

Celebrating 30 years of Building Sustainable Communities

2010



IN 2010

WHAT WE'VE INVESTED

\$1.1 billion, which has leveraged

\$2.4 billion in total development

WHAT WE'VE ACCOMPLISHED

10,800 affordable homes and apartments

2.8 million square feet of retail and community space

7 schools financed for 4,000 students

7 child care facilities supported for 1,088 children

16 playing fields renovated for 32,000 kids

SINCE 1980

WHAT WE'VE INVESTED

\$11.1 billion, which has leveraged

\$33.9 billion in total development

WHAT WE'VE ACCOMPLISHED

277,000 affordable homes and apartments

44 million square feet of retail and community space

139 schools financed for 50,200 students

164 child care facilities supported for 17,600 children

241 playing fields renovated for 450,000 kids

OUR MISSION

The Local Initiatives Support Corporation (LISC) is dedicated to helping nonprofit community development organizations transform distressed neighborhoods into healthy and sustainable communities—good places to work, do business and raise children. LISC mobilizes corporate, government and philanthropic support to provide local community development organizations with:

- loans, grants and equity investments
- local, statewide and national policy support
- technical and management assistance

LISC is a national organization with a community focus. Our program staff is based in every city and many of the rural areas where LISC-supported community development takes shape. In collaboration with local community development groups, LISC staff helps identify priorities and challenges, delivering the most appropriate support to meet local needs.

LISC's efforts to build sustainable communities include five goals:

- Expanding investment in housing and other real estate
- Increasing family income and wealth
- Stimulating economic development
- Improving access to quality education
- Supporting healthy environments and lifestyles

Visit www.lisc.org for more information.

Letter from the Chair and President

2010

marked 30 years of work for LISC helping to revitalize disinvested communities. And much has been accomplished over those three decades.

What began for us in 1980 as a creative way to rebuild the physical infrastructure of crumbling neighborhoods has grown into a broad, multi-faceted effort designed to help low-income families build a better quality of life and for their neighborhoods to flourish in the process. We call it *Building Sustainable Communities*.

Certainly, the world has changed a great deal since those early days. Communities once given up for dead have, in fact, become good places to live, work, do business and raise families. You need only stroll down the streets in some of these places to see that.

What some might not recognize, though, is how much the mindset about poverty has also changed. Over the last 30 years, LISC and the entire community development field have proven that the right partners, the right financial tools, and the right policy framework can move low-income families and communities toward stability and growth. Even today, there is opportunity for even the most troubled places to move beyond their current struggles, just as so many have emerged from their disinvested pasts.

Consider how far we have come. LISC's earliest local programs in places like New York City and Chicago were established amid wrenching dislocation in impoverished communities. We were facing the precipitous decline of traditional neighborhoods as primary points of connection... as the places that rooted families, businesses and institutions to economic opportunity, social stability and to each other.

Back then, top-down government programs could not reverse the slide. Individuals could not shift it. And motivated community groups were just barely nudging the needle forward, as most lacked the financial or organizational capacity to enact lasting change. For much of America, the idea of entrenched poverty became just another evening news norm, with blighted neighborhoods viewed as a reality largely beyond our control.

Except, it wasn't beyond our control—not in 1980 when LISC made its first loan and not now. Today, we have a comprehensive community development strategy that puts more tools than ever at our disposal. We have a federal government increasingly focused on breaking down silos between programs affecting communities. We have a nationwide base of sophisticated community organizations with the experience and capacity to drive revitalization. And we have a wealth of experience gained from 30 years on the ground in what were once—and in some places continue to be—the most challenged communities in the country.

Robert E. Rubin,
ChairMichael Rubinger,
President & CEO

LISC's 2010 performance illustrates that. We invested \$1.1 billion in grants, loans and equity in new housing and improved schools, in innovative community safety programs and foreclosure mitigation efforts, and in family financial literacy and jobs. We helped spur economic development that revived commercial corridors with small entrepreneurial businesses as well as large retail and industrial employers. We supported new athletic fields, arts and entertainment facilities and community green space. We replaced environmentally contaminated eyesores with multi-purpose green development. And we promoted programs that brought healthy food to food deserts and health care services to places that had long gone without primary medical care. In 2010, we weren't just investing in the built environment. We were investing in stability, opportunity and growth.

Most of that was not on our agenda in 1980. We were a housing organization, and that alone was a pretty daunting task at the time. Many of those same challenges remain, but now we are focused on the overall prosperity of struggling communities as well as that of the people who live there. The implications are significant. When low-income families have a chance to succeed, not only do they raise their own standards of living, they contribute to our national economic engine.

This year's annual report details how that is happening in very different communities all across the country. We hope you take a minute to look through what we are doing with NeXT Neighborhoods in the San Francisco Bay Area or GO Neighborhoods in Houston or Our Neighborhoods in Rhode Island or other similar programs in any of the 30 urban localities and more than 70 rural communities where we work.

We don't know for certain what the next 12 months will hold for LISC or for the places we work. We do know this: our financial position is as strong as it has ever been. Our loan portfolio is stable and performing. Our fundraising is solid and growing. The National Equity Fund, our Low Income Housing Tax Credit syndication arm, is investing record equity amounts and reinvesting half the net income it generates in LISC's national efforts. And our New Markets Tax Credit business continues to aggressively pursue commercial development in high-need areas, with the largest New Markets allocation in the country.

In short, LISC has come through the economic downturn much as we have the last 30 years—energized, engaged and in a remarkably strong position. We are focused on helping the communities where we work do the same.

Robert E. Rubin
CHAIR

Michael Rubinger
PRESIDENT & CEO

Celebrating 30 Years

1970s

1979: The Ford Foundation produces a discussion paper — *Communities and Neighborhoods: A Possible Private Sector Initiative for the 1980s* — that calls for creation of a new organization to support the revitalization activities of 50–100 capable community groups. LISC is founded in December 1979.

1980s

1980: LISC is formally announced on May 23, with a \$10 million capital pool from the Ford Foundation, Aetna Life & Casualty, Atlantic Richfield, Continental Illinois Bank, International Harvester, Levi Strauss & Co., and Prudential Insurance Co. Mike Sviridoff becomes LISC's first president and Robert D. Lilley, retired president of AT&T, becomes Chairman.

1982: In collaboration with local organizations, LISC far exceeds its initial goals, assisting 133 community development groups in 59 localities in 28 states and committing in excess of \$10 million in loans, guarantees and grants. LISC establishes its first "areas of concentration" in the South Bronx, Boston, and Chicago, bringing an on-the-ground presence to LISC's work.

1984: With 19 local programs arrayed from coast to coast, LISC achieves a truly nationwide reach and its capitalization exceeds \$70 million. Today, LISC has local offices in 30 cities across the United States and works in 469 rural counties in 31 states.

1985: Paul S. Grogan succeeds Mike Sviridoff as LISC's President. Norborne "Bunny" Berkeley, Jr., retired President of Chemical Bank, becomes Chairman. LISC's capitalization reaches \$100 million with the support of more than 350 businesses and foundations.

1986: LISC organizes a Neighborhood Development Support Collaborative in Boston to provide community groups with multi-year performance-based funding

aimed at strengthening core operations and boosting development activity. This unique approach has been replicated in 22 cities across the country.

1987: John P. "Jake" Mascotte, CEO of The Continental Corporation, becomes LISC's Chairman. LISC creates the National Equity Fund (NEF) to raise capital through the Low Income Housing Tax Credit program from corporations for investment in affordable housing. In its first year, NEF raises \$15 million. Today NEF is among the nation's largest syndicators, with investments exceeding \$8.8 billion in 120,000 affordable rental apartments. The Local Initiatives Managed Assets Corporation is also created, which attracts \$25 million in capitalization to provide a secondary market for community development loans.

1988: LISC and 10 community development corporations begin a massive citywide housing renovation program in partnership with the City of New York with the goal of creating 1,000 affordable apartments. This "Demonstration Program" has endured with more than 32,000 affordable apartments produced.

1990s

1991: Fifteen foundations and corporations, convened by Rockefeller Foundation president Peter Goldmark, form the National Community Development Initiative (NCDI), now called Living Cities. It is the largest philanthropic collaborative investing in community development in history, providing LISC with \$325 million over the last 15 years.

1993: LISC launches The Retail Initiative to provide equity capital to meet the financing needs of supermarket-anchored retail centers in inner-city locations, ultimately financing eight such projects and building LISC's capacity to finance many more. Today, LISC has invested over \$100 million in 59 supermarkets and food markets across the country.

1994: LISC's strategic plan calls for the "build-out" of the community development industry focusing resources to support new work in childcare, community safety, organizational development, and commercial revitalization. The U.S. Dept. of Housing & Urban Development joins NCDI and, over the next 15 years, provides LISC with more than \$191 million to support community groups.

1995: Rural LISC starts, aiming to demonstrate the value of investing in and through rural CDCs. In 15 years, it has provided \$544 million to rural groups, producing more than 14,000 affordable homes and 2.1 million square feet of commercial and retail space.

1997: The National Football League and LISC join forces to create and improve safe and accessible playing fields in urban neighborhoods. To date, the NFL has provided nearly \$30 million to LISC, which has resulted in 241 fields in 32 cities, providing 450,000 youth with opportunities for healthy play. LISC/Chicago establishes the New Communities Initiative, a pilot program to support comprehensive redevelopment in targeted Chicago neighborhoods. It becomes the model for LISC's Building Sustainable Communities program nationwide.

1999: Former U.S. Treasury Secretary Robert E. Rubin becomes Chairman of LISC and Michael Rubinger becomes President of LISC. LISC provides start-up capital for The Community Development Trust (CDT), a real estate investment trust, to continue its secondary market functions. CDT now holds \$745 million in debt and equity investments today.

2000s

2001: State Farm provides LISC with \$25 million in grants and loans, the largest single corporate commitment in LISC's history, sparking a groundswell of commercial revitalization and development in neighborhood commercial areas across the country.

2002: Supported by the Walton Family Foundation, LISC launches the Educational Facilities Financing Center to finance charter school development in low-income communities opening a new area of community renewal for LISC. Overall, LISC has financed 139 schools serving more than 50,000 students.

2003: LISC starts the New Markets Support Company (NMSC) to raise capital incentivized with New Markets Tax Credits for commercial and community facilities projects such as retail stores, industrial and manufacturing facilities, schools, artist space and museums. To date, LISC has been allocated \$693 million in credit authority, the largest allocation to any organization nationwide. To date, NMSC has invested in 50 projects and helped create more than 18,000 jobs.

2005: LISC/Chicago opens the first Centers for Working Families to assist lower income families achieve greater financial stability through the bundling of neighborhood-based employment services, financial counseling and public benefits assistance. This network of programs is growing rapidly and today there are 59 Financial Opportunity Centers in 15 cities.

2006: LISC's investments in broad neighborhood revitalization reaches a milestone: \$1 billion in a single year.

2007: LISC begins implementation of its new Strategic Plan—Building Sustainable Communities—to create neighborhoods that are good places to live, do business, work and raise families. Eleven local programs pilot the comprehensive approach in communities across the nation.

2010: Even with continuing economic challenges, LISC reaches \$1.1 billion in grants, loans and equity investments to implement our Building Sustainable Communities strategy. The strategy has proven to be a promising vehicle of change, one that is flexible, innovative, and responsive to local conditions.

Celebrating 30 Years

FRIENDS & LEADERS



1. 30th Anniversary Gala Celebration at the Smithsonian; 2. The Honorable Heather McTeer-Hudson, Mayor, Greenville, Miss.; 3. The Honorable Jack Reed, U.S. Senator, Rhode Island; 4. Don Randel, President, Andrew W. Mellon Foundation; Col. Dean Esserman, Chief, Providence Police Dept.; 5. Henry Cisneros, Executive Chairman, CityView and former HUD Secretary; 6. Julia Stasch, Vice President, The John D. & Catherine T. MacArthur Foundation; 7. Paul S. Grogan, President, The Boston Foundation; The Honorable Kevin Johnson, Mayor, Sacramento, Calif.; 8. Robert E. Rubin, Chair, LISC; 9. Lisa & Dick Cashin; 10. Former Governor Edward G. Rendell, Pennsylvania; Kathy Wylde, President & CEO, Partnership for New York City; 11. 30th Anniversary Symposium at the JW Marriott; 12. The Honorable Thomas Menino, Mayor, Boston, Mass.; 13. Ronald Phillips, President, Coastal Enterprises

Celebrating 30 Years

FRIENDS & LEADERS



14. 30th Anniversary Gala Celebration at the Smithsonian; 15. Rick Gentry, President & CEO, San Diego Housing Commission; 16. Assistant Secretary Mercedes Márquez, U.S. Dept. of Housing & Urban Development; 17. Brent Staples, Columnist, The New York Times; E.J. Dionne, Jr., Columnist, The Washington Post; Michael Greenstone, 3M Professor of Environmental Economics, MIT; 18. Michelle Rhee, Founder & CEO, StudentsFirst; 19. Andrew Plepler, Global Corporate Social Responsibility Executive, Bank of America; Michael Levine, General Counsel, LISC; 20. Gene Sperling, Director, The White House National Economic Council; 21. Diana Aviv, President & CEO, Independent Sector; 22. The Honorable Christopher Coleman, Mayor, St. Paul, Minn.; 23. Asad Mahmood, Managing Director Global Social Investment, Deutsche Bank; Julie Hertzog, Executive Director, Affordable Housing Investors Council; 24. Ray Suarez, Senior Correspondent, PBS Newshour; 25. The Honorable Kathleen Sebelius, Secretary, U.S. Dept. of Health & Human Services; 26. 30th Anniversary Gala Celebration at the Smithsonian; 27. Peter C. Goldmark, former President, The Rockefeller Foundation and former LISC Board Member; 28. Paul C. Light, Paulette Goddard Professor of Public Service, NYU; Rey Ramsey, President & CEO, TechNet; 29. Deputy Mayor Beatriz Otero, Washington, D.C.; 30. Daniel Snyder, Owner, Washington Redskins

The Built Environment

Physical redevelopment, especially as regards affordable housing, is fundamental to the recovery of places stung by years of disinvestment and decline.

New construction and preservation efforts eliminate vacant, blighted properties and clean up environmentally contaminated land. They create quality, affordable homes that root families, and—by putting rents and mortgages within their reach—ensure they have more disposable income to spend on local goods and services. A more stable residential base supports growing neighborhood businesses, and a better physical environment helps drive neighborhood safety while attracting additional private investment.

The built environment is critical to a healthy Sustainable Community. It is the most visible evidence of new growth and opportunity, and it fuels wider related gains that have a lasting impact.



MINNEAPOLIS, MINN.

Nicollet Square provides permanent, supportive housing for teens and young adults (ages 16–21) exiting homelessness and aging out of foster care. Twin Cities LISC provided our partner organization, Plymouth Church Neighborhood Foundation, with a **\$336,000** loan to help fund the **42-studio-apartment** complex. Full-time, on-site services help young residents adjust to their new living arrangements, teach job skills, and connect them to employment opportunities.

JACKSONVILLE, FLA.

With a **\$2 million** dollar bridge loan and **\$6.4 million** in equity, LISC and our affiliate, The National Equity Fund, provided nearly **\$8.5 million** in financing to Ability Housing of Northeast Florida, Inc. to completely restore **Mayfair Village**, transforming the 60-year old apartment complex into **42 affordable homes** for low-income and homeless families and individuals. The project provides more than just housing, it infuses millions of dollars into the local economy; is creating or preserving **250 jobs**; and is ensuring residents can enjoy a walkable community that connects them to the goods and services they need.



Family Income & Assets



CHICAGO, ILL.

As a part of LISC Chicago's Smart Communities program, the **FamilyNet Centers** provide families access to computers, free internet, and computer training programs. Programs have been designed to provide training to **2,000 residents**; provide **360 businesses** with technology assessments; link **120 youth** to digital summer jobs; and award **1,500 computers** to program graduates.

It's not enough to have a decent, affordable home.

If we are to truly revitalize low-income communities we need to connect families with opportunities to stabilize their financial outlook. They need to build marketable job skills and get help with job placement. They need to gain the financial literacy that help them to more effectively manage their income, reduce their debt and build their assets. Residents can lay the groundwork for a more prosperous future when armed with the right coaching, counseling and financial tools. And in doing so, they can help build a stronger Sustainable Community.

LISC supports proven and successful programs that open doors to higher-wage, higher-skilled jobs; encourage entrepreneurship; and expand small businesses.



WASHINGTON, D.C.

Washington DC LISC provided a **\$25,000 grant** to **The Atlas Performing Arts Center** to support the **Stagecraft Job Training and Apprenticeship Program**. The nine-month program teaches unemployed or underemployed DC residents high-demand technical theatre skills that provide living wage employment. The skills include carpentry, lighting, and sound and projection technology.

Economic Vitality

Economic development creates jobs, enhances neighborhood safety and contributes to a vibrant environment of activity and growth. By creating opportunities for retailers and service providers, we help ensure that residents can shop for the goods and services they need in their own neighborhood. Successful local businesses help forestall blight and crime, and they reinforce investments in housing and other development efforts. They transform decaying commercial corridors into centers for arts and entertainment, and incubate innovation that ranges from micro-enterprises to retooled industrial sites.

LISC invests in projects and plans designed to support entrepreneurship, attract new businesses to disinvested areas and stimulate job creation in the places that need it most.



QUINNESEC, MICH.

Verso Paper Corp. is using **\$17 million** in New Markets Tax Credits from LISC to upgrade its equipment and facilities that are expected to double the amount of electricity production from renewable biomass sources by 50 megawatts. It will also increase the long-term viability of the mill, which is a critical economic driver for a rural community designated as low-income. The project will create **90 construction** and **50 new permanent jobs**, and will generate **\$6 million** in new economic activity in the region to support the collection and transportation of biomass to operate the facility. Northern Initiatives, Rural LISC's partner CDC, will provide assistance and lending to local businesses created as a result.



DULUTH, MINN.

Clyde Park, which received **\$9.1 million** in LISC New Markets Tax Credits, in addition to other LISC support, has become a popular destination that is attracting people, commerce and jobs to the Lincoln Park community. Located on site, Clyde Iron Works Restaurant and events facility **employs 90** area residents. Adjacent is the Duluth Heritage Sports Center, a year-round 1,200-seat hockey arena and a multi-use sports pavilion that converts from ice rink to turf, thanks to an investment by a LISC/NFL Youth Football Field grant.

Quality Education



HOUSTON, TEX.

LISC partnered with the Bill & Melinda Gates Foundation and **KIPP Houston** to develop a pioneering program to improve charter school access to long-term, affordable financing from the tax-exempt bond market. The Foundation provided a **\$30 million** guarantee that will leverage **\$300 million** in bond financing. The first financing raised **\$67 million** that helped KIPP Houston triple the number of students served to 11,500. Over the next decade, KIPP Houston will be able to increase its network to 42 public schools serving **21,000 students**.

Strong schools and quality early childhood education are not just critical for kids; they are central to the health of the communities where they live.

Flourishing educational opportunities attract a diverse range of residents with a lasting commitment to their surrounding community. They contribute to family health and neighborhood safety as after-school programs, recreational programs, and school breakfast and lunch programs promote intellectual and physical well being. They offer young people the chance to lift themselves out of poverty and give families the confidence that their children can realize the American dream.

LISC invests in public charter schools and early child care centers, while also supporting a variety of learning and community programs that go beyond the traditional classroom. Struggling families and disadvantaged communities need access to quality educational programs if they are to recover. In Sustainable Communities, successful community development is directly connected to successful schools.

PROVIDENCE, R.I.

LISC has provided **Beautiful Beginnings** with nearly **\$700,000** in grants and loans for facility design and renovations. The child care center provides early learning opportunities for **130 children**, from birth through five years old, who come from low- to moderate-income families in the Elmwood section of Providence. The new improvements helped Beautiful Beginnings achieve national accreditation and one of the top scores in the state's child care quality rating system.



Health & Environment

Positive, sustainable change cannot take hold in low-income communities where crime is rampant, health care is nonexistent and the only green space is dirty, deteriorated and dangerous.

Sustainable Communities look much different. They include green development and design for buildings and their landscape. They offer safe corner playgrounds for kids, lush walking paths for seniors, community police partnerships that reduce violence, and new ventures that attract urban farms and markets, and new neighborhood grocery stores. Sustainable Communities are healthy places to live and work, places where quality of life relies on a close attention to wellness in all its many forms.

In practice, for LISC, this runs the gamut. We support quality athletic fields, recreational facilities, and art programs. We drive community safety efforts that mitigate foreclosure-related crime spikes. We fund the development of neighborhood health clinics, and we help connect farmers to urban food deserts so that low-income residents can access fresh produce and other healthy options. Healthy families build Sustainable Communities.



NORWALK, CONN.

Stepping Stones Children's Museum provides up to **60,000 children** from low-income families with hands-on exhibits and educational programs that engage, inspire and teach. A recent facilities expansion financed with **\$9 million** in New Markets Tax Credits from LISC allowed the museum to upgrade its green building features and create additional programming that focused on children from Norwalk Public Schools, a priority district within the state with significant academic need.

NFL GRASSROOTS PROGRAM, NATIONWIDE

A free mini football clinic led by Virginia State University was a part of the grand reopening of **Albert Jones Football Field** in Petersburg, Virginia. The renovations, which were made possible by a \$25,000 grant through the National Football League Grassroots Program and the Washington Redskins, includes a newly-reseeded field, new bleachers, lighted scoreboards, a new PA system, and goal posts. Over the past 12 years, LISC and the NFL have invested **\$28 million** in **32 cities**, leveraging an additional **\$100 million** from local supporters, which has enhanced the health and social well-being of more than **450,000 children**.



Financial Summary

Condensed Statement of Financial Position

As of December 31, 2010

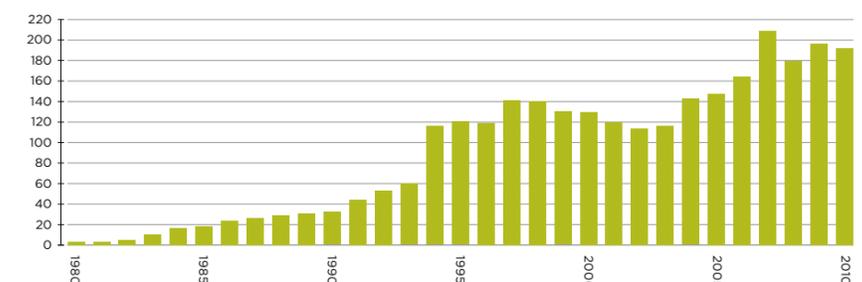
ASSETS	
Cash and investments	\$ 219,627,246
Contributions receivable	36,041,398
Loans to community development corporations and affiliates, net	142,676,898
Other assets	85,563,025
TOTAL ASSETS	\$ 483,908,567
LIABILITIES AND NET ASSETS	
Grants payable	\$ 23,266,398
Loans and bonds payable	212,155,993
Other liabilities	55,362,922
Total liabilities	290,785,313
Net assets	193,123,254
TOTAL LIABILITIES AND NET ASSETS	\$ 483,908,567

The condensed financial statements of Local Initiatives Support Corporation (LISC) and its affiliates National Equity Fund, Inc. (NEF), New Markets Support Corporation (NMSC), The Retail Initiatives, Inc. (TRI) and Local Initiatives Managed Assets Corporation (LIMAC), LISC Louisiana Loan Fund (LLLF), LLC, Columbia Pointe, LLC, Community Development Restructuring, LLC (CDR), Neighborhood Properties, LLC, and Cook County, LLC. These preliminary financials do not consolidate the entities for which either NEF, NMSC or TRI serves as general partner of managing member of (as prescribed by EITF 04-05, Determining Whether a General Partner or the General Partners as a Group Controls a Limited Partnership or Similar Entity When the Limited Partners Have Certain Rights). Copies of the audit reports and the complete financial statements will be available in the fall of 2011 upon request to Tobin Levy, CFO at LISC, 501 Seventh Avenue, 7th floor, New York, NY 10018.

Condensed Statement of Activities and Changes in Net Assets

REVENUE	
Contributions	\$ 40,771,876
Government contract revenue, interest, investment income and fees	96,021,589
TOTAL REVENUE	\$ 136,793,465
EXPENSES	
Program services	\$ 118,069,509
Management and general	19,740,004
Fundraising	6,294,554
TOTAL EXPENSES	\$ 144,104,067
Change in net assets before investments	\$ (7,310,602)
Realized and unrealized gains on investments	3,867,764
Change in net assets	(3,442,838)
Net assets, beginning of year	196,566,091
Net assets, end of year	\$ 193,123,254

Total Net Assets, 1980 – 2010 (in millions)



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**term ended in 2010*

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www.lisc.org/annualreport/2010/donors

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6: (top to bottom) Chris Bohnhoff
Photography, Courtesy of Tassafaronga Village
7: (top to bottom) Eric Young Smith, LISC
8: (top to bottom) Courtesy of Verso Paper
Corp., Howie Hanson **9:** (top to bottom)
Courtesy of KIPP Houston, Cindy Larson
10: (top to bottom) Courtesy of Stepping
Stones Children's Museum, LISC

Design

Landesberg Design

Writing

LISC

LISC is headquartered in New York City and operates out of the following local and regional offices:

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Northern Kentucky
Connecticut Statewide
Detroit
Duluth
Gulf Region
Hartford
Houston

Indianapolis
Jacksonville
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Michigan Statewide
Mid South Delta
Milwaukee
New York City
Greater Newark & Jersey City
Philadelphia
Phoenix

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Rhode Island
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San Diego
San Francisco Bay Area
Toledo
Twin Cities
Virginia
Washington, DC
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(through Impact Capital)

For contact information
and staff listing, please visit:

www.lisc.org/annualreport/2010/staff



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