



The James S. Kemper Foundation Annual Report, 2009



Kemper Scholars of the class of 2011 pose for a group photo during an outing to the newly-opened Modern Wing of the Art Institute of Chicago in June, 2009. Eighteen Kemper Scholars spent the summer in professional internships at Chicago non-profit organizations.



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Mission and Philosophy

The fundamental philosophy of the James S. Kemper Foundation is that a college-level education in the liberal arts represents the ideal preparation for life and work, especially for careers in administration and business. The mission of the Foundation is to promote that philosophy.

In 1942, James Scott Kemper, founder of the Lumbermens Mutual Casualty Company and related Kemper insurance companies, established an independent private foundation. The Kemper companies provided significant financial support to the Foundation's endowment during its first 25 years. Today we remain committed, like the Foundation's founder, to helping shape the future leaders of American organizations.

Since its inception, the Foundation has concentrated on funding projects related to higher education. A special internship/scholarship initiative operated by the Foundation, the Kemper Scholars Program, has flourished since 1948 and celebrated its 60th anniversary year in 2007-2008. The Foundation has also expanded its activities to include educational project grants and support for certain educational programs for college students at cultural institutions in Chicago.

In 2004, the Board of Trustees determined that future grants will be made to small, private undergraduate colleges, for projects with a particular emphasis on liberal arts education and its relationship to administration, business, and leadership. The Kemper Scholars Program has been modified to provide broader opportunities to college students at fifteen partner institutions, all of them private. The Foundation continues to provide support for college student opportunities through grants to colleges and universities and grants for arts management internships at Chicago area arts and cultural organizations.

From the President and Executive Director

Dear Friends of the James S. Kemper Foundation,



I would feel particularly creative if I could find a way to write an introduction to the James S. Kemper Foundation's 2009 annual report without mentioning the global economic recession with which we are all dealing. In fact, however, its fallout has had a significant impact on the activities of this Foundation in the past year, the end of our 60th anniversary year.

As it has been since the inception of the Foundation over 60 years ago, our major commitment continues to be the Kemper Scholars Program.

Consequently, the Kemper Scholars Program receives priority in the Board's spending policy. Despite assets considerably reduced by the drop in the value of investments, therefore, the Foundation was able to commit the level of funding needed to maintain scholarships for students and the high standards of the program.

On the contrary, however, the Foundation's budget for annual grants to colleges and universities and to Chicago area arts and culture organizations was considerably reduced. This year the Foundation was able to make a small number of reduced grants to some Chicago area arts and culture organizations and none to colleges and universities. Among those organizations receiving grants were the six hosts of the Kemper Fellows Program: Chicago Chamber Musicians, Court Theatre, Hubbard Street Dance, Chicago, Pegasus Players, The Ragdale Foundation, and Silk Road Theatre Project. Each organization has received a grant from the James S. Kemper Foundation to support it in continuing to provide arts management internships and to fund stipends for student interns.

Besides their work to educate college and university students through work experience in arts management, the Kemper Fellows Program organizations held an event at the Chicago Cultural Center on the topic of how best to use internships to develop college students into the next generation of managers and leaders with special attention to managing arts organizations and non-profits.

This year like last year, as a means of assessing the Kemper Scholars Program's ability to meet its goals, the Foundation conducted face-to-face formal exit interviews with each graduating senior scholar. The students' assessments of the program and what they learned from it were uniformly very positive. In addition, the kinds of things students report learning and the benefits they received line up exactly with the stated goals for the program.

The following points were made by at least half the graduating seniors:



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- Nearly every senior mentioned that one of the major benefits of having been a Kemper Scholar was how much the experience assisted them in both broadening and refining their ideas about future careers. A number of students who had never considered working in business or in organizational leadership now plan to do just that. The multiple experiences of the program with exposure to both non-profit and for-profit settings and the interactions with the other scholars and with Foundation staff were the causes scholars gave for their growth in this area.
- Most students remarked that when they came into the program they thought the most valuable thing would be the scholarship contribution. As one student put it, “That turned out to be the least of what I got even though it was a very substantial help.” They noted that they had not understood what it would mean to be “mentored” by Foundation staff and internship supervisors, but found that to be one of the most educational and valuable experiences, especially with regard to forming and accomplishing personal goals.
- Every senior scholar mentioned, in one way or another, what were for them two valuable parts of the Kemper Scholars Program: (1) How much the other students in the program taught them and how much the other Kemper Scholars motivated them to achieve more than they otherwise would have. (2) How much they had grown in confidence through having had opportunities to experience a professional career setting, to live in a large city, and to help select and mentor younger Kemper Scholars.
- A large majority of seniors noted that the Kemper Scholars Program had shown them how valuable their academic liberal arts education had been in preparing them for leadership and at the same time how experience in the professional world was necessary to their discovering that fact. Many seniors said that the program had helped them to begin to “think like a professional.”

Uniformly the interviewed students asserted that the Kemper Scholars Program had been much more significant than they ever expected it to be in their development as leaders and young professionals. Those of us connected to the James S. Kemper Foundation are pleased that the Kemper Scholars Program in its current form clearly accomplishes the goals of the Foundation in the long tradition of the program’s history.

Over the past few years a number of Kemper Scholars Program alumni and current Kemper Scholars have asked for ways to make contact with alumni. And Foundation staff have wanted a way to help current Kemper Scholars make contact with alumni for networking and mentoring. Because of issues of incomplete contact information and our commitment to maintaining scholars’ privacy, we have been unable to act as direct conduits or intermediaries for such contact. Fortunately during the past year we have discovered a solution: creation of a social networking site similar to Face Book or My Space but limited to current Kemper Scholars and alumni.

The Kemper Scholars Network went “live” in November at www.mykemper.org. The initial response has been very good. There are about 150 approved members already, and communication among them has been strong. A number of career-specific interest groups help



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alumni and current scholars make contact around career networking and mentoring issues. Some current scholars report that it has enabled them to network with alumni who have helped them locate internship possibilities at their work sites.

So despite the unfortunate limitations created by the economic recession, the James S. Kemper Foundation has been able to continue accomplishing its mission and to support fully its flagship program, the Kemper Scholars Program.

The wisdom of James S. Kemper, Sr., the creator of the Foundation, and that of its early leadership in focusing on the value of a liberal arts education coupled with experiential workplace education continues to be as relevant in the 21st Century as it was 60 years ago. Broadly educated, curious, and committed college graduates who have been encouraged to be reflective about the meaning of work and about how their approach to career, lifelong learning, and service affect the common good are more necessary than ever to the success of America life.

James S. Kemper's daily experience with the insurance industry led him to observe in 1967 "Education is a kind of insurance. It enables the individual to draw on the experiences of the many to live with integrity, dignity, and usefulness." Committed to lifelong learning, Ambassador Kemper understood that there is learning that comes from the classroom and learning that comes from firsthand experience. The Foundation he began created the Kemper Scholars in hopes of bridging these types of education and helping students benefit from those already working in the professional world.

In this tradition, the James S. Kemper Foundation's goal both through the Kemper Scholars Program and through all its grantmaking is to support endeavors which help students gain a broad liberal arts education and receive opportunities to apply it through experience in the professional worlds of business, administration, and management. In the past year, projects and programs supported by the Foundation have been very successful at accomplishing this goal.

Kemper Scholars who completed their sophomore year this past spring came to Chicago to work in internships in some of the country's leading not-for-profit arts, culture, civic and social service organizations. They have been given challenging professional assignments and have been mentored by committed supervisors, sometimes the chief officers of the organizations.

Kemper Scholars who have completed their junior year served in challenging internship positions in for-profit companies throughout the United States and overseas. Graduates have found places in highly-regarded graduate programs, have secured jobs that use their considerable skills, and have entered national service through such opportunities as the Fulbright Program and Teach for America.

Higher education and arts and culture grantees have likewise created opportunities for students to connect liberal education and professional life. We are especially proud of those grants, such the ones at Bucknell University, Augustana College, and Misericordia University, among others,



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which have permitted students of limited economic means to have opportunities for summer professional internships. We are grateful to the committed organizations which have helped us further the Foundation's mission by their creative ideas and careful execution of funded projects.

And we are both grateful to and proud of the young men and women who are Kemper Scholars, current and former. Their energy, intelligence, integrity, and hard work have helped this Foundation make its greatest and most lasting positive impact on the United States and its future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ryan A. LaHurd', written in a cursive style.

Ryan A. LaHurd, Ph.D.
President and Executive Director

The Kemper Scholars Program

**. . . over 60 years of shaping
 America's organizational leaders**

“Education is a kind of insurance. It enables the individual to draw on the experiences of the many to live with integrity, dignity, and usefulness.” James Scott Kemper, 1967

In 1912, James Scott Kemper founded an insurance company based on responsibility, understanding, and integrity – values which ever after marked the Kemper Insurance Companies. As the quotation above from the James S. Kemper Foundation’s 1967 annual report shows, Mr. Kemper placed a high value on the communal nature of education. He compared education to what he knew best: insurance. He understood that becoming an educated person depends upon one’s access to the shared repository of learning, much the same way that insurance lessens one’s risk by having many people contribute to a repository of resources upon which those who have suffered a loss can draw.



James Scott Kemper, Sr.

The repository of human knowledge and experience is, of course, accessible through reading, study of books and works of art, and through the labor of teachers. But James Kemper also knew learning comes by one’s being actively involved with a mentor in gaining active experience in the world of work. This philosophy encouraged the creation of the Kemper Scholars Program in 1948.

The program prepares students for leadership and service, especially in the fields of administration and business. The Foundation believes that undergraduate study of the liberal arts offers the best preparation for life and career; thus the program aims to promote education in the liberal arts while



providing opportunities for career exploration, practical experience, and professional growth.

Benefits for the Scholars

Kemper Scholars receive scholarship financial assistance for three years of \$3,000-8,000 a year depending on demonstrated need as calculated by their school financial aid office and based on FAFSA forms.

Scholars receive \$2,000-\$6,000 in summer project stipends for two years.

They attend the annual Kemper Scholars Conference for three years.

Scholars are placed in an internship at a non-profit organization in Chicago during their post-sophomore year summer.

Scholars design and propose their own post-junior year summer internship at the for-profit company of their choice according to program guidelines.

Summer Project Support

Kemper Scholars receive up to \$6,900 stipends for work in major nonprofit organizations in Chicago during the summer following their sophomore year and to cover related living and travel expenses. After discussions with Foundation staff, Scholars will be placed in full-time administrative positions where they can learn about financial management, organizational strategy, fund-raising, and non-profit administration. Because the Kemper Foundation has relationships with many major non-profit organizations in Chicago, positions can be offered in a wide variety of fields. Students have completed internships at such organizations as the Art Institute of Chicago, the Chicago Historical Society, the Joffrey Ballet, the City of Chicago Mayor's Office, Lookingglass Theatre, Chicago Volunteer Legal Services and WTTW public broadcasting.

Scholars live in furnished apartments in the same residence building and participate in a weekly seminar while having many opportunities to explore the Chicago metropolitan area's educational, cultural, nature, sports, and entertainment offerings.

During the summer following the junior year, scholars are eligible for grants in support of for-profit company internships ranging from \$2,000 to \$6,000 (level of support depend on expenses associated with the internship and whether internships pay a salary). While the scholars' summer activities must relate to their educational or career goals, scholars will have great choosing their summer internship in terms of location and sector.

Foundation-Sponsored Activities

Each fall, the Kemper Scholars attend a national conference to discuss summer projects, meet with former Kemper Scholars, and consider topics in administration, leadership and business. They periodically read and discuss major works on leadership, service, ethics, or business, and they meet quarterly (usually by phone) with Kemper Foundation staff. These meetings focus on



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the scholars' academic and professional goals, as well as their hopes for future internships and learning opportunities.

Eligibility

Only students at Kemper Scholar Institutions (listed below) are eligible to become Kemper Scholars. Colleges and universities must be invited by the Foundation to become a Kemper Scholar Institution.

Agnes Scott College, Decatur, Georgia
Beloit College, Beloit, Wisconsin
Knox College, Galesburg, Illinois
La Salle University, Philadelphia, Pennsylvania
Lake Forest College, Lake Forest, Illinois
Millikin University, Decatur, Illinois
Pitzer College, Claremont, California
Southwestern University, Georgetown, Texas
University of the Incarnate Word, San Antonio, Texas
Ursinus College, Collegeville, Pennsylvania
Valparaiso University, Valparaiso, Indiana
Xavier University of Louisiana, New Orleans, Louisiana
Wake Forest University, Winston-Salem, North Carolina
Washington and Lee University, Lexington, Virginia
Willamette University, Salem, Oregon

Candidacy

Eligible candidates must be first-year students enrolled full-time at a Kemper Scholar Institution. The Kemper Foundation is looking for unusually mature students with broad interests and a record of academic achievement, extracurricular activity, community service, and leadership ability. Successful candidates will have a commitment to the liberal arts and will maintain at least a 3.00 grade point average. They will have an interest in exploring careers in administration and/or business. The Foundation hopes to foster future leaders who pursue a vigorous, broad undergraduate education while participating in community service, engaging in campus activities, and exploring their vocational calling outside the classroom.

The Foundation commits financial support and personal assistance to each Kemper Scholar. Scholars commit themselves to regular contact with the Foundation, service in their community, participation in foundation-sponsored activities, and the sophomore summer in Chicago.

Students apply for the Kemper Scholar Program through the coordinator at their local institution. The local campus committee screens applicants and selects finalist candidates. Following its interviews with the finalists, the Foundation normally selects one Kemper Scholar at each



college each year.

Colleges and Universities Grant Guidelines (Revised Summer, 2009)

NOTE: The grant program and guidelines may change during the fiscal year because of economic conditions.

The mission of The James S. Kemper Foundation is to promote liberal arts education as an ideal preparation for life and work, especially in organizational leadership and administration and in business.

The Foundation focuses its support primarily on small, private liberal arts colleges, though it maintains a secondary commitment to undergraduate opportunities at Chicago's cultural organizations. The Foundation partners with fifteen private colleges in a special scholarship/internship program, the "Kemper Scholars Program." Annually, it also makes project grants to small private colleges and to some of Chicago's cultural organizations to support projects and programs which further its mission.

Current Interests

The Foundation supports projects that enable, enhance, or promote connections between liberal arts education and experience in not-for-profit and for-profit organization leadership and administration and in business with the goal of better preparing liberal arts students for leadership and career primarily through experiential education. Traditional internship programs may qualify, but the Foundation is more interested in new and creative experiential connections between liberal arts and business which will directly benefit students, especially students whose financial means would not otherwise allow them to have such experiences. The Trustees contend that undergraduate students should be broadly educated, so approved proposals will generally involve students from a variety of academic areas. They also recognize the value of complementing academic experience with various hands-on activities, especially off-campus experiences and internships, which enrich students' education and prepare them for careers. Finally, they believe that students should recognize their civic obligations to society and have a strong interest in education in ethics.

Application Process for Project Grants

Annual grants typically range from \$10,000 to \$50,000 (\$5,000 to \$25,000 for cultural organizations). The Foundation avoids committing itself to grants paid out in multiple years although grant recipients may spend funds over more than one year and may reapply for future grants. Any accredited, small (undergraduate population 3,500 or less), non-profit, private U. S.



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college is eligible to apply for a grant; preference will be given to liberal arts colleges. Proposals from Chicago cultural organizations will also be considered; separate guidelines for such organizations follow. Only public charitable organizations with 501(c)(3) status of types 509(a)(1) or 509(a)(2) will be funded.

Proposals from other sources, including 509(a)(3) organizations of any type, public institutions, larger universities, international organizations, and cultural organizations outside the Chicago area are ineligible. Religious colleges are eligible insofar as a project's aim or outcome is not specifically religious or denominational. Capital and endowment projects are generally not considered or funded.

The application process has two required steps.

Pre-proposal letter of inquiry: First, all applicants must send a brief letter of inquiry to the Foundation, describing the project's activities, goals, and budget. The letter of inquiry should be no longer than three pages and should be sent as an attachment to an email. To be considered, letters of inquiry must be received by the Foundation no later than October 15 (or the following business day if October 15 falls on a Saturday or Sunday), but preferably before that date to give staff time to review it and respond helpfully. Depending on time and the letter of inquiry, Foundation staff may suggest revisions, clarifications, or amplifications prior to submission of a final proposal. If the proposal fits within the Foundation's current interests and guidelines, the applicant will be invited to submit a full formal proposal by December 1.

Important note: As a result of recent federal legislation (the Pension Protection Act of 2006), private foundations now face significant tax issues if they fund certain types of charitable supporting organizations. Pending further clarification from the IRS, the James S. Kemper Foundation will fund no 501(c)(3) organization which is classified as a 509(a)(3) type charity.

To comply with the Foundation's need for due diligence, organizations applying for grants must include with their pre-proposal inquiry a copy of the organization's IRS determination letter, which should not only confirm the tax exempt status under Section 501(c)(3), but should also indicate the section of the Internal Revenue Code under which the organization qualifies for treatment as a public charity. This must be either Section 509(a)(1) or 509(a)(2). Applicants should also certify that the determination letter is still accurate and in force. If the IRS determination letter is silent on the issue of the organization's public charity status, i.e., specifying Section 509(a)(1) or 509(a)(2), the applicant organization will need to provide another means to confirm its public charity section. Note that the IRS advises that an organization's specification of its charity type on its 990 tax form does not constitute acceptable confirmation.

Final Proposal (by invitation only): A final proposal due no later than December 1 should include the following:

- Clarification of status as a Section 509(a)(1) or 509(a)(2) public charity unless acceptably completed at the time of the pre-proposal letter;
- Most recent audited financial statements;



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- Evidence of institutional approval of the proposal by signature of an officer;
- A concise description of the applicant organization;
- A narrative description (in no more than ten single-spaced pages) of the perceived need that the project meets, the project's goals and activities, and their relationship to the mission of the proposing institution.

In addition, this narrative should address the following:

- How the project will benefit liberal arts students at the proposing institution and elsewhere. Is it replicable at other liberal arts colleges?
- How the project offers connections between liberal arts education and possible careers in administration and business.
- How the project integrates experience with academic learning.
- How the project demonstrates or promotes the value of liberal arts education generally.
- How this project builds upon previous work at this institution or by others, and how it is new and different.
- How success in achieving the project's goals will be assessed. (Measurable goals are preferred.)
- If the project is successful, will it be continued; and if so, how will it be supported financially?
- Which faculty/staff will supervise and participate in the project, noting how their qualifications are appropriate.
- A budget for the proposed project and, if it is part of a larger project, a budget for the entire project including sources of funding.
- An executive summary of the proposal no more than 50 words long. The summary should begin as follows: “[Organization name] requests [\$amount] to support [project title].” That sentence should be followed by a brief description of the proposed project.

Important note: Beginning with letters of inquiry and final proposals submitted for the FY2009-2010 grant cycle, all correspondence and documents must be sent digitally. No paper documents or hard copies will be accepted. Documents in either MS Word or in PDF are acceptable. Documents which applicants possess only in hard copy, such as IRS letters, should be scanned into PDF and attached.

The Foundation's Board of Trustees normally holds a grant decision meeting in February of each year although such decisions may be delayed for budgetary considerations. For consideration at that meeting, invited formal proposals must be received by December 1 of the preceding year unless invitees are informed otherwise.

Letters of inquiry and formal proposals should be addressed to Ryan A. LaHurd, Ph.D., President and Executive Director, The James S. Kemper Foundation, 20 N. Wacker Drive, Suite 1823, Chicago, IL 60606. They should be submitted digitally via email attachment to dmattison@jskemper.org.

Chicago Cultural Organizations Grant Guidelines

NOTE: The grant program and guidelines may change during the fiscal year because of economic conditions.

Although the James S. Kemper Foundation primarily supports its flagship operational program, The Kemper Scholars Program, and makes grant awards to small, private liberal arts colleges, it also has a secondary goal to provide modest grant support to projects of Chicago's arts and cultural organizations that promote its interests.

Because of the Foundation's longstanding interest in undergraduate students and helping prepare them for careers in management or leadership of organizations, successful grant proposals will typically provide experiential opportunities and internships for college students in a variety of fields, including arts administration and development. The Foundation does not support arts education programs or programs designed to prepare college students for careers in the arts (such as acting or writing) as opposed to management and leadership of arts and culture organizations. Grants may range up to \$25,000. The Foundation avoids committing itself to grants paid out in multiple years although grant recipients may spend funds over more than one year and may reapply for future grants. Capital projects, general operating funds, and endowment requests are not eligible. Only public charitable organizations with 501(c)(3) status of types 509(a)(1) or 509(a)(2) will be funded.

The application process has two required steps.

Pre-proposal letter of inquiry: First, all applicants must send a brief letter of inquiry to the Foundation, describing the project's activities, goals, and budget. The letter of inquiry should be no longer than three pages and should be sent as an attachment to an email. To be considered, letters of inquiry **must** be received by the Foundation no later than October 15 (or the following business day if October 15 falls on a Saturday or Sunday), but preferably before that date to give staff time to review it and respond helpfully. Depending on time and the letter of inquiry, Foundation staff may suggest revisions, clarifications, or amplifications prior to submission of a final proposal. If the proposal fits within the Foundation's current interests and guidelines, the applicant will be invited to submit a full formal proposal by December 1.

Important note: As a result of recent federal legislation (the Pension Protection Act of 2006), private foundations now face significant tax issues if they fund certain types of charitable Supporting Organizations. Pending further clarification from the IRS, the James S. Kemper Foundation will fund no 501(c)(3) organization which is classified as a 509(a)(3) type charity.

To comply with the Foundation's need for due diligence, organizations applying for grants must include with their pre-proposal inquiry a copy of the organization's IRS determination letter, which should not only confirm the tax exempt status under Section 501(c)(3), but should also indicate the section of the Internal Revenue Code under which the organization qualifies for treatment as a public charity. This must be either Section 509(a)(1) or 509(a)(2). Applicants should also certify that the determination letter is still accurate and in force. If the IRS determination letter is silent on the issue of the organization's public charity status, i.e., specifying Section 509(a)(1) or 509(a)(2), the applicant organization will need to provide another means to confirm its public charity section. Note that the IRS advises that the organization's specification of its charity type on its 990 tax form does not constitute acceptable confirmation.

Final Proposal (by invitation only): A final proposal should include the following:

- Clarification of status as a Section 509(a)(1) or 509(a)(2) public charity unless acceptably completed at the time of the pre-proposal letter.
- A budget for the proposed project and, if it is part of a larger project, a budget for the entire project including sources of funding.
- An executive summary of the proposal no more than 50 words long. The summary should begin as follows: “[Organization name] requests [\$amount] to support [project title],” and be followed by a brief description of the proposed project.
- Most recent audited financial statements;
- A description of the project's activities and their relationship to the mission of the proposing organization. This description should also address the following:
 - How will the project benefit undergraduate college students?
 - How will participants be selected?
 - How will the project benefit the proposing organization?
 - Is this a new experimental project, or is it part of the ongoing activity of the proposing organization?
 - How will the project's outcomes be assessed? (Measurable goals are preferred.)
 - If the project is successful, will it be continued, and if so, how will it be supported financially?
 - Is this a new or experimental project, or is it part of the ongoing activity of the organization?
 - Which staff will supervise and participate in the project? What are their qualifications?

Important note: Beginning with letters of inquiry and final proposals submitted for the FY2009-2010 grant cycle, all correspondence and documents must be sent digitally. No paper documents or hard copies will be accepted. Documents in either MS Word or in PDF are acceptable. Documents which applicants possess only in hard copy, such as IRS letters, should be scanned into PDF and attached.



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Class of 2009, Graduating Kemper Scholars

Ben Bryant, Willamette University
BA in Economics

“The Kemper Scholars Program encouraged me to step outside my boundaries and provided me with invaluable work experiences that supplemented my formal education. In addition I was able to form a network of friends and co-workers across the United States. For these reasons, I will be forever indebted to the James S. Kemper Foundation.” Ben Bryant



Christa L. Dominick, La Salle University
BA in Spanish

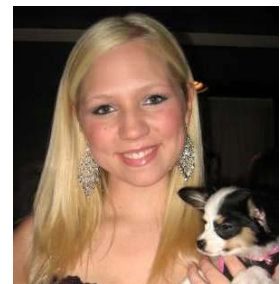


“As a freshman I did not know what I wanted to do with my future, but I knew I wanted to learn. Being a Kemper Scholar allowed me to experience a variety of occupations not only in multiple settings, but in multiple cultures. Having the chance to experience the world of medicine in top-ranked hospitals during the summer in Chicago, and in basic clinics while interning in rural Peru, the Kemper Scholars Program has helped me find my path in international health. Now that I have found my direction, I begin medical school in August.”

Christa Dominick

Stacey Fackler, Millikin University
BA in Communication/Public Relations

"Being a Kemper Scholar has provided me a gateway of unlimited opportunity -- a chance to accomplish and experience things that I had never before dreamt possible. The possibilities for my future are endless, and being a Kemper Scholar has instilled in me the confidence to explore each and every one. I recently decided to defer my graduate school enrollment and move to Chicago. I am confident, despite the state of the current job market, that my Kemper Scholars experience has given me the necessary tools to succeed, and I feel comforted knowing that I'm entering this journey with a great wealth of experience on my side."



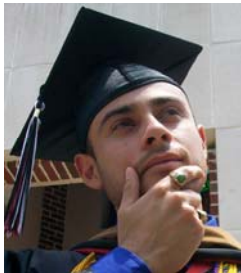
Stacey Fackler

Jared M. Fox, Lake Forest College
B.A. in Politics and Community Organizing/Activism

“Being a Kemper Scholar enabled me to apply what I had learned in the classroom to the real world. I gained invaluable experience in contrasting professional environments - both non-profit and for-profit. I also forged new friendships with some incredible movers-and-shakers. I was forced to create realistic goals, and then follow through on those goals. I have become a better person, and a better leader, from these experiences. I will be joining Teach for America in the fall as a 6th through 12th grade English Language Arts teacher in Greater New Orleans.” Jared Fox



Eduardo J. Galan, University of the Incarnate Word
BBA in International Business



“Being part of the Kemper Scholars Program has taught me a lot about myself and life. The experience has taught me that I don’t always have to be in charge, taking a chance is a good thing, one can always improve, there are several ways to look at things, and life is a challenge -- but that’s what makes life fun. I will take all these life lessons with me as I pursue my MBA and law degrees.” E. J. Galan

Sandra Gonzalez-Gutierrez, Pitzer College
BA in Economics

“Being part of such a well-rounded and sophisticated group of scholars gave me the desire to excel and seek opportunities that I could never have imagined. Throughout my summer internship experiences, I developed a sense of confidence and professionalism with the support and guidance of the program staff and mentors. The opportunities that I was afforded placed me in settings where I was challenged and was able to learn from real-world experiences. I often found myself thinking critically and setting new goals that complemented the feedback I received. Most of all, the Kemper Scholars Program gave me the ability to take pride in myself, solve problems, and fulfill goals. I am confident that the Kemper Scholars Program prepared me for the next chapter of my life.” Sandra Gonzalez-Gutierrez



Samantha Hartwig, Lake Forest College
BA in Economics and French



“The Kemper Scholars Program has meant so much to me. With all of the guidance and support I have received from E.B. Smith and Dr. Ryan LaHurd I have been able to accomplish so much throughout my college years. I met so many other wonderful scholars with whom I have forged long-lasting friendships. The internships that I had as a Kemper Scholar were very enriching and taught me so much about both the profit and not-for-profit business sectors. It is also through my internships that I have determined that I would like to work in the financial services industry. In the upcoming months I will be studying for the Series 7 and 66 exams as I have secured a position as a Financial Advisor at the investment firm Waddell & Reed.” Samantha Hartwig

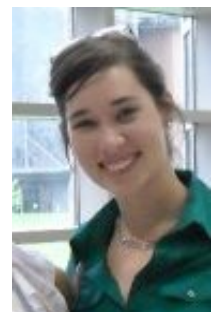
Lori Higginbotham, Southwestern University
BA in International Studies and European History



“Being a Kemper Scholar was an invaluable part of my college experience. It allowed me to work in a variety of internships, which opened my mind to an entire world where business and liberal arts work together. Next fall, I will begin to pursue a Master's of Arts in Journalism at New York University. I am especially interested in press ethics and law--and the opportunities given to me by the generosity of the Kemper Foundation were essential in helping me find my path.” Lori Higginbotham

Olivia R. W. Hillmer, Valparaiso University
BA, Classics and Humanities

“The Kemper Scholars program introduced me to the administrative and business side of art and museums. Having the internship experiences at the Art Institute of Chicago and Leslie Hindman Auctioneers taught me about networking and communication, the spectrum of values in the art world, and how these institutions view and prepare for their growth. This information is virtually impossible to learn in art history courses at the undergraduate level, and the work that I performed allowed me to explore what the lifestyle of my dream career would actually be like. Understanding the reality of my anticipated workplace allowed me to better understand the best ways to grow in order to achieve my goals. For now, my development over the past several years has led me to Yale University, where I will pursue a master's degree in Art History and Theology in anticipation of a PhD in art history and a career as a museum curator.” Olivia Hillmer



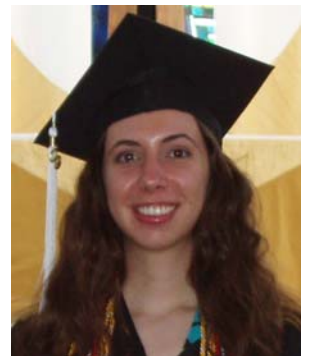
Daniel Hoffman, Knox College
BA in Political Science



“The Kemper Scholars Program has been a defining part of my college career, but the wisdom I have gained from the experience will extend far beyond my time at Knox College. The Kemper Scholars program encouraged the self-examination that is so important during the college years. It challenged me to continuously question myself and my surroundings. In short, it complemented and enhanced my liberal arts education by taking the same principles valued at Knox and employing them in a non-academic setting. Most importantly, the Kemper Foundation provided me with two mentors, Ryan LaHurd and E.B. Smith, who have helped guide me since my freshman year. My love of writing, as well as my passion to understand all sides of an issue, led me to pursue a degree in political science. After graduation I plan on moving to Washington, D.C. with the intent of writing about international policy.” Daniel Hoffman

Bonnie LuAnn Keane, Valparaiso University
BA in American Studies and Spanish

“Being a Kemper Scholar has been one of the most significant components of my undergraduate experience at Valparaiso University. Not only did my two summers of Kemper internships help me to decide that I want to become an attorney, but the monetary support from the Kemper Foundation also helped to put me in a better financial situation for starting law school at Washington University in St. Louis this fall. Moreover, the mentoring and encouragement that I received from the Kemper staff and from my campus Kemper coordinator were invaluable. I am proud to be a Kemper Scholar alumna and thank the Foundation for its support.” Bonnie Keane



DeeDe Pinckney, Wake Forest University
BA in Communication



“My experience with the Kemper Foundation has been exceptional and rewarding. Through goal setting, conversations regarding future plans, and relationships with the staff and other participants, the program pushed me to further explore my intellectual interests. The opportunities to travel to Chicago and Los Angeles for summer internships challenged my personal and professional boundaries and provided priceless first-hand experiences. Through the program, I feel that I have grown into a more confident and prepared individual. I learned to take chances and remain flexible. Thus, I have deferred admission into Elon University's MA in Interactive Media Program and plan to start a summer internship with CBS, in New York City this summer.”
 DeeDe Pinckney

Li Xiang Poncz, Ursinus College
BA in Business and Economics

“Having the opportunity to be a Kemper Scholar has given me experiences that I would not otherwise have had. I got to meet other intelligent and highly motivated individuals and learn from them. During the summer after my sophomore year, I had an amazing internship with great mentors that challenged me, helped me grow, and inspired me to become more of a leader in my endeavors. The way the Kemper program is structured with the internship program and the guidance it offers, Kemper fosters this kind of development and I’m glad to have taken a part in it.” Li Xiang Poncz



Christopher Ruder, Beloit College
BA in Environmental Studies



“Being a Kemper Scholar has given me the skills, confidence, and resources to explore my career potential during and after my undergraduate experience. The Kemper Scholars Program helped to integrate and give meaning to my education in the classroom while studying abroad and during summer internships. I am beginning work with a large-tree farm in Vermont, and from there I hope to continue exploring the new and exciting opportunities working with businesses and non-profit organizations in addressing current and future environmental challenges. The Kemper program produces independent, confident, and conscientious young leaders skilled and knowledgeable in a wide range of overlapping disciplines, leaders well-equipped, in other words, to meet these challenges and opportunities head on.” Chris Ruder

Rebecca L. Taylor, Washington and Lee University
BA in Economics

“The Kemper Scholars Program has not only assisted me in defining what I want to achieve in my future, it has also put me on track to accomplish these goals. Through mentoring from the Kemper Staff and frequent goal-setting exercises, I discovered my passion for economic research. Additionally, from my internship at the Field Museum, I was able to learn the art of networking, experience the working in an office, and witness the interview process from the employer’s side. These skills, and the support of the Kemper Foundation, led to my second internship at the U.S Department of Treasury. Because of that, I will be spending the next two years at the Federal Reserve Board of Governors as a Research Assistant in Macroeconomic Analysis before going on to a PhD program in Economics.” Becca Taylor



Sarah Jane Walker, Wake Forest University
BA in Spanish



“The Kemper Foundation scholarship was a key support in my college career. The interview practice, networking, guidance, internships and sponsorship gave me a head start to my studies and my career, propelling me ahead of my peers. From my experience in Chicago, I built relationships with fellow scholars that will be life-long, truly learning what it means to become part of the Kemper network and ‘family’. The financial support I received allowed me to work my junior summer at a private equity firm in London. As a result of my successful first internship, I was offered a second nine-month contract while still an undergraduate student. I have spent 2009 both studying abroad at King’s College London and working at Actis Private Equity, an emerging markets PE house. The full-time future is not yet decided, but the experiences Kemper has supported have allowed me to develop my leadership and professional skills to an extent that has prepared me thoroughly for the ‘real’ world.” Sarah Walker



Kemper Scholars Class of 2009

Benjamin W. Bryant
Christa J. Dominick
Stacey R. Fackler
Jared M. Fox
Eduardo J. Galan
Sandra Gonzalez
Samantha N. Hartwig
Lori A. Higginbotham
Olivia R. Hillmer
Daniel L. Hoffman
Bonnie L. Keane
DeeDe Pinckney
Li Xiang S. Poncz
Christopher J. Ruder
Rebecca L. Taylor
Sarah J. Walker

Willamette University
La Salle University
Millikin University
Lake Forest College
University of the Incarnate Word
Pitzer College
Lake Forest College
Southwestern University
Valparaiso University
Knox College
Valparaiso University
Wake Forest University
Ursinus College
Beloit College
Washington and Lee University
Wake Forest University

Salem, OR
Philadelphia, PA
Decatur, IL
Lake Forest, IL
San Antonio, TX
Claremont, CA
Lake Forest, IL
Georgetown, TX
Valparaiso, IN
Galesburg, IL
Valparaiso, IN
Winston-Salem, NC
Collegeville, PA
Beloit, WI
Lexington, VA
Winston-Salem, NC

Kemper Scholars Class of 2010

Katharine I. Bigott
 Chester L. Cameron, Jr.
 Donald J. Cropper
 Tamila Dhakhwa
 Sarah C. Gould
 Cale G. Grove
 Chelsea L. Guenther
 Denise D. Hernandez
 Lori A. Kuttler
 Richard J. Martinez
 Emily A. Mihalik
 Maria N. Muscara
 Sherrick A. O'Quinn
 Christopher P. Platano
 Emily A. Putnam
 Benjamin D. Rubin
 Jan Taborsky
 Brandon L. Voss
 Val L. Williams

Beloit College
 Valparaiso University
 Millikin University
 Lake Forest College
 Southwestern University
 Washington and Lee University
 Agnes Scott College
 University of the Incarnate Word
 Ursinus College
 University of the Incarnate Word
 Wake Forest University
 La Salle University
 Beloit College
 Willamette University
 Knox College
 Pitzer College
 Willamette University
 Xavier University of Louisiana
 Xavier University of Louisiana

Beloit WI
 Valparaiso, IN
 Decatur, IL
 Lake Forest, IL
 Georgetown, TX
 Lexington, VA
 Decatur, GA
 San Antonio, TX
 Collegeville, PA
 San Antonio, TX
 Winston-Salem, NC
 Philadelphia, PA
 Beloit, WI
 Salem, OR
 Galesburg, IL
 Claremont, CA
 Salem, OR
 New Orleans, LA
 New Orleans, LA





Kemper Scholars Class of 2011

Ellen O. Aikens
Asia R. Bennett
Gabriela S. Canavati
Nicholas M. Chivers
Cameron K. Clinton
Kathryn S. Duncan
Marco V. Fiallo
Eric M. Hamscher
Robert T. Hanley
Andrea M. Hodge
Andrea E. Houlihan
Mika J. Lim
Chengpeng Mou
Matthew R. Pitz
Patrick S. Terranova
Emily A. von Qualen
Elizabeth D. Wicker
Ashley E. Williams

Ursinus College
Pitzer College
University of the Incarnate Word
Millikin University
Southwestern University
Lake Forest College
Willamette University
Washington and Lee University
Southwestern University
Xavier University of Louisiana
Knox College
Willamette University
Washington and Lee University
Beloit College
La Salle University
Valparaiso University
Wake Forest University
Agnes Scott College

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Claremont, CA
San Antonio, TX
Decatur, IL
Georgetown, TX
Lake Forest, IL
Salem, OR
Lexington, VA
Georgetown, TX
New Orleans, LA
Galesburg, IL
Salem, OR
Lexington, VA
Beloit, WI
Philadelphia, PA
Valparaiso, IN
Winston-Salem, NC
Decatur, GA



Kemper Scholars Class of 2012

Danielle K. C. Adamson
Olivia B. Burr
Alexander Q. Gilbert
RoseAnn Joy B. Glade
Daniel J. Horowitz
Andrew D. Jarratt
Ariel C. Johnson
Matt Johnson III
Patrick C. Kelly
Caleb J. Kocian
Krista Anne Nordgren
Alexis W. Kropf
Erika Mosqueda
Claude J. Renner
Nathaniel C. Tarnoviski
Christopher P. Thomas
Sarah A. Thomason
Julia A. Walsh
Robert Michael Zalimeni

Agnes Scott College
Washington and Lee University
Lake Forest College
Willamette University
Ursinus College
Valparaiso University
Xavier University of Louisiana
Beloit College
Wake Forest University
University of the Incarnate Word
Knox College
Southwestern University
Willamette University
Valparaiso University
La Salle University
Pitzer College
Millikin University
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Wake Forest University

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Winston-Salem, NC
San Antonio, TX
Galesburg, IL
Georgetown, TX
Salem, OR
Valparaiso, IN
Philadelphia, PA
Claremont, CA
Decatur, IL
Philadelphia, PA
Winston-Salem, NC



Kemper Scholars Summer Internships 2009

Class of 2010

Katharine Bigott	Beloit College	The Podesta Group, Washington, D.C.
Chester Cameron, Jr.	Valparaiso University	Northern Trust Bank Co., Chicago, IL
Donald J. Cropper	Millikin University	Rush University Medical Center, Chicago
Timila Dhakhwa	Lake Forest College	Silamed, Inc., Scottsdale, AZ
Sarah Gould	Southwestern University	Books on Board, Austin, TX
Cale Grove	Washington and Lee Univ.	J. P. Morgan Securities, New York, NY
Chelsea Guenther	Agnes Scott College	Coxe, Curry, and Associates, Atlanta, GA
Denise Hernandez	Univ. of the Incarnate Word	Dalia Groh Insurance, Houston, TX
Lori Kuttler	Ursinus College	David Weinberg Gallery, Chicago, IL
Richard Martinez	Univ. of the Incarnate Word	Kryteria, Mexico City, Mexico
Emily Mihalik	Wake Forest University	Agip KCO, Astana, Kazakhstan
Maria Muscara	La Salle University	5W Public Relations, New York, NY
Sherrick O'Quinn	Beloit College	Chicago History Museum, Chicago, IL
Christopher Platano	Willamette University	Intel, Sacramento, CA
Emily Putnam	Knox College	ACCION, Chicago, IL
Benjamin Rubin	Pitzer College	Learning Landscapes, Denver, CO
Jan Taborsky	Willamette University	Scott USA, Sun Valley, ID
Val Williams	Xavier University of Louisiana	New Orleans Legal Assistant, LA



Kemper Scholars Summer Internships 2009

Class of 2011

All placements were in the City of Chicago

Ellen Aikens	Ursinus College	John G. Shedd Aquarium
Asia Bennett	Pitzer College	Metropolitan Planning Council
Gabriela Canavati	Univ. of the Incarnate Word	DevCorp North
Nicholas Chivers	Millikin University	Joffrey Ballet
Cameron Clinton	Southwestern University	Rehabilitation Institute of Chicago
Kathryn Duncan	Lake Forest College	Art Institute of Chicago
Marco Fiallo	Willamette University	Little Village Environmental Justice Org.
Eric Hamscher	Washington and Lee Univ.	Jane Addams Resource Corporation
Robert Hanley	Southwestern University	The Field Museum
Andrea Hodge	Xavier Univ. of Louisiana	After School Matters
Andrea Houlihan	Knox College	WTTW-11 Chicago Public Television
Mika Lim	Willamette University	Women's Business Development Center
Chengpeng Mou	Washington and Lee Univ.	The Field Museum
Matthew Pitz	Beloit College	International Visitors Center of Chicago
Patrick Terranova	La Salle University	City of Chicago Mayor's Office
Emily von Qualen	Valparaiso University	Chicago Volunteer Legal Services
Elizabeth Wicker	Wake Forest University	Reading in Motion
Ashley Williams	Agnes Scott College	Lookingglass Theatre Company



2009 Grant Awards by The James S. Kemper Foundation

Organizational Awardee

Donors Forum of Chicago - \$3,106

To support the programs of the Donors Forum, the Chicago area membership organizations for non-profit groups, including foundations.

Fellowship

Worcester Polytechnic Institute, Worcester, MA - \$5,000

The Gerald L. Maatman Fellowship in Fire Protection

Chicago Area Arts and Culture Awardees

All organizations are located in Chicago, Illinois

The Field Museum - \$10,000

To support the 2009 Internship Program. Funding would support five (5) full-time, paid intern positions in administrative and business departments at the Museum. The Museum's Internship Program provides a diverse and memorable experience for each individual. The interns are given the opportunity to go "behind the scenes," maintaining and advancing the daily workings of a world-famous institution. It is a comprehensive internship and taken seriously, but exists within a friendly environment, providing real-world experiences that stay with students well into the future.

Joffrey Ballet - \$10,000

To support the intern program for undergraduate students. Eight undergraduate students would be placed as interns in the following departments: The Academy of Dance, Artistic Management, Development, Education & Community Engagement, Finance and Marketing.

Links Hall - \$8,000

To support the ongoing development of the long-standing internship program. This support will allow Links Hall to establish three paid intern positions in the areas of Marketing, Box Office support, and Education programming.

Lookingglass Theatre Company - \$5,500

To support the Summer Arts Administration Internship Program. This program will nurture four interns (in the Education and Community, Marketing, and Development departments) as they work in their chosen field and gain a deeper understanding of arts administration work. Interns receive in-depth mentoring from the arts professionals with whom they work, as they complete challenging assignments and gain new leadership skills. Interns will also benefit from participation in a weekly forum wherein they can explore the varied components of the organization, as well as how these interact. Upon completion of the program, interns will have developed a strong professional network of peers and future employers in addition to transferable skills that will serve them in any future endeavor.



Rush Hour Concerts - \$9,000

To support the 2009 Internship Program. Interns will specialize in one of four areas: Marketing, Audience Outreach, Concert Management, and Board Development and Fundraising. The interns gain business experience in all aspects of non-profit management through project work in the individual areas, and cross-training with executive staff and other interns.

Steppenwolf Theatre Company - \$10,000

To support the theater's internship initiatives which operate under the Professional Leadership Program. Internships in a variety of administrative and production management departments provide experiential learning for undergraduates in the liberal arts who are interested in a career in arts or non-profit leadership.

Victory Gardens Theatre - \$5,500

To support Arts Management Internships: A Career Path, a comprehensive on-the-job training program for liberal arts college seniors or recent graduates interested in pursuing careers in arts management. The program is designed to afford a new generation of arts management professionals practical experience in the full range of arts administration activities.

Kemper Fellows Program

Through The Kemper Fellows Program, the James S. Kemper Foundation provides support for a coordinated program of college student internships in arts management at the following organizations, all in the Chicago area:

- Chicago Chamber Musicians - \$17,500
- Court Theatre - \$17,500
- Hubbard Street Dance Company - \$17,500
- Pegasus Players - \$17,500
- The Ragdale Foundation - \$17,500
- Silk Road Theatre Project - \$17,500



Trustee-Recommended Grants

Center for Global Development - \$250
Cystic Fibrosis Foundation - \$5,000
Evanston Historical Society - \$250
Foundation for the National Institutes of Health - \$1,000
Inter American Dialogue - \$500
International Senior Lawyers' Project - \$500
Iona College - \$5,000
Lake Forest College - \$2,500
Loon Preservation Committee - \$2,500
Providence St. Mel School - \$2,500
Ragdale Foundation - \$2,500
Research! America - \$1,000
Salvation Army - \$1,000
Ten Chimneys Foundation - \$5,000
Trust for America's Health - \$250
U.S. Capitol Historical Society - \$250
Vail Valley Foundation - \$5,000



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