC to develop maps showing where programs are most needed, and to help programs, sponsors and support groups connect with each other. In addition, IBM donated $10,000 and two IBM PC's, and ESRI and WESSEX each donated mapping software the T/MC will use in 1996 to increase the range of maps available.

3. DATA APPLICATION
   T/MC maps and directories are used by programs, companies and the T/MC to focus volunteer recruiting, build partnerships and create new programs in neighborhoods where no programs exist. One new effort, a corporate sponsored tutoring program, was launched by Helene Curtis in 1994 in a West Side neighborhood which previously showed no tutor/mentor programs.

4. PROGRAM PROMOTION
   In 1995 the T/MC developed a campaign with Access TV, the United Way and the Chicago Bar Foundation to help recruit volunteers and to increase corporate support for tutor/mentor programs. More than 1,000 potential volunteers responded to the September volunteer recruiting campaign.

5. CORPORATE INVOLVEMENT
   "Adopt-A-Neighborhood" is the T/MC message to corporations, universities, churches and professional organizations. Groups already invested in school-based programs have tremendous potential to expand their commitment to a school, after-school, sponsor triangle, offering support in the after-school hours to kids in desperate need for positive role models and alternatives to gangs, drugs and negative influences. In 1995, the Chicago Bar Foundation, Corporate Volunteer Council of Chicago and a growing number of individual companies developed partnerships with the T/MC.

6. CITY-WIDE CONFERENCE
   Since May of 1994 the T/MC has hosted four citywide tutor/mentor leadership conferences to share proven tutoring and mentoring strategies and encourage networking among program leaders. The May 1995 conference at the Robert R. McCormick Boys & Girls Club drew 150 leaders of 80 Chicago area tutoring and mentoring programs. The November conference at the Chicago Fire Department Academy drew 182 leaders and volunteers from over 93 programs, including groups from Kansas City, MO and Quincy, IL. The University of Illinois at Chicago will co-sponsor the May 1996 conference.

7. TRAINING
   T/MC conferences provided hands-on training to tutors and mentors from programs throughout the city. In addition, the T/MC has provided consultations and referrals to more than 600 callers in 1995, while building a "Donors Forum-type" library of tutor/mentor program case histories, which serves as a one-stop shopping point for individuals and programs seeking to borrow from the good ideas of others.

8. DIRECTORY OF PROGRAMS
   More than 3500 copies of the T/MC Directory of tutoring and mentoring programs was distributed in 1995 to educators, business leaders, prospective volunteers and government and community leaders throughout Chicago. Many companies report using the directory to refer volunteers to tutor/mentor sites around the city and the Chicago Bar Foundation, United Way Volunteer Center, Board of Education and Mayor's Office are all also using the directory as their primary reference source for after-school tutor/mentor programs in the city.