

1982

***The* BUSH FOUNDATION**

The BUSH FOUNDATION

1982





Archibald Granville Bush



Mrs. Archibald Granville Bush

THE
BUSH FOUNDATION

*Annual Report for the Fiscal Year
Ended November 30, 1982*

BOARD OF DIRECTORS

*ELMER L. ANDERSEN, *Saint Paul, Minnesota*
THOMAS J. CLIFFORD, *Grand Forks, North Dakota*
ELLEN Z. GREEN, *Hailey, Idaho*
PHYLLIS B. FRANCE, *Duluth, Minnesota*
*IRVING B. HARRIS, *Chicago, Illinois*
THOMAS E. HOLLORAN, *Minneapolis, Minnesota*
HESS KLINE, *Saint Paul, Minnesota*
HERBERT E. LONGENECKER, *New Orleans, Louisiana*
JOHN A. MCHUGH, *Edina, Minnesota*
HARRIET B. MEDLIN, *Burnsville, Minnesota*
and Vista, California
DIANA E. MURPHY, *Minneapolis, Minnesota*
JOHN F. NASH, *Saint Paul, Minnesota*
GEORGE C. POWER, JR., *Saint Paul, Minnesota*
JAMES P. SHANNON, *Wayzata, Minnesota*
WAVERLY G. SMITH, *New York, New York*
HARRY P. SWEITZER, *Salt Lake City, Utah*
FRANK B. WILDERSON, JR., *Minneapolis, Minnesota*

*Retired in May, 1982

The Bush Foundation

REPORT FOR THE FISCAL YEAR ENDING NOVEMBER 30, 1982

OFFICERS

Thomas J. Clifford, *Chairman of the Board*
Waverly G. Smith, *First Vice Chairman of the Board*
John A. McHugh, *Second Vice Chairman of the Board*
Harriet B. Medlin, *Secretary*
George C. Power, Jr., *Treasurer*
Frank Hammond, *Assistant Secretary and General Counsel*

STAFF

Humphrey Doermann, *President*
Grant Program Activity:
Stanley Shepard, Senior Program Associate. John Archabal, Program Associate. Linda Nyvall, Program Associate. Elizabeth Pegues, Program Associate.

Business Management:
Harold V. Neece, Business Manager. Marie B. Lampe, Bookkeeper.

Staff Services:
Linda M. Young, Executive Secretary. Patricia L. Collis, Secretary. Jodi L. Skoog, Secretary. Sheila A. Green, Secretary.

Address: E-900 First National Bank Building, Saint Paul, Minnesota, 55101. Telephone: 612-227-0891.

THE BUSH FOUNDATION

The Bush Foundation, established by Mr. and Mrs. Archibald Granville Bush of Saint Paul, Minnesota, was incorporated February 24, 1953, under the Minnesota Nonprofit Corporation Act, to encourage and promote charitable, scientific, literary and education efforts. It is a tax-exempt organization under the laws of Minnesota and the United States.

The Foundation has concentrated activity in the areas of education, humanities and the arts, community and social welfare, and health. Geographically, the Foundation's grants in 1982 were principally in Minnesota, North Dakota and South Dakota. The Foundation continues to operate two major non-regional programs, one in child development and public policy, the other, in cooperation with The William and Flora Hewlett Foundation, with historically black private four-year colleges in the southeastern United States. The Foundation's predominantly regional emphasis is discussed in the "Report of the Chairman", immediately following this section.

The income available to the Foundation represents the investment yield from assets given the Foundation by Mr. and Mrs. Archibald Granville Bush. The Foundation is the residuary legatee of the Estate of the late Archibald G. Bush, from which it has received several distributions of property and cash.

During the fiscal year ending November 30, 1982, the Bush Foundation granted financial assistance to one hundred two projects in the United States. The sections which follow the Report of the Chairman of the Board outline the Foundation's major current grantmaking interests, describe the Foundation's grantmaking policies and procedures, and list the Foundation's grants in 1982.

REPORT OF THE CHAIRMAN

The Bush Foundation Board of Directors appropriated \$17,209,279 in new grant commitments during 1982, an increase of nine percent over the previous record total in 1981. Those two years were ones of unusually high grantmaking activity, occasioned by high interest rates in the national economy, and consequently high interest and dividend income from the Foundation's assets. From 1976 through 1980, however, the Foundation's new grant authorizations had averaged about \$10.5 million annually. The best present estimates are that in the near future, Bush annual authorization totals will not increase, but will move gradually back towards the levels of the late 1970's. The outcome will depend partly upon the quality and quantity of proposals which the Foundation receives, and partly upon the Board's judgment as to the importance of today's needs compared with the unknown but probably large needs of future years.

Changes in the Board of Directors

The 1981 Annual Report noted that three new Directors, Phyllis B. France, Thomas E. Holloran, and Diana E. Murphy would replace William T. Ylvisaker, who resigned in May, 1981, and Elmer L. Andersen and Irving B. Harris, who retired in May, 1982.

In eight of his twelve years of service on The Bush Foundation Board, Elmer L. Andersen also served as its chief elected officer. The following is an excerpt from the 1981 Board resolution at the conclusion of Andersen's chairmanship.

Elmer L. Andersen has been a director of The Bush Foundation since June of 1968. . . . When he assumed leadership of the Board of The Foundation, at a time of uneasy truce, it was not clear whether the Foundation could become a cohesive philanthropic force rather than a battleground. Although sued three times in his role as director and subjected to personal insults, he pursued a statesmanlike course in dealing with critics and adversity. His quiet patience was a decisive element in turning discord to harmony.

As much as any single Board member, Elmer Andersen exercised the decisive leadership which led to the present structure of The Bush

Foundation, its grantmaking emphasis, and its pattern of staffing. He brought to the Chairmanship a sense of fairness, consistent good humor, and a rare ability to negotiate consensus among diverse viewpoints. He was concerned that the Foundation set standards for public availability and for openness of process. He was concerned that the Foundation provide significant regional assistance in the arts, in education, and in minority opportunity, as well as in other areas. He provided effective concern that the appointment of new Directors consistently represent both individual competence and, as a group, different backgrounds and views.

We thank him for these great contributions to our work. We regret that his term of Board leadership must end, but are grateful for its significant length and that it occurred during a particularly important part of the Foundation's formative history.

Irving B. Harris also played an unusually important part in the Foundation's recent history. In eleven years as a Director he was chairman of the Investment Committee during the last six. He also was a well-informed and energetic advocate for Bush programs in child development, in public television, and in public education, broadly defined. As much as any other Bush Director he was responsible for the Foundation seeking outside advice concerning major program decisions, and for attempting to build a sensible process for evaluating past grants. Within the quarterly Board meetings he was an advocate of constructive disagreement and criticism in the formative stages of any plan, and an advocate of decisive action once a plan was agreed upon. His strong contribution also will be missed.

Bush Clinical Fellows Program

Douglas A. Fenderson, Director of Continuing Education at the University of Minnesota and Executive Secretary for the Bush Clinical Fellows Program, will move to Washington D.C. in 1983 to become Director of the National Institute of Handicapped Research in the U.S. Department of Education. Fenderson was a principal designer of the Bush Clinical Fellows Program, and on a consultant basis directed it since its beginning in 1979. Beginning January 1, 1983, Dr. Jon D. Wempner, M.D., a family physician in Waconia, Minnesota, will serve on a part-time basis as Program Director for this Bush Foundation fellowship program.

Continuing Regional Emphasis

Bush Foundation support for a network of university centers working in the joint field of child development and public policy, and its support of grants to historically black private colleges, have created a significant flow of

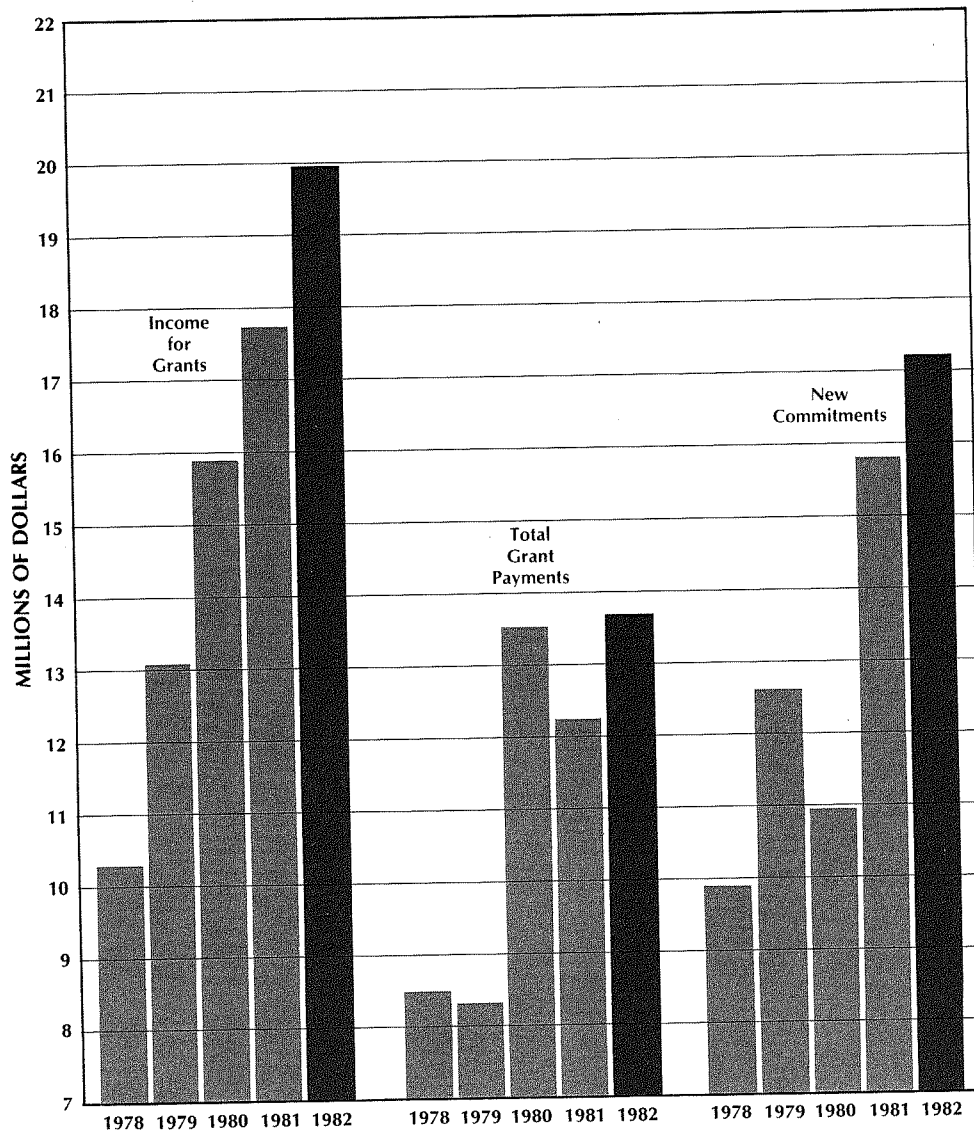
Bush payments outside Minnesota and the Dakotas — our primary geographic grantmaking region. The Foundation Board still believes, however, that The Bush Foundation is and should be predominantly a regional institution. In both of the large programs noted above, the eligible applicant group and the maximum level of out-of-region spending were determined in advance by the Board. Other out-of-region grants, on a smaller scale, include those to the Council on Foundations and to the Foundation Center, to help improve the general performance and public accountability of private philanthropy, and a few to grantees outside this region which are conducting specific within-region projects.

Since 1971, Chicago had been included in the Foundation's grantmaking guidelines as an eligible area, although one "of secondary interest". The number of Bush grants approved for Chicago grantees in recent years has not been large. Anticipating increased need for funds from applicants within Minnesota and the Dakotas, the Board in February, 1982 decided to cease regular grantmaking activity in the Chicago area.

THOMAS J. CLIFFORD
Chairman

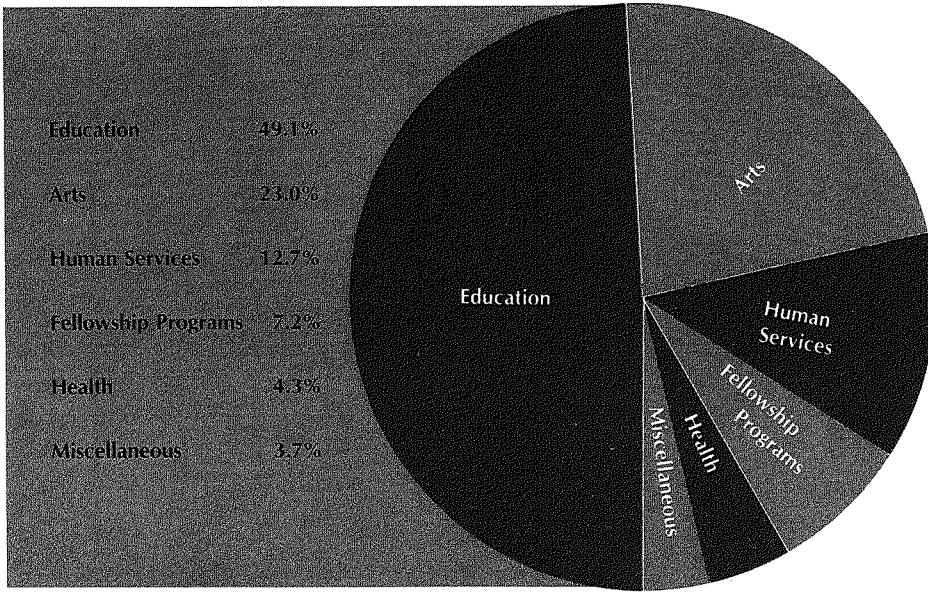
**INCOME FOR GRANTS* COMPARED WITH
GRANT PAYMENTS AND NEW COMMITMENTS
1978-1982**

Year	Income for Grants	Total Grant Payments	New Commitments
1978	\$10,308,370	\$ 8,523,182	\$ 9,920,654
1979	13,014,791	8,302,828	12,343,814
1980	15,851,551	13,524,915	10,933,267
1981	17,769,459	12,256,713	15,846,967
1982	19,970,222	13,696,544	17,209,279

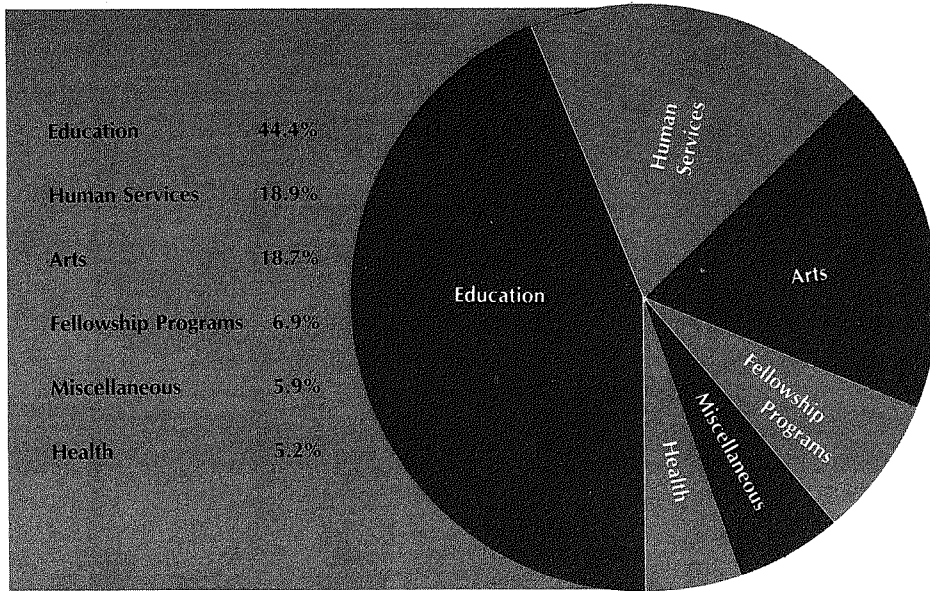


*Income for grants is the greater of net income or minimum investment return as defined by the Tax Reform Act of 1969, less excise taxes, administrative expenses, and investment expenses.

**DISTRIBUTION OF 1982 FOUNDATION GRANT
APPROPRIATIONS BY PROGRAM AREA**

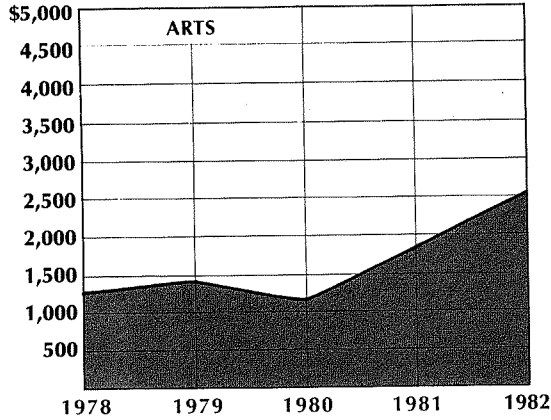


**DISTRIBUTION OF 1982 FOUNDATION GRANT
PAYMENTS BY PROGRAM AREA**

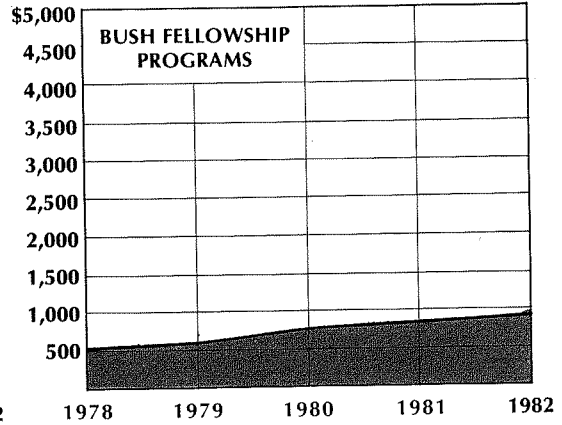
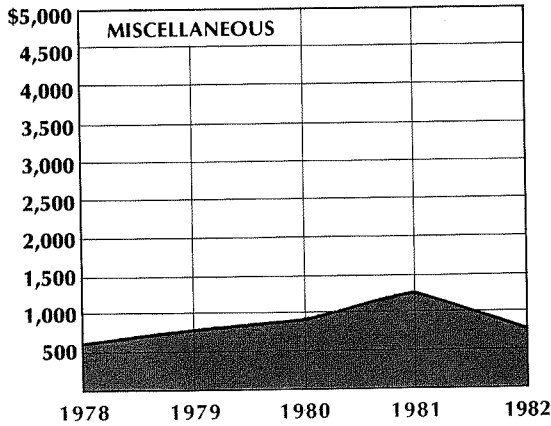
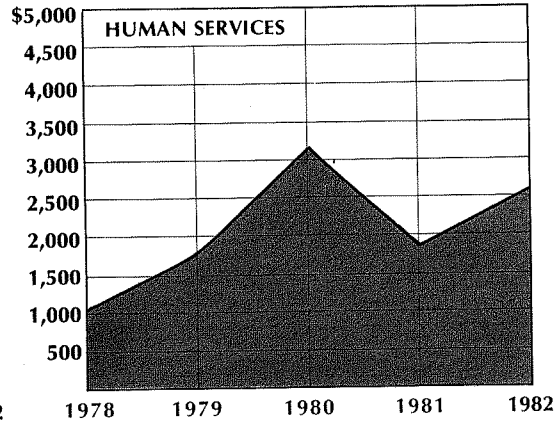
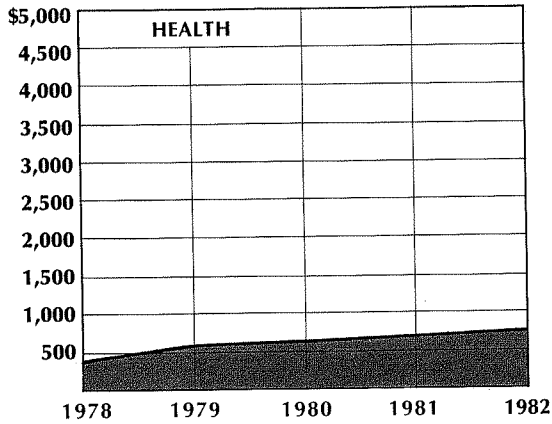
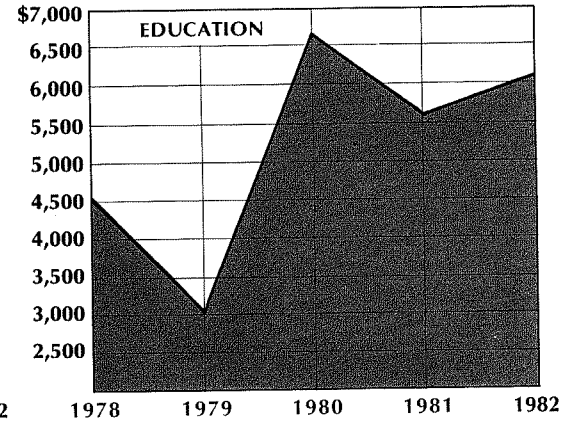


CASH FLOW SUMMARY 1978-1982

(000's Omitted)

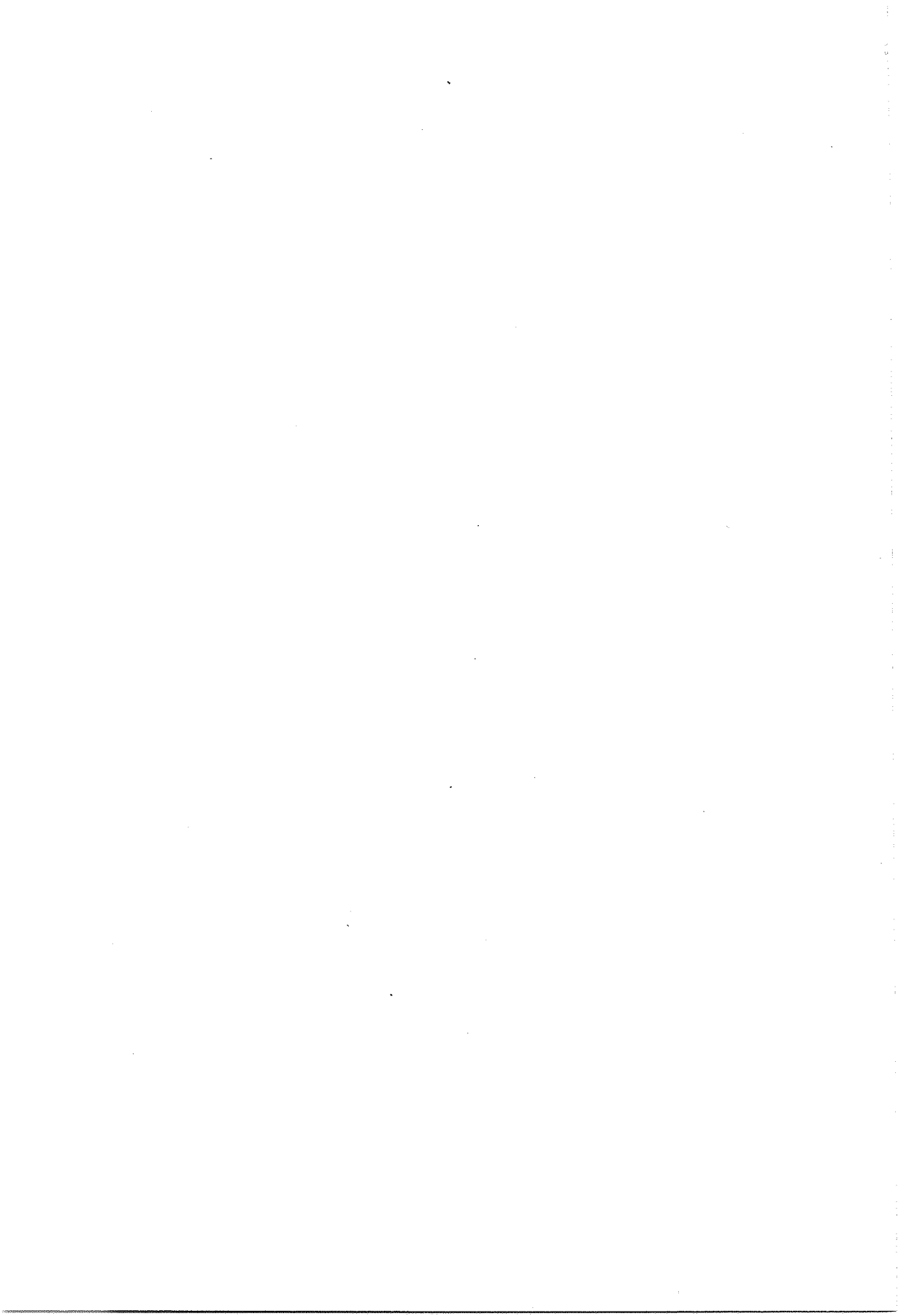


(000's Omitted)



	1978	1979	1980	1981	1982
Arts	\$1,355,129	\$1,455,164	\$ 1,170,270	\$ 1,824,500	\$ 2,560,793
Education	4,518,635	3,090,631	6,717,139	5,682,732	6,083,453
Health	448,903	591,969	609,448	647,257	707,649
Human Services	1,053,750	1,761,451	3,294,395	1,861,330	2,584,119
Miscellaneous	619,900	807,849	914,940	1,364,994	816,150
Bush Fellowship Programs	526,865	595,764	818,723	875,900	944,380
TOTALS	<u>\$8,523,182</u>	<u>\$8,302,828</u>	<u>\$13,524,915</u>	<u>\$12,256,713</u>	<u>\$13,696,544</u>

PROGRAM NOTES



PROGRAM NOTES

This section of the annual report highlights developments in The Bush Foundation's grantmaking program which seem likely to be of greatest interest to grant applicants or potential applicants. In some years the main items are new grant programs. For 1982, the most noteworthy items concern continuation and expansion of several previously-approved programs: endowment grants in the arts, matching capital grants to historically black private colleges, and renewal of support for four university centers in the Bush Program in Child Development and Public Policy. Also noted are the increasing concentration of the Foundation's grants in education, the current areas of emphasis in Bush programs in health, human services, and summaries of eligibility and process in four mid-career fellowship programs.

Those interested in the details of grant activity during 1982 should turn to the list section entitled "Grants for the Year Ended November 30, 1982".

ARTS AND HUMANITIES

Over the past ten years, The Bush Foundation has appropriated roughly \$16.9 million to arts and humanities organizations in Minnesota. Most of these funds have been paid to major professional institutions in Minneapolis and Saint Paul, to support operating expenses, special projects, and building renovation and construction. The Foundation has emphasized support of major professional organizations within its arts grantmaking for two primary reasons: first, these institutions provide both high quality programs for the public and artistic leadership for other arts activities in Minnesota; and second, they have persistently high financial need.

In 1981, while continuing to support annual expenses of major arts institutions, the Foundation initiated a \$7 million program of matching grants to support endowment fund drives conducted by major arts organizations in Minnesota during the 1980's. With this new series of matching grants, The Bush Foundation seeks to assist major arts organizations in Minnesota in their efforts to strengthen their management and support future growth through endowment funds. Requests for support of up to ten percent of an arts organization's endowment fund drive are considered; the maximum possible grant amount is \$2 million. Proposals in this program will

be accepted until 1990. To provide an incentive for completion of endowment fund drives, the Foundation has adopted the following matching formula for these endowment grants:

- In cases where the Foundation is asked to take a leadership position in a campaign (when an application is submitted before 50 percent of the fund drive is completed), ordinarily payment of half of the Bush grant is made when 50 percent of the drive is completed. Payment of the remaining amount of the grant is contingent upon completion of the total fund drive goal, according to a mutually agreed upon deadline.
- In cases where at least half of the drive has been completed by the time a Bush grant is requested, ordinarily payment is contingent upon raising the total remaining amount of the drive, according to a mutually agreed upon deadline.

Grants in this program are based on the Foundation's judgments about applicants' need for endowment support, as well as the quality of their long-range planning, artistic program and management. The Foundation's Board of Directors has approved two grants in this new program. In April, 1981, the Walker Art Center, Minneapolis, received \$1,000,000 toward the Center's \$10 million capital campaign. In February, 1982, the Foundation pledged \$2,000,000 to the Minnesota Orchestral Association, Minneapolis, toward its endowment fund drive.

In addition to providing annual operating support for major arts institutions in Minnesota, The Bush Foundation occasionally makes grants to arts organizations for special program needs or projects. In 1982, the Ordway Music Theatre, Saint Paul, received \$1,500,000 to support construction and endowment for a new music theater located in downtown Saint Paul. The Illusion Theatre and School, Minneapolis, received \$17,793 for expanded marketing activities. The Greater Twin Cities' Youth Symphonies, Minneapolis, and the Saint Louis County Heritage and Arts Center, Duluth, each were awarded \$10,000 for program support, and Actors Theatre of Saint Paul received a grant of \$5,000.

The Foundation provides further support for the arts through its Fellowship for Artists Program, which was established in 1976 to enable selected artists in Minnesota to spend a concentrated period of time on their work. The seventh group of Bush Artist Fellows was selected in 1982. The Fellowship section of this report lists the Fellows and describes this program in more detail.

EDUCATION

Major Programs in Higher Education

Nearly half of the new Bush Foundation grant authorizations during 1982 were in the field of education. The majority of these funds go to colleges and universities, although some go to other institutions and some to individuals for training fellowships. During recent years the Foundation's education grants increasingly concentrated in a few major programs, most of which have clear beginning and ending points. More than nine-tenths of the Foundation's education grants in 1982 went to six programs of this kind. Following is a summary of the status of these programs in education.

Bush Programs in Education	First Year of Operation	Anticipated Final Year	1982 Grant Authorizations (number of grants in parenthesis)	Comment
1. Child Development	1975	Not determined	\$2,740,000 (6)	Four Bush university centers for child development and public policy received renewal grants in 1982. See comment section below.
2. Bush Public School Executive Fellows Program	1976	Not determined	\$1,041,945 (1)	Support is authorized through 1986. This program is administered by the Minnesota Association of School Administrators, Saint Paul, Minnesota. See comment section below.
3. Matching capital grants for four-year private colleges in Minnesota and the Dakotas.	1976	1983	\$2,126,500 (5)	The current program expires at the end of 1983. Guidelines are available at The Bush Foundation offices. See section below.
4. Matching capital grants for UNCF colleges (in cooperation with The William and Flora Hewlett Foundation).	1981	1987	\$ 650,000 (2)	See comment section below. Guidelines are available at The Bush Foundation offices.
5. Alumni challenge grants for UNCF colleges (in cooperation with The William and Flora Hewlett Foundation).	1976	1985	\$ 270,080 (10)	1981 was the final year that new applications were accepted. Consecutive renewal grants are possible up to a maximum of five per participating college.

Bush Programs in Education	First Year of Operation	Anticipated Final Year	1982 Grant Authorizations (number of grants in parenthesis)	Comment
6. Faculty development grants for undergraduate public and private colleges in Minnesota and the Dakotas.	1980	Not determined	\$ 957,638 (8)	Eligible institutions may apply for up to two consecutive program grants of up to three years each. Revised guidelines are available at The Bush Foundation offices.
7. Other education grants, outside defined programs.	—	—	\$ 660,692 (7)	These grants cover a wide variety of issues and needs. They are listed individually in the "Education" portion of the Statement of Grants section at the end of this annual report.
Total 1982 Grant Authorizations in Education			\$8,446,855 (39)	

Matching Capital Grants for Historically Black Colleges

The Boards of The Bush Foundation and The William and Flora Hewlett Foundation in October and November, 1980 launched a seven-year, \$10 million program of matching capital grants in four-year historically black private colleges. This agreement follows a successful partnership between these foundations in stimulating alumni giving within the same institutions. (Thirty-one historically black private colleges are participating, or have recently participated, in a program of renewable alumni challenge grants which, on the average, helped these colleges to double receipts to their annual alumni funds and more than double the number of their alumni donors.)

Eligible for participation in the matching capital grants program are the forty-two present or former members of the United Negro College Fund, Inc. (UNCF). These colleges, located mainly in the southeastern United States, form a network of respected institutions with an unusually significant record of service to the nation.

From 1977 through mid-1980, UNCF completed a nationwide \$58 million capital fund drive for the benefit of all its members. However, a conservative estimate of aggregate need to refurbish old buildings, build a few new ones, and strengthen endowment in these UNCF colleges, is about \$300 million. A surge of new capital fund drives is beginning to occur in these colleges. The Bush-Hewlett matching funds are intended to hasten completion of those fund drives whose organization and purposes have been most carefully planned.

The following matching capital grants to UNCF colleges were authorized during 1981 and 1982:

Institution	Amount	Year
Paine College Augusta, Georgia	\$ 100,000	1981
Spelman College Atlanta, Georgia	400,000	1981
Tuskegee Institute, Tuskegee Institute, Alabama	1,000,000	1981
Johnson C. Smith University Charlotte, North Carolina	500,000	1982
Florida Memorial College Miami, Florida	150,000	1982

This program is scheduled to operate between 1981 and 1987. The Bush Foundation Board agreed to provide up to \$7 million during that period, and The William and Flora Hewlett Foundation agreed to provide up to \$3 million. The Bush Foundation will administer the program, receiving applications, arranging for the required staff and consultant work, and selecting which applicants receive grants.

In many ways the new Bush-Hewlett program of matching capital grants is similar to the program which The Bush Foundation operates in Minnesota and the Dakotas and which has been described in prior annual reports. For these programs, "capital" purposes are defined to include land, endowment, building construction, and major renovation. Bush-Hewlett matching grants are five percent of the announced capital items in a college's fund drive. The Foundation staff site visit procedures for considering grant proposals in both programs are essentially the same. The Bush Board's standards for selecting individual grantees are also the same.

Unlike the Upper Midwest program, however, gifts from corporations and foundations can be matching-eligible in the Bush-Hewlett program. The four principal questions which need to be answered favorably before a matching capital grant is approved continue to be the following ones:

- Are the goals of the capital fund drive carefully focused and based on a comprehensive and widely discussed appraisal of the institution's needs?
- Does the applicant college have a reasonable planning process which links educational and financial strategy for at least five years into the future?
- How well planned and organized is the fund drive? What are its chances for achieving its announced dollar goal?
- If major building refurbishment or new construction is part of the capital fund drive, how well planned does this work appear to be, and how well does the college use and maintain its existing physical plant?

Inquiries are welcome. Proposals for these grants are considered at the regular grantmaking meetings of the Bush Board of Directors.

Child Development

Begun in 1977, the Bush Program in Child Development and Public Policy provides pre-doctoral and post-doctoral training to students at four universities located across the United States. The training programs at each university are designed to prepare students for careers in which they can influence the design of public policy for children and families.

The original grants which set up this network of activity were made to Yale University, New Haven, Connecticut; the University of Michigan, Ann Arbor, Michigan; the University of California at Los Angeles (UCLA); and the University of North Carolina, at Chapel Hill, North Carolina. The grants were approximately \$670,000 each, spread over five years.

At each center, the Bush grant has supported pre-doctoral and post-doctoral fellowships, provided seed money for individual student internships and research on public policy issues, and supported efforts to increase public understanding of policy issues relating to children and families. The directors of the four centers are: Dr. Edward Zigler, Professor of Psychology at Yale University; Dr. Harold Stevenson, Professor of Psychology at Yale University; Dr. Harold Stevenson, Professor of Psychology at the University of Michigan; Dr. James J. Gallagher, Director of the Frank Porter Graham Child Development Center at the University of North Carolina; and Dean John I. Goodlad of the Graduate School of Education, UCLA.

In 1979, The Bush Foundation allocated an additional total amount of \$290,296 to support joint activities within this network of four university centers. These network activities were designed to provide information and services to the Bush Fellows in the four established centers, and to strengthen the ability of all four centers to respond to public inquiry and make available the results of their work.

The Bush Foundation employed three consultants to provide continuing evaluation of the training programs at each Bush center, as well as various aspects of the network activity described above. The chairman of the evaluation group was Dr. Sheldon H. White, Professor of Psychology at Harvard University, Cambridge, Massachusetts. The other members were Dr. Millie Almy, Professor Emeritus of Education at the University of California at Berkeley, and Dr. Gilbert Y. Steiner, Senior Fellow at the Brookings Institution, Washington, D.C. The evaluation group visited each of the Bush centers at approximately eighteen-month intervals over the past four years. The group considered the following types of questions:

- What appears to have happened differently at each university as a result of the Bush grant?
- What policy-oriented research has been stimulated under the Bush grant which might not have been carried out otherwise?
- What individuals have been attracted to the combined field of child

development/public policy who might not have been attracted without the center's activity?

- What is the record of job placement and career accomplishment of the graduate students participating in center activities?
- Does the recruitment and selection of pre-doctoral and post-doctoral students at each center appear to provide a significant pool of graduate students who have interest and talent for work outside universities, as well as being competent as university teachers and researchers?

The Board decision to continue support for this training program was based upon the following judgments by White's evaluation group and the Foundation staff:

- The need for trained child development people in policy positions in the United States is still strong.
- The quality of the training at these university centers appears excellent.
- The students at the centers appear to be doing high-quality work.
- Training of a special kind is occurring at these centers which would probably not occur (at least on this scale) without Bush support.
- Preliminary indications are that graduates of these centers are already moving into positions in which they can influence public policy.

A survey of the forty-seven Bush Fellows who had graduated from the four centers by July, 1981, indicated that 41% have taken positions in government or policy-related organizations; this appears to be a much higher percentage than is normally true for doctoral students in developmental psychology and related fields at these or comparable universities. Examples of policy-related jobs taken by students from the Bush centers include the position of Director of the Planning Division of the Connecticut Department of Children and Youth Services; Associate Director for Children's Human Services of the North Carolina Growth Policies Board; and Assistant Deputy of the California Department of Children, Youth, and Families. The other former Bush Fellows who have accepted academic appointments in colleges and universities appear likely to incorporate public policy concerns into their own teaching and research.

In October, 1982, The Bush Foundation Board voted to continue its support for this training program for an additional three years, beginning July 1, 1983. Each university received a three-year grant totaling \$750,000, except for UCLA which received a one-year grant of \$150,000 to continue operation of its center through June 30, 1984. The Board also indicated its intention to end Bush support of this program after June 30, 1988.

HEALTH

The Bush Foundation wishes to consider proposals for programs and projects that will improve the quality, accessibility, and efficiency of health care services within the Foundation's grantmaking region. In its attempt to achieve good results with limited amounts of money, the Foundation will concentrate its grants on innovative programs to train health professionals for unfilled and new kinds of health care positions and will seek to develop new ways to deliver health care in rural and underserved areas. Improving racial minorities' access to careers in medicine and other health professions is also of major interest to the Foundation.

In 1982, the Foundation approved a major grant to The Mayo Foundation in Rochester, Minnesota to expand the activities of the Mayo Clinic's Health Studies Unit. This program seeks to develop ways to assess the quality and costs of medical care. The unit's researchers also have published assessments of various medical technologies. Bush funds will help to strengthen the Unit's core faculty and provide increased opportunities for health services research by Mayo Clinic physicians. This grant is the most recent in a pattern of grants intended to help develop more information about health services within the Foundation's geographic region. Previous grants in this series have been made to the University of Minnesota Center for Health Services Research, to InterStudy and to the Minnesota Coalition on Health Care Costs.

Also in 1982, the Foundation approved grants to Benedictine Health Center in Duluth, Minnesota and to Saint Benedict's Center in Saint Cloud, Minnesota for day care programs for elderly people. Saint Paul-Ramsey Hospital Medical Education and Research Foundation was awarded \$150,000 to help support its Mental Health Hearing Impaired Program and the Foundation renewed its alumni challenge grant to Meharry Medical College.

A fourth group of Bush Clinical Fellows was selected in 1982. Physicians selected for this program will pursue programs of study designed to help them meet specific health care needs in the rural communities in which they practice. The Foundation also expanded eligibility for this program to physicians practicing in rural areas of North Dakota, South Dakota and Western Wisconsin. The Fellowship section of this Report lists the Bush Clinical Fellows selected in 1982 and describes their individual programs.

HUMAN SERVICES

The Bush Foundation approved 34 grants totaling \$2.1 million for human service programs during 1982. This amount represents 12 percent of the amount which the Foundation approved for all grants in 1982.

The Bush Foundation has tended to consider proposals dealing with human service programs on a case by case basis. This approach will continue at least for the coming year. It may be easiest to understand The Bush Foundation's work in human services by examining how the Foundation reviews individual proposals.

Decisions on individual proposals usually have been based on staff and Board appraisal of the answers to four basic kinds of questions:

1. How important is the purpose for which the grant is sought?
2. Is the purpose one for which Foundation expenditure makes sense? Does the problem to be worked on match in scale what The Bush Foundation might reasonably be able to spend on it? Are others who might reasonably help pay for the activity doing their fair share?
3. How well is the applicant likely to be able to carry out the proposed plan? Is the planning work as good as can reasonably be expected? Is most of the unnecessary risk eliminated from the work plan?
4. If the proposed activity is to continue beyond the period of the proposed grant, what are the plans for replacement support and how realistic are they?

Despite this case by case approach, several grantmaking patterns have emerged and have been described in earlier annual reports. In 1982, the Foundation continued to support programs that benefit handicapped people, youth, and families facing crises of various kinds. The Foundation approved four grants to help support programs which attempt to reduce violence in families. Since 1974, the Foundation has approved 21 grants to help start or expand programs of this kind. In 1982 the Foundation also approved eight grants to start or expand counseling programs for youth and families. Among these were projects sponsored by Children Are People, Saint Paul, and The Johnson Institute, Minneapolis, to develop programs to prevent chemical abuse among children and adolescents. Dr. Paul Batalden of The Saint Louis Park Medical Center received a grant to plan a possible future grantmaking program in early adolescence.

Most of the Foundation's grants in the Human Services program area provided funds to start new programs or expand existing ones. However, the Foundation also approved eight capital grants to vocational, chemical dependency, mental and physical rehabilitation and residential programs. Ordinarily, the Foundation's capital grants for these kinds of programs have been for amounts between 10 and 20 percent of the total costs of construction and renovation projects. The Foundation also approved a grant of \$300,000 for The Bush Loan Fund, which is administered by the Courage Center and provides loans to sheltered workshops to purchase equipment for work programs that employ handicapped people.

BUSH LEADERSHIP FELLOWS PROGRAM

The Bush Leadership Program was started in 1965 at the wish of Archibald Granville Bush. He envisioned a program which would locate highly motivated individuals from many fields with strong leadership qualities. His aim was to help them develop and broaden their potential for leadership without the kind of financial hardship he encountered early in his own business career. Recipients of these awards receive financial support for full-time midcareer study — sometimes including a specially designed internship — anywhere within the United States. The awards range in length from four to eighteen months.

In 1973, The Bush Foundation added a new program for Bush Summer Fellowships to the regular Bush Leadership Fellows Program. The summer program offers skills development opportunities ranging from three to ten weeks in length, and usually does not include an internship. In 1974, the Foundation voted to expand both programs beyond Minnesota, to include persons from North Dakota, South Dakota, and the 26 counties in northern and western Wisconsin that lie within the Ninth Federal Reserve Banking District.* Major criteria for selection for both programs have included clear career goals and demonstrated competence in past work, as well as human relations skills, intellectual ability, integrity, and a record of community involvement.

In 1982, the Board authorized expenditure of \$726,000 for stipends, tuition, and administrative expenses for Fellowships awarded. Twenty individuals received 1982 Bush Leadership Fellowships and 36 received Bush Summer Fellowships. The fellows represent the field of arts administration, business, computer science, education, engineering, government, health care administration, journalism, law enforcement, theology, and social work; this diversity in career background has characterized the program since its beginning.

The program continues to try to evaluate all applicants on their individual merits. For the last several years a clear majority of the selected fellows emphasized some aspect of administration or management during their studies and internships. This pattern seems likely to continue.

Public informational meetings are scheduled and advertised in about 25 cities in the four-state eligible area. Inquiries concerning the programs should be directed to Bush Leadership Program (Donald Peddie, Program Director), P.O. Box 15125, Minneapolis, Minnesota 55415.

* These counties in Wisconsin are: Ashland, Barron, Bayfield, Buffalo, Burnett, Chippewa, Douglas, Dunn, Eau Claire, Florence, Forest, Iron, La Crosse, Lincoln, Oneida, Pepin, Pierce, Polk, Price, Rusk, Saint Croix, Sawyer, Taylor, Trempeleau, Vilas, and Washburn.

1982 BUSH LEADERSHIP FELLOWS

Name and Residence	Employment at the Time of Selection for Fellowship (1982-83 Study Site in Parenthesis)
Betty M. Anderson Fargo, ND	Assistant Principal, North High School, Fargo, ND (University of Minnesota)
Freeman T. Beasley, Jr. Saint Paul, MN	Marketing Supervisor, 3M Company, Saint Paul, MN (Massachusetts Institute of Technology)
Donald G. Bruce Vermillion, SD	Attorney, Vermillion, SD (University of South Dakota)
Constance G. Bundy Fridley, MN	Senior Product Regulation Manager, Medtronic, Inc., Minneapolis, MN (University of Minnesota)
George H. Copa Saint Paul, MN	Professor, University of Minnesota, Minneapolis, MN (Harvard University)
Deidre Dodge Duluth, MN	County Commissioner, Duluth, MN (Harvard University)
Glenn S. Dorfman Superior, WI	Administrator, Catholic Charities, Superior, WI (Harvard University)
Jacquelyn Ernster Yankton, SD	Vice President, Academic Affairs, Mount Marty College, Yankton, SD (College of Notre Dame of Maryland)
Dennis L. Gaspar Mission, SD	Director, Study Skills, Sinte Gleska College, Rosebud, SD (Harvard University)
Margaret J. Hegge Volga, SD	Coordinator, College of Nursing, South Dakota State University, Brookings, SD (University of South Dakota)
James C. LiaBratten Coon Rapids, MN	Director, Vocational Education, Public Schools, North Branch, MN (University of Minnesota)
William L. Madsen Falcon Heights, MN	Director, Graduate Programs in Counseling Psychology, College of Saint Thomas, Saint Paul, MN (Augsburg College)
Monica M. Manning Saint Paul, MN	Dean of Community Service, Lakewood Community College, White Bear Lake, MN (Harvard University)
Carl R. McKay Fort Totten, ND	Chairman, Devils Lake Sioux Tribe, Fort Totten, ND (University of North Dakota)
Thomas T. Olsen Pierre, SD	Geologist, South Dakota Department of Water and Natural Resources, Pierre, SD (Program Deferred)
Pamela J. Parker Minneapolis, MN	Long-term Care Ombudsman, Minnesota Board On Aging, Saint Paul, MN (Harvard University)
Rhoda D. Robinson Duluth, MN	Special Education Teacher, Washington Junior High School, Duluth, MN (Harvard University)
Sue A. Schmitt Menomonie, WI	Program Director, University of Wisconsin-Stout, Menomonie, WI (Mississippi State University)
Robert J. Shellum Golden Valley, MN	Police Sergeant, City of Golden Valley, Golden Valley, MN (Harvard University)

Name and Residence	Employment at the Time of Selection for Fellowship (1982-83 Study Site in Parenthesis)
Craig A. Solomonson Cambridge, MN	Instructor and Computer Coordinator, Public Schools, Cambridge, MN (University of Minnesota)

1982 BUSH SUMMER FELLOWS

Kathryn J. Ackland Saint Paul, MN	President, KALB, Inc., Saint Paul, MN (Smith College Management Program)
Robert S. Badal Moorhead, MN	Dean, Arts and Humanities, Moorhead State University, Moorhead, MN (Harvard Institute for Educational Management)
Daniel P. Bergeland Duluth, MN	Director, Lutheran Social Service of Minnesota, Duluth, MN (Minnesota Management Institute, University of Minnesota)
Douglas L. Bolen Hudson, WI	Campus Administrator, Wisconsin Indianhead Technical In- stitute, New Richmond, WI (Harvard Institute for Educational Management)
Thomas R. Carroll Bloomington, MN	Manager, Airborne Snow Survey Program, National Weather Service, Minneapolis, MN (Cornell Executive Program)
Mildred L. Cox Minneapolis, MN	Associate Professor, Metropolitan State University, Saint Paul, MN (Bryn Mawr College Summer Institute)
Hannah E. Dean Grand Forks, ND	Hospice Coordinator, The United Hospital, Grand Forks, ND (Saint Christopher's Hospice, London, England)
Gary W. Downing Minneapolis, MN	Youth Leadership, Inc., Minneapolis, MN (Minnesota Management Institute and Warren Dean Insti- tute for Theological Education Management)
Eileen R. Flory Saint Paul, MN	Director of Education, The Science Museum of Minnesota, Saint Paul, MN (University of California Museum Management Institute)
Rex W. Gaskill Minneapolis, MN	Associate Dean of Instruction, Normandale Community Col- lege, Minneapolis, MN (Harvard Summer School and Management of Lifelong Education Program)
Alice T. Gasque Vermillion, SD	Chair, English Department, University of South Dakota, Ver- million, SD (Carnegie-Mellon College of Management Program)
Lee E. Grugel Eau Claire, WI	Dean, School of Arts and Sciences, University of Wisconsin- Eau Claire (Harvard Institute for Educational Management)
Roxanne Hartung Bertha, MN	Adult Director, Technical Institute, Staples, MN (Smith College Management Program)
Douglas L. Huff Saint Peter, MN	Associate Dean, Gustavus Adolphus College, Saint Peter, MN (Harvard Institute for Educational Management)
Geoffrey R. Hunt Sioux Falls, SD	Acting Director, Siouxland Heritage Museums, Sioux Falls, SD (California Museum Management Institute)
Barbara A. Jabr Saint Paul, MN	Senior Employee Relations Representative, FMC Corp., Northern Ordinance Division, Saint Paul, MN (Cornell Executive Program)

Name and Residence	Employment at the Time of Selection for Fellowship (1982–83 Study Site in Parenthesis)
Linda J. Jadwin Minneapolis, MN	Manager, Government Knowledge Services, Control Data Corp., Minneapolis, MN (Stanford Executive Program)
Jean Juenemann New Prague, MN	Chief Executive Officer, Queen of Peace Hospital, New Prague, MN (Cornell and University of California Health Executive Programs)
Daniel L. Klassen Northfield, MN	Director, Academic Computing and Educational Research, Saint Olaf College, Northfield, MN (Carnegie-Mellon College Management Program)
Delores Lennon-Paterson Excelsior, MN	Bus Driver, Metropolitan Transit Commission, Minneapolis, MN (Harvard Trade Union Program)
Karen S. Loechler New Hope, MN	Regional Administrator, Minnesota Department of Natural Resources, Saint Paul, MN (Cornell Executive Program)
Timothy M. Mathewson Superior, WI	Museum Director, City of Superior, Superior, WI (California Museum Management Institution)
James R. McCarville Superior, WI	Port Director, City of Superior, Superior, WI (Harvard Executive Program for State and Local Government)
Judith L. McDonald Bemidji, MN	Dean, Library and Library Services, Bemidji State University, Bemidji, MN (Harvard Institute for Educational Management)
Gerald F. Moran Virginia, MN	Administrator, East Range Clinics, Ltd., Virginia, MN (Minnesota Management Institute)
Michael T. Osterholm Edina, MN	Chief, Acute Disease Epidemiology, Minnesota Department of Health, Minneapolis, MN (New England Epidemiology Institute)
Victor V. Pavlenko Canton, SD	Executive Director, CENCOAD, Inc., Sioux Falls, SD (Harvard Divinity School)
Charles R. Retts Vadnais Heights, MN	Dean of Men, Bethel College, Saint Paul, MN (Carnegie-Mellon College Management Program)
Jacqueline M. Roedler Saint Paul, MN	Reporter, Saint Paul Dispatch, Saint Paul, MN (Harvard Trade Union Program)
Lawrence J. Sommer Duluth, MN	Director, Saint Louis County Historical Society, Duluth, MN (California Museum Management Institute)
Patrick T. Stevens Saint Paul, MN	Executive Director, New Connection Programs, Inc., Saint Paul, MN (Minnesota Management Institute)
Connie M. Steward Rochester, MN	Stewardship, Inc., Rochester, MN (Pepperdine University, Management of Organizational Development Program)
Dennis Tanner Winona, MN	Dean, Business and Industry, Winona State University, Winona, MN (Harvard Institute for Educational Management)
Carol B. Truesdell Edina, MN	Assistant Director, CHART, Minneapolis, MN (Stanford Executive Program for Smaller Companies)
John R. Weddle, Jr. Minneapolis, MN	Risk Manager, General Mills, Inc., Minneapolis, MN (Carnegie-Mellon Executive Program)
Donn L. Young Winona, MN	Executive Director, Winona County Historical Society, Winona, MN (California Museum Management Institute)

BUSH PUBLIC SCHOOL EXECUTIVE FELLOWS PROGRAM

The seventh annual group of twenty-five Bush Public School Executive Fellows was selected in May, 1982 to enter this training program.

The program provides an intensive six-week course for experienced public school superintendents and assistant superintendents in Minnesota and is designed to improve their leadership and financial management capacity. The six weeks of their participation is spread over eighteen months, and includes the following segments: a twelve-day opening session emphasizing case study and discussion; three five-day sessions analyzing specific study projects; and a four-day final session. Participants also spend approximately six months of independent work on a major project within their own school districts.

The curriculum emphasizes management skills, labor relations, and long range planning for school districts. Professor John J. Mauriel of the University of Minnesota School of Management is the Academic Director of the Program. The fiscal agent is the Minnesota Association of School Administrators.

In October, 1982, the Bush Foundation Board approved a grant of \$1,041,945 to the Minnesota Association of School Administrators to continue this program for three more years, beginning July 1, 1983.

Inquiries concerning the program are welcomed by the Minnesota Association of School Administrators, 1910 West County Road B, Roseville, Minnesota 55113.

Following is a list of the individuals selected in 1982 to receive Bush Public School Executive Fellows awards:

BUSH PUBLIC SCHOOL EXECUTIVE FELLOWS

Name	Title	School District
Baas, Alvin G.	Director of Special Education	North Branch, MN
Bruning, Arthur L.	Superintendent	Hopkins, MN
Dixon, Virginia L.	Director of Special Education	Rochester, MN
Grimes, Nancy L.	Director of Secondary Education	Rosemount, MN
Hanauer, Janet A.	Superintendent	Chandler, MN
Harwood, Charles E.	Director, Rochester Area-Vocational Technical Institute	Rochester, MN
Hruby, Michael L.	Superintendent	Cyrus, MN
Johns, Antoinette F.	Director of Special Education	White Bear Lake, MN
Kane, Harvey G.	Superintendent	Montgomery, MN
Kyte, Charles E.	Superintendent	Eden Valley, MN
Ledbetter, Arlene M.	Administrative Assistant, West-Central Educational Cooperative Services Unit	Fergus Falls, MN
Loss, Jack R.	Director of Instruction	Richfield, MN
Mathison, Earl M.	Superintendent	Bertha, MN
Nelson, Willard L.	Superintendent	New London, MN
Redfield, James L.	Superintendent	Tyler, MN
Remme, Harold B.	Superintendent	Tracy, MN
Sargent, James C.	Director of Personnel and Staff	Saint Paul, MN
Schoeb, Wallace W.	Superintendent	Fulda, MN

Schwartz, James W.	Superintendent	Carlton, MN
Sedin, Mary J.	Title I and Title IX Coordinator	Duluth, MN
Shaw, Gary E.	Superintendent	Kerkhoven, MN
Sonnabend, Leslie C.	Assistant Superintendent	Prior Lake, MN
Swanson, Dean L.	Executive Director, South-East Educational Cooperative Service Unit	Rochester, MN
Swenson, Carol J.	Director of Personnel	Coon Rapids, MN
Thorstenson, Curtis L.	Director of Special Needs, Dakota County Area Vocational-Technical Institute	Rosemount, MN

BUSH FOUNDATION FELLOWSHIPS FOR ARTISTS

The Bush Foundation Fellowships for Artists Program enables selected artists in Minnesota to set aside concentrated time for their work, and to increase the quality and pace of their career development. Short-term Bush Foundation support can be used to complete an artistic project, meet an artistic goal, or advance generally a professional artistic career. Since the program was initiated in 1976, a total of 63 Artist Fellowships have been awarded, 32 to creative writers and 31 to visual artists.

In March, 1982, the seventh group of Bush Artist Fellows was selected from 235 original applicants. The artists selected were:

Paulette Bates Alden, Minneapolis, fiction writer
 Steven Beyer, Saint Paul, sculptor
 Madelon Gohlke, Minneapolis, creative non-fiction writer and poet
 Natalie Goldberg, Minneapolis, poet
 William Holm, Minneota, creative non-fiction writer and poet
 Edward Levine, Minneapolis, sculptor
 John Minczeski, Saint Paul, poet
 James Moore, Saint Paul, poet
 Robert Schwartz, Minneapolis, filmmaker
 Susan Welch, Bloomington, fiction writer

Fellows are chosen from two professional groups: creative writers (writers of fiction and creative non-fiction, poets, and playwrights) and visual artists (painters, sculptors, graphic artists, still photographers, filmmakers, and video artists). Candidates must be at least 25 years old and residents of Minnesota for one year immediately preceding the application deadline. Major criteria for final selection are demonstrated artistic performance and the estimated importance of the applicant's Fellowship plan to his or her development as an artist.

Selection of Bush Artist Fellows is accomplished with a two-part panel review process. Separate preliminary judging panels in literature and the visual arts review application materials and select finalists. A final interdisciplinary panel then selects the Fellows. The judging panels, which are different every year, are composed of artists, curators, and critics from outside of Minnesota. Names of judges are announced following final selection of the Fellows.

Stipends for 1982 Artist Fellows were \$1,250 per month for up to twelve months, or a total possible stipend award of \$15,000 for a twelve to eighteen month Fellowship period. The program also provided additional funds of up to \$3,000 for travel and production expenses incurred in connection with each Fellow's work. The total amount of stipends and cost allowances authorized for 1982 Fellowships was \$180,000.

Inquiries about this program should be directed to Sally Dixon, Program Director, The Bush Foundation Fellowships for Artists Program, E-900 First National Bank Building, Saint Paul, Minnesota 55101.

BUSH CLINICAL FELLOWS PROGRAM

In October 1978, the Foundation began the Bush Clinical Fellows Program. A total of 25 fellowships have been awarded in the first four award cycles. The program seeks to improve the quality of health care in individual communities and to develop individual rural physicians' potential for leadership and inventiveness in clinical medicine, health care delivery, administration and education. The Program also seeks to improve the linkages between rural communities and health training institutions.

The Bush Clinical Fellows Program provides selected rural physicians in Minnesota, the Dakotas, and western Wisconsin with an opportunity to pursue individually-designed programs of study which also take explicit account of health care needs of their individual communities.* Approved programs are for three to twelve months. They usually include clinical study at a major teaching center and also study to improve administrative, planning and leadership skills. Award winners receive monthly stipends of \$3,000. They also receive tuition and travel allowances totaling up to \$4,000 over the full term of their fellowship programs. Stipends are intended to cover Fellows' living expenses for the period of study during which their income from medical practice will be reduced or nonexistent.

Applicants must be physicians currently practicing general or family medicine or other primary care specialties in non-metropolitan areas. They must be at least 35 years of age with seven or more years of clinical practice experience and be able to state clearly their needs and the opportunities available in their communities for the application of new skills they seek. Upon request, the Program Director will help Fellows design appropriate educational programs and identify sources of temporary practice coverage.

Inquiries about the Bush Clinical Fellows Program should be directed to Jon D. Wempner, M.D., Program Director Bush Clinical Fellows Program, Box 715 - 420 Delaware Street, S.E., Minneapolis, MN 55455.

* These counties in Wisconsin are: Ashland, Barron, Bayfield, Buffalo, Burnett, Chippewa, Douglas, Dunn, Eau Claire, Florence, Forest, Iron, La Crosse, Lincoln, Oneida, Pepin, Pierce, Polk, Price, Rusk, Saint Croix, Sawyer, Taylor, Trempeleau, Vilas, and Washburn.

1982 BUSH CLINICAL FELLOWS

Name and Residence	Fellowship Purpose	Location of Program Pursuit
Gerald Church, M.D. Two Harbors, MN	Renewed emphasis on comprehensive clinical practice; improved medical and community care for patients with chronic conditions including drug abuse; update coronary care unit.	Saint Luke's Hospital, Duluth; Kaiser-Permanente General Hospital, Seattle; Australia; New Zealand
George Crislip, M.D. Waconia, MN	Chronic pain syndrome involving all moveable joint surfaces.	Kenny Institute, Minneapolis; Parkview Clinic, Minneapolis; Veterans Administration Medical Center, Minneapolis
Carlton Erickson, M.D. Chisago City, MN	Explore feasibility of computer assisted and video cassette instruction and refine application of computers to clinically-related tasks in medical practice.	Marshfield Clinic, Marshfield, Wisconsin; Upstate University, Buffalo, New York; Miller Research Institute, Mobile, Alabama
Bayard French, M.D. Hibbing, MN	Explore methods for mobilizing local, community resources to develop a rural hospice; study alternative approaches to financing and delivering medical care including such concepts as day hospitals and home care.	Saint Joseph's Hospice, London, England; Saint Luke's Nursing Home, Sheffield, England; other locations in the U.S. and England
Gregory Garnett, M.D. Northfield, MN	Diagnosis and management of sports injuries and establishment of sports injury prevention program in two colleges.	Institute for Athletic Medicine, Minneapolis; Minnesota Vikings Summer Training Camp, Mankato, Minnesota; University of Wisconsin Medical School, Madison, Wisconsin
Roland Hammer, M.D. River Falls, WI	Assessment of high risk obstetrical cases; use of fetal monitoring and ultrasound; update on patient education; establishment of on-going CME program at local hospital; geriatric cardiology and neurology.	University of Minnesota Hospitals, Minneapolis; Saint Paul-Ramsey Medical Center; North Memorial Medical Center, Minneapolis
Vincent LaPorte, M.D. Marshall, MN	Extend skills and community services in ob-gyn including management of high risk pregnancies.	Abbott Northwestern Hospital, Minneapolis; Sioux Valley Hospital, Sioux Falls, South Dakota; University of Minnesota Hospital, Minneapolis
Milton Seifert, M.D. Excelsior, MN	Identification and management of mental health and family living problems in primary care setting.	University of Minnesota, Minneapolis; University of Wisconsin, Madison, Wisconsin; Family Health Foundation of America, Kansas City, Missouri

GRANTMAKING POLICIES AND PROCEDURES



GRANTMAKING POLICIES AND PROCEDURES

MAJOR CURRENT INTERESTS

1. The Bush Foundation is predominantly a regional grantmaking foundation, with broad interests in education, human services, health, arts and humanities, and in the development of leadership.
2. The Foundation is interested in education at all levels, with major emphasis in higher education. In recent years, most of the Foundation's grantmaking in higher education has been in particular, predefined areas of emphasis. These include assisting private colleges with matching grants to complete capital fund drives, matching grants to improve annual unrestricted alumni giving, grants for faculty development, and for training in the joint fields of child development and social policy.
3. The Foundation seeks to support projects which may help demonstrate and evaluate ways to lessen, prevent or resolve contemporary social problems. Those projects which involve the elements of relatively early intervention and reasonable cost are of particular interest.
4. The Foundation seeks to encourage the delivery of good health care, at reasonable cost to recipients and to society. The Foundation wishes to consider proposals for programs that will improve the quality, accessibility, and efficiency of health care services within the Foundation's geographic region. Recently, grants have been approved for programs that seek to develop more information about the provision of health services within the region, to improve the clinical and leadership skills of rural physicians.
5. Within its geographic region of major interest, the Foundation supports the arts and humanities, including music, theater, dance, visual arts, and the general preservation of our cultural heritage. Since 1975 the Foundation also has provided fellowships for individual artists.
6. The development of leadership potential was of particular interest to the founder of The Bush Foundation, and will continue to command its interest and resources.

RESTRICTIONS AND AREAS OF HIGH SELECTIVITY

1. The Foundation will concentrate its major interest on projects originating in, or of special value to Minnesota, North Dakota and South Dakota. The Bush Leadership Fellows Program and the Bush Clinical Fellows Program include coverage of these states plus the counties of western Wisconsin which are part of the Ninth Federal Reserve District. A limited number of grants to major non-regional programs have been approved, such as grants in child development and public policy, or support for historically black private colleges. In each such case, the program outlines are discussed and approved by the Foundation Board prior to making the related initial grants. Proposals for projects outside the United States ordinarily will not be approved.
2. The Bush Foundation ordinarily will not contribute to other private foundations, but this shall not preclude its joining with one or more foundations in a common effort of special interest.
3. The Foundation does not make direct grants to individuals except through established, defined programs such as the Bush Leadership Fellows Program, the Fellowships for Artists Program, and the Bush Clinical Fellows Program. Ordinarily the Foundation's grants are made only to non-profit, tax-exempt organizations.
4. Although the Foundation seeks to appraise each grant proposal on its merits, the following kinds of grant proposals are less likely to be approved than others:
 - a. Proposals for building construction in medicine.
 - b. Proposals requesting support to cover past operating deficits.
 - c. Proposals seeking general and continuing operating support.
5. The Foundation for some time has been reluctant to provide funds for basic research within established academic disciplines. In September, 1974 the Board of Directors voted to cease granting funds for project research in the biomedical and health sciences.

GRANTMAKING PROCEDURES

Responsibility of Decisions

All commitments of grant funds are made by the Board of Directors. The Board usually meets quarterly. The Grants Committee, a six-member sub-committee of the Board, discusses all grants prior to final Board action, and makes recommendations of final action to the Board.

All grant proposals to be considered by the Grants Committee and the Board are first investigated by the Foundation's staff. The results of these investigations are made available to the Grants Committee and the Board.

Time Required for Decisions

Grant proposals should be submitted to the President of the Foundation three months prior to the Board meeting at which consideration of the proposal is desired. This normally is a minimum time needed to complete the steps required for consideration. But if the proposal is highly specialized, if it requires the review of outside consultants, the process of consideration usually takes longer.

The Board has approved additional preliminary screening procedures for University of Minnesota proposals, and for requests seeking construction funds for major hospitals and medical centers. The Foundation staff will explain these steps to anyone wishing further information about them.

Ordinarily one member of the Foundation's program staff is assigned to work on a specific proposal when it is received by the Foundation. This staff member will suggest further discussion with the author of the proposal if it seems necessary, and may also seek other opinions and background information. This staff member will also be responsible for presenting the proposal, the results of the related investigation, and the staff's composite recommendation to the Grants Committee and to the Board.

Preliminary Inquiries

The Foundation staff welcomes brief preliminary letters inquiring about possible interest of the Foundation in providing funds for a particular project. The staff also is pleased to answer written or telephone inquiries concerning application procedures, desired documentation, timing problems, and so on.

In answering questions about the possible future Foundation action on a proposal idea, the staff replies usually will range from "possible" to "unlikely". These staff appraisals never signal quick, optimistic encouragement as to final outcome. At the same time, they rarely are so discouraging as to prohibit finally any further consideration. However, recent staff estimates suggesting that proposal ideas seemed "unlikely" to command board interest and final approval have almost always proven correct, even though the estimates in no way commit or limit later Board action.

Exploration of Other Sources of Support

Grant applicants ordinarily should explore all other possible sources of support in addition to The Bush Foundation. This exploration does not hurt the chances for a favorable decision by The Bush Foundation, but may improve the chances that the project will find support somewhere. In the event other sources do provide partial or full support, The Bush Foundation should be notified promptly, so that the staff may revise the amount requested in line with up-to-date and realistic needs.

GRANT PROPOSALS

Form of Presentation

There is no special form for applying for a grant. The proposals made to the Foundation vary widely as to purpose, and hence vary also as to the documentation needed for fair consideration. Plans which have been worked out thoughtfully and described concisely are always welcomed. Expensive brochures and extra packaging generally seem wasteful.

Desired Contents

A detailed list of "Application Requirements" is available at the Foundation office, and should be requested before drafting a final proposal. Following is a summary of the information which ordinarily should be provided in a completed proposal for a new project:

1. A clear description of the project, what it may be expected to achieve, and why it is important to undertake.
2. A detailed expense budget for the project, showing how the requested funds would be spent and during what time periods. The budget should make clear how the major elements of expense were estimated. Applicants should specify when the grant payment is requested under the grant, a suggested schedule of payments should be provided.
3. A statement of other possible sources of support, public or private, which have been or will be solicited concerning the project, including a statement of funds which have been received or pledged.
4. If the project is to be continued after the period for which support has been requested, an explanation of how continuation of the project is to be financed.
5. The procedure and criteria by which effectiveness of the grant should be judged after the grant funds have been expended.
6. Information concerning the organization and the responsible officers who intend to carry out the project:
 - a. A brief description of the organization making the proposal.
 - b. The names and primary affiliations of the organization's directors or trustees.
 - c. The name(s) and qualifications of the person(s) who would administer the grant.
 - d. An audited balance sheet and income statement, if available, for the organization's previous fiscal year.
7. A copy of the organization's most recent tax-exempt ruling from the Internal Revenue Service, along with either a statement as to any revisions which may be pending, or a statement that there has been no change and none is pending.

8. If the request comes from a department or individual in an organization, the request also should be endorsed by the administrative head of the organization. If possible, the endorsement also should comment upon the relative priority of the request compared with other needs which The Bush Foundation may be asked to support.
9. For demonstration projects, research studies, and experiments, a description of similar work which has been carried out previously by other agencies would be helpful, along with an estimate of the significance of this prior work to the proposed project.
10. Proposals seeking funds for basic research should be written so that the project and its importance may be understood by non-specialists, and also so that the specific work plan may be understood and reviewed by consultants in the specific discipline involved. The Foundation has been extremely selective in approving grants for basic research of all kinds.

APPROVED GRANTS

Notification of Approval

The Bush Foundation will send written notice to applicants concerning all Board decisions to approve or deny grant proposals, usually within ten days following the Board meeting involved. During this period, the Foundation notifies newspapers in Minnesota and the Dakotas and radio and television stations of grants which have been approved. The Foundation Center in New York City is also notified of approved grants so that its central data file may be kept current.

Reports to the Foundation

The Foundation will require progress reports at least annually stating what has been accomplished by expenditures of the grant funds, along with appropriate financial reports as to how the funds were spent. Grant funds may be spent only for the purposes granted. Uncommitted funds at the end of the grant period must be returned to the Foundation unless other arrangements have been proposed beforehand and approved formally by the Foundation's Board of Directors. Following the end of the period for which funds were granted, the grantee must provide the Foundation with a final financial accounting for the grant funds and an evaluation and summary of the results obtained.

Disposition of Foundation Papers

In October, 1980, The Bush Foundation Board approved an archive agreement with the Minnesota Historical Society which provides that Foun-

dition papers of potential historical interest will be catalogued and stored by the Society, and eventually will be available to scholars and other interested persons. The files of approved and denied grant applications and of fellowship applications will not be given public access, however, until fifty years following the date when those files were created. Other items such as annual reports or clipping files, which are either immediately publishable or already published, will be given immediate public access by the Society.

Summary Statistics for Recent Grants

The following tables summarize The Bush Foundation's recent grants, classified by the purpose for which funds were granted, by size and duration of grants, and by the geographic location of the grantees.

**SUMMARY OF GRANTS APPROVED IN FISCAL YEAR 1982
CLASSIFIED BY SIZE, DURATION,
GEOGRAPHIC LOCATION OF GRANTS**

Classification of Grants	Number of Grants Approved																																
I. Size	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%; text-align: right;">\$0-</td> <td style="width: 15%; text-align: right;">9,999</td> <td style="width: 70%;"></td> <td style="width: 10%; text-align: right;">6</td> </tr> <tr> <td style="text-align: right;">10,000-</td> <td style="text-align: right;">24,999</td> <td></td> <td style="text-align: right;">12</td> </tr> <tr> <td style="text-align: right;">25,000-</td> <td style="text-align: right;">49,999</td> <td></td> <td style="text-align: right;">20</td> </tr> <tr> <td style="text-align: right;">50,000-</td> <td style="text-align: right;">99,999</td> <td></td> <td style="text-align: right;">26</td> </tr> <tr> <td style="text-align: right;">100,000-</td> <td style="text-align: right;">199,999</td> <td></td> <td style="text-align: right;">19</td> </tr> <tr> <td style="text-align: right;">200,000-</td> <td style="text-align: right;">499,999</td> <td></td> <td style="text-align: right;">10</td> </tr> <tr> <td style="text-align: right;">500,000-</td> <td style="text-align: right;">1,500,000</td> <td></td> <td style="text-align: right;"><u>9</u></td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">Total</td> <td style="text-align: right;">102</td> </tr> </table>	\$0-	9,999		6	10,000-	24,999		12	25,000-	49,999		20	50,000-	99,999		26	100,000-	199,999		19	200,000-	499,999		10	500,000-	1,500,000		<u>9</u>			Total	102
\$0-	9,999		6																														
10,000-	24,999		12																														
25,000-	49,999		20																														
50,000-	99,999		26																														
100,000-	199,999		19																														
200,000-	499,999		10																														
500,000-	1,500,000		<u>9</u>																														
		Total	102																														
II. Duration	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%; text-align: right;">1 year</td> <td style="width: 70%;"></td> <td style="width: 10%; text-align: right;">57</td> </tr> <tr> <td></td> <td style="text-align: right;">2 years</td> <td></td> <td style="text-align: right;">21</td> </tr> <tr> <td></td> <td style="text-align: right;">3 years</td> <td></td> <td style="text-align: right;">21</td> </tr> <tr> <td></td> <td style="text-align: right;">4 years</td> <td></td> <td style="text-align: right;">1</td> </tr> <tr> <td></td> <td style="text-align: right;">5 years</td> <td></td> <td style="text-align: right;"><u>2</u></td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">Total</td> <td style="text-align: right;">102</td> </tr> </table>		1 year		57		2 years		21		3 years		21		4 years		1		5 years		<u>2</u>			Total	102								
	1 year		57																														
	2 years		21																														
	3 years		21																														
	4 years		1																														
	5 years		<u>2</u>																														
		Total	102																														
III. Geographic Location	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;"></td> <td style="width: 15%; text-align: right;">Minnesota</td> <td style="width: 70%;"></td> <td style="width: 10%; text-align: right;">69</td> </tr> <tr> <td></td> <td style="text-align: right;">North Dakota</td> <td></td> <td style="text-align: right;">7</td> </tr> <tr> <td></td> <td style="text-align: right;">South Dakota</td> <td></td> <td style="text-align: right;">5</td> </tr> <tr> <td></td> <td style="text-align: right;">Other</td> <td></td> <td style="text-align: right;"><u>21</u></td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">Total</td> <td style="text-align: right;">102</td> </tr> </table>		Minnesota		69		North Dakota		7		South Dakota		5		Other		<u>21</u>			Total	102												
	Minnesota		69																														
	North Dakota		7																														
	South Dakota		5																														
	Other		<u>21</u>																														
		Total	102																														

**SUMMARY OF GRANTS APPROVED IN FISCAL YEARS 1980, 1981, 1982
CLASSIFIED BY PURPOSE FOR WHICH FUNDS WERE GRANTED¹**

Program Area	1980	1981	1982	3-Year Total
A. Arts & Humanities	\$ 1,042,500 (9) 9.5%	\$ 1,922,500 (15) 12.1%	\$ 3,967,793 (11) 23.0%	\$ 6,932,793 (35) 15.8%
B. Education	5,015,884 (58) 45.9%	8,605,188 ² (49) 54.3%	8,446,855 (39) 49.1%	22,067,927 (146) 50.2%
C. Health	596,640 (5) 5.5%	638,717 ² (3) 4.0%	746,265 (6) 4.3%	1,981,622 (14) 4.5%
D. Human Services	2,285,641 (34) 20.9%	2,171,787 (24) 13.7%	2,182,366 (34) 12.7%	6,639,794 (92) 15.1%
E. Miscellaneous	950,602 (10) 8.7%	1,294,775 (10) 8.2%	630,000 (9) 3.7%	2,875,377 (28) 6.5%
F. Fellowship Program Stipends	1,042,000 (3) 9.5%	1,214,000 (3) 7.7%	1,236,000 (3) 7.2%	3,492,000 (9) 7.9%
TOTALS	\$10,933,267 (119) 100%	\$15,846,967 (104) 100%	\$17,209,279 (102) 100%	\$43,989,513 (325) 100%

¹ In each cell, the dollar figure represents the total amount granted, the figure next below in parenthesis shows the number of grants made, and the bottom figure shows the percentage of all grant dollars awarded during that fiscal year.

² A grant for \$542,972 for the Center for Health Services Research at the University of Minnesota is counted in the Health program area.

GRANTS FOR THE YEAR ENDED NOVEMBER 30, 1982

STATEMENT OF GRANTS FOR THE PERIOD ENDED NOVEMBER 30, 1982

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appro- priated 1982	Amount Paid 1982	Unpaid Balance 1982
A. ARTS AND HUMANITIES					
Museums					
Saint Louis County Heritage and Arts Center, Duluth, Minnesota <i>Toward operating expenses for 1982-83</i>	\$ 10,000	. . . .	\$ 10,000	\$ 10,000	. . . .
Science Museum of Minnesota, Saint Paul <i>Toward operating expenses for 1981-82</i>	70,000	. . . .	70,000	70,000	. . . .
Walker Art Center, Inc., Minneapolis <i>Toward \$10 million endowment fund drive</i>	1,000,000	\$ 500,000	. . . .	500,000	. . . .
Theater					
Actors Theatre of Saint Paul, Saint Paul <i>Toward operating expenses for the 1982-83 season</i>	5,000	. . . .	5,000	5,000	. . . .
Cricket Theatre Corporation, Minneapolis <i>Toward operating expenses for the 1982-83 season</i>	35,000	. . . .	35,000	35,000	. . . .
Guthrie Theater Foundation, Minneapolis <i>Toward operating expenses for the 1982-83 season</i>	120,000	. . . .	120,000	120,000	. . . .
Illusion Theater and School, Inc., Minneapolis <i>Toward marketing expenses in 1982-83</i>	17,793	. . . .	17,793	17,793	. . . .
Ordway Music Theatre, Saint Paul <i>Toward construction and endowment of a new music theater in Saint Paul</i>	1,500,000	. . . .	1,500,000	1,500,000	. . . .

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Music					
Greater Twin Cities' Youth Symphonies, Minneapolis <i>Toward operating expenses for 1981-82</i>	10,000	.....	10,000	10,000	.....
Minnesota Composers Forum, Saint Paul <i>Toward operating expenses for 1981-82 and 1982-83</i>	7,500	3,000	.....	3,000	.....
Minnesota Opera Company, Saint Paul <i>Toward operating expenses for the 1982-83 season</i>	50,000	.....	50,000	50,000	.....
Minnesota Orchestral Association, Minneapolis <i>Toward endowment fund drive</i>	2,000,000	.....	2,000,000	.....	\$2,000,000
Saint Paul Chamber Orchestra Society, Saint Paul <i>Toward operating expenses for the 1981-82 season</i>	150,000	.....	150,000	150,000	.....
Other					
Minnesota Historical Society, Saint Paul <i>To purchase rare books and works of art for the Society's collection</i>	90,000	30,000	.....	30,000	.....
Saint Paul-Ramsey Arts and Science Council, Saint Paul <i>Toward annual fund drive 1980 grant</i>	390,000	<u>60,000</u>	<u>.....</u>	<u>60,000</u>	<u>.....</u>
TOTAL — ARTS		<u>\$ 593,000</u>	<u>\$ 3,967,793</u>	<u>\$ 2,560,793</u>	<u>\$ 2,000,000</u>
B. EDUCATION					
Elementary and Secondary Education					
Independent School District #625 (Saint Paul Public Schools), Saint Paul <i>Toward a faculty development program at Central High School</i>	\$ 166,000	\$ 79,000	.....	.....	\$ 79,000
Minnesota Association of School Administrators, Saint Paul <i>Toward management training program for public school district superintendents in Minnesota</i>					
1979 grant	277,430	57,430	(45,899)	\$ 11,531	.....
1980 grant	607,450	497,450	.....	300,000	197,450
1982 grant	1,041,945	.....	1,041,945	.....	1,041,945

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Higher Education					
Alumni Challenge Grants (in cooperation with The William and Flora Hewlett Foundation)					
UNCF COLLEGES					
Barber-Scotia College, Concord, North Carolina					
<i>Second renewal, 1981-82</i>	16,000	16,000	(13,936)	2,064	.....
<i>Third renewal, 1982-83</i>	14,400	.....	14,400	.....	14,400
Benedict College, Columbia, South Carolina					
<i>Second renewal, 1981-82</i>	28,500	28,500	(28,500)	.....	.....
<i>Third renewal, 1982-83</i>	24,000	.....	24,000	.....	24,000
Clark College, Atlanta, Georgia					
<i>Second renewal, 1981-82</i>	35,000	35,000	.....	35,000	.....
<i>Third renewal, 1982-83</i>	39,500	.....	39,500	.....	39,500
Dillard University, New Orleans, Louisiana					
<i>Second renewal, 1980-81</i>	31,000	31,000	(31,000)	.....	.....
Fisk University, Nashville, Tennessee					
<i>Third renewal, 1980-81</i>	50,000	50,000	(21,985)	28,015	.....
Hampton Institute, Hampton, Virginia					
<i>First renewal, 1980-81</i>	87,250	87,250	(30,500)	56,750	.....
Huston-Tillotson College, Austin, Texas					
<i>Initial grant, 1981-82</i>	30,000	30,000	.....	30,000	.....
<i>First renewal, 1982-83</i>	30,030	.....	30,030	.....	30,030
Jarvis Christian College, Hawkins, Texas					
<i>Initial grant, 1981-82</i>	55,000	55,000	(2,600)	52,400	.....
<i>First renewal, 1982-83</i>	32,000	.....	32,000	.....	32,000
Lane College, Jackson, Tennessee					
<i>Second renewal, 1981-82</i>	50,000	50,000	.....	50,000	.....
<i>Third renewal, 1982-83</i>	30,000	.....	30,000	.....	30,000
LeMoyne-Owen College, Memphis, Tennessee					
<i>Second renewal, 1981-82</i>	20,000	20,000	.....	20,000	.....
Livingstone College, Salisbury, North Carolina					
<i>Third renewal, 1981-82</i>	15,000	15,000	.....	.....	15,000
Miles College, Birmingham, Alabama					
<i>Third renewal, 1981-82</i>	13,500	13,500	.....	13,500	.....
Morehouse College, Atlanta, Georgia					
<i>Second renewal, 1981-82</i>	75,000	75,000	.....	.....	75,000
Morris Brown College, Atlanta, Georgia					
<i>Second renewal, 1981-82</i>	22,960	22,960	.....	22,960	.....
<i>Third renewal, 1982-83</i>	20,900	.....	20,900	.....	20,900
Oakwood College, Huntsville, Alabama					
<i>Second renewal, 1981-82</i>	27,600	27,600	.....	27,600	.....
<i>Third renewal, 1982-83</i>	32,500	.....	32,500	.....	32,500

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Paul Quinn College, Waco, Texas <i>Second renewal, 1981-82</i>	26,000	26,000	(26,000)	.....	.....
Saint Paul's College, Lawrenceville, Virginia <i>Second renewal, 1981-82</i>	20,000	20,000	.....	20,000	.....
<i>Third renewal, 1982-83</i>	16,750	.....	16,750	.....	16,750
Talladega College, Talladega, Alabama <i>Third renewal, 1981-82</i>	37,975	37,975	.....	.....	37,975
Tuskegee Institute, Tuskegee Institute, Alabama <i>Fourth renewal, 1981-82</i>	60,000	60,000	.....	60,000	.....
Voorhees College, Denmark, South Carolina <i>Initial grant, 1981-82</i>	56,587	56,587	.....	56,587	.....
<i>First renewal, 1982-83</i>	30,000	.....	30,000	.....	30,000
Wiley College, Marshall, Texas <i>Third renewal, 1980-81</i>	26,040	26,040	.....	26,040	.....
Capital Challenge Grants					
Augustana College, Sioux Falls, South Dakota <i>Matching grant for buildings and endowment</i>	450,000	.....	450,000	.....	450,000
College of Saint Catherine, Saint Paul <i>Matching grant for building renovations and endowment</i>	400,000	.....	400,000	.....	400,000
College of Saint Scholastica, Duluth, Minnesota <i>Matching grant for buildings and endowment</i>	400,000	400,000	.....	400,000	.....
College of Saint Teresa, Winona, Minnesota <i>Matching grant for endowment and building renovations</i>	150,000	.....	150,000	.....	150,000
Gustavus Adolphus College, Saint Peter, Minnesota <i>Matching grant to help build new physical education center</i>	900,000	.....	900,000	.....	900,000
Macalester College, Saint Paul <i>Matching grant for endowment and building renovations</i>	1,000,000	1,000,000	.....	.....	1,000,000
Saint Mary's College, Winona, Minnesota <i>Matching grant for endowment</i>	226,500	.....	226,500	.....	226,500

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Capital Challenge Grants to UNCF Colleges (in cooperation with The William and Flora Hewlett Foundation)					
Florida Memorial College, Miami, Florida <i>Matching grant for two building projects</i>	150,000	.....	150,000	.....	150,000
Johnson C. Smith University, Charlotte, North Carolina <i>Matching grant for construction, renovation and endowment</i>	500,000	.....	500,000	.....	500,000
Paine College, Augusta, Georgia <i>Matching grant to endow instruction in the humanities</i>	100,000	100,000	.....	100,000	.....
Tuskegee Institute, Tuskegee Institute, Alabama <i>Matching grant for Centennial Era Campaign</i>	1,000,000	1,000,000	.....	1,000,000	.....
Faculty Development Program Grants					
Augsburg College, Minneapolis	186,050	126,050	.....	60,000	66,050
Augustana College Association, Sioux Falls, South Dakota	180,000	120,000	.....	60,000	60,000
Bethel College and Seminary, Saint Paul	105,500	62,600	.....	32,500	30,100
Carleton College, Northfield, Minnesota	116,000	116,000	.....	56,000	60,000
College of Saint Catherine, Saint Paul	104,000	.....	104,000	52,000	52,000
College of Saint Scholastica, Duluth, Minnesota	177,713	119,691	.....	58,921	60,770
College of Saint Teresa, Winona, Minnesota	75,000	50,000	.....	25,000	25,000
College of Saint Thomas, Saint Paul	270,000	180,000	.....	90,000	90,000
Concordia College, Moorhead, Minnesota	147,050	.....	147,050	52,700	94,350
Concordia College, Saint Paul	75,000	.....	75,000	25,000	50,000
Dakota Wesleyan University, Mitchell, South Dakota	77,400	24,800	.....	24,800	.....
Gustavus Adolphus College, Saint Peter, Minnesota	180,000	.....	180,000	55,000	125,000
Hamline University, Saint Paul	180,000	.....	180,000	60,000	120,000
Macalester College, Saint Paul	180,000	180,000	.....	60,000	120,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Mary College, Bismarck, North Dakota	75,000	24,000	.....	24,000	.....
Minnesota State University System, Saint Paul	989,950	840,600	.....	337,225	503,375
Mount Marty College, Yankton, South Dakota	74,900	51,100	.....	25,300	25,800
North Dakota State Board of Higher Education, Bismarck, North Dakota	111,603	.....	111,603	111,603	.....
North Dakota State University of Agriculture and Applied Science, Fargo, North Dakota	300,000	200,000	.....	100,000	100,000
Northern State College, Aberdeen, South Dakota	175,509	85,621	.....	85,621	.....
Saint John's University, Collegeville, Minnesota	179,971	179,971	.....	61,590	118,381
Saint Olaf College, Northfield, Minnesota	178,500	178,500	.....	59,500	119,000
University of Minnesota, Minneapolis*	900,000	900,000	.....	150,000	750,000
University of North Dakota, Grand Forks, North Dakota	375,000	125,000	.....	125,000	.....
Other Faculty Development Grants					
University of Michigan, Ann Arbor, Michigan <i>To evaluate the Bush faculty development program</i>	150,730	.....	150,730	36,466	114,264
University of North Dakota, Grand Forks, North Dakota <i>To support continuation of a faculty development regional newsletter</i>	9,255	.....	9,255	9,255	.....
Other Higher Education					
Associated Colleges of the Twin Cities, Saint Paul <i>To support a summer training program for teachers of writing</i>	45,000	25,000	.....	15,000	10,000
Metropolitan State University, Saint Paul <i>To help support the minority services program</i>	100,000	.....	100,000	50,000	50,000
Minnesota Private College Fund, Minneapolis <i>To support programs selected by the presidents of the fifteen member colleges in 1981, 1982, and 1983</i>	600,000	500,000	.....	400,000	100,000

*See also University grants in child development, other education, and health.

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
United Negro College Fund, Inc., New York, New York					
<i>To support annual fund drives in 1980, 1981, and 1982</i>	200,000	66,660	.....	66,660	.....
<i>To support annual fund drives in 1983, 1984, and 1985</i>	240,000	.....	240,000	.....	240,000
Child Development					
Bush Centers in Child Development and Public Policy					
PROGRAM SUPPORT GRANTS					
University of California, Los Angeles, California					
1978 grant	675,046	215,000	.....	145,000	70,000
1982 grant	150,000	.....	150,000	.....	150,000
University of Michigan, Ann Arbor, Michigan	684,574	219,000	.....	145,000	74,000
University of North Carolina, Chapel Hill, North Carolina					
1978 grant	661,381	185,000	.....	135,000	50,000
1982 grant	750,000	.....	750,000	.....	750,000
Yale University, New Haven, Connecticut					
1977 grant	674,415	70,000	.....	70,000	.....
1981 grant	205,114	205,114	.....	105,114	100,000
1982 grant	750,000	.....	750,000	.....	750,000
TO SUPPORT CENTERS' NETWORK ACTIVITIES					
University of Michigan, Ann Arbor, Michigan					
1981 grant	118,059	118,059	.....	58,059	60,000
1982 grant	750,000	.....	750,000	.....	750,000
Other Child Development					
The Erikson Institute for Early Education, Chicago, Illinois					
<i>Toward a leadership training program</i>					
1982-83 grant	250,000	.....	250,000	90,000	160,000
Family Focus, Inc., Evanston, Illinois					
<i>Toward a parent education and family counseling program</i>	100,000	15,000	.....	15,000	.....
Greater Minneapolis Day Care Association, Minneapolis					
<i>Toward a program to assist Minnesota businesses develop child-care services for their employees</i>	90,000	.....	90,000	65,000	25,000
University of Chicago, Chicago, Illinois					
<i>To support research by Dr. Harold A. Richman on Illinois state policies</i>	140,000	50,000	.....	.....	50,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
University of Minnesota, Minneapolis <i>To support a training program for mid-career child development professionals</i>	423,889	208,300	. . . .	140,000	68,300
Other Education					
Film in the Cities, Saint Paul <i>Toward capital development and expansion of a program for filmmakers and photographers</i>	90,000	20,000	. . . .	20,000	. . . .
INROADS/Minneapolis-Saint Paul Inc., Saint Paul <i>To recruit and train minority youth who wish careers in business and engineering</i>	60,000	. . . .	60,000	50,000	10,000
Minnesota Arboretum Foundation, Chaska, Minnesota <i>To purchase adjacent land for the Minnesota Landscape Arboretum</i>	213,000	57,162	. . . .	. . . .	57,162
Minnesota Nonpublic School Accrediting Association, Saint Paul <i>To develop accreditation criteria for nonpublic elementary schools</i>	6,000	. . . .	6,000	6,000	. . . .
Minnesota State Council on Economic Education, Minneapolis <i>To develop and evaluate a K-12 economic education program in selected school districts</i>	13,692	. . . .	13,692	13,692	. . . .
State of Minnesota, Office of the Governor, Saint Paul <i>To help establish an executive development program for state officials</i>	45,000	30,000	. . . .	15,000	15,000
United Tribes Educational Technical Center, Bismarck, North Dakota <i>Toward construction and remodeling of a community service building</i>	75,000	. . . .	75,000	75,000	. . . .
University of Minnesota, Minneapolis <i>To support a project to improve instruction in science and mathematics in elementary and secondary schools</i>	166,000	. . . .	166,000	104,000	62,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
WICAT, Inc., New York, New York <i>To develop and test a computer assisted reading program for elementary schools</i>	300,000	200,000	.....	150,000	50,000
TOTAL — EDUCATION		<u>\$ 9,665,520</u>	<u>\$ 8,246,435</u>	<u>\$ 6,083,453</u>	<u>\$ 11,828,502</u>
C. HEALTH					
Benedictine Health Center, Duluth, Minnesota <i>Toward support for an adult day care program</i>	\$ 45,000	.....	\$ 45,000	\$ 20,000	\$ 25,000
Community Health Center of Saint Paul, Inc., Saint Paul <i>Toward construction of a neighborhood clinic</i>	100,000	.....	100,000	.....	100,000
InterStudy, Excelsior, Minnesota <i>Toward health policy research staff support</i>	165,300	\$ 58,900	.....	58,900	.....
Mayo Foundation, Rochester, Minnesota <i>To expand the Health Care Studies Unit</i>	356,265	.....	356,265	138,730	217,535
Meharry Medical College, Nashville, Tennessee <i>Alumni challenge grant for alumni giving</i>					
<i>Third renewal, 1981-82</i>	75,000	75,000	.....	75,000	.....
<i>Fourth renewal, 1982-83</i>	75,000	.....	75,000	.....	75,000
Metro Area Community Health, Minneapolis <i>To support health education programs in community clinics</i>	150,000	25,000	.....	25,000	.....
Minnesota Coalition on Health Care Costs, Minneapolis <i>Toward program expenses</i>	50,000	10,000	.....	10,000	.....
Psychoanalytic Foundation of Minnesota, Inc., Minneapolis <i>For program development 1974 grant</i>	60,000	16,425	(15,368)	1,057	.....
Saint Benedict's Center, Saint Cloud, Minnesota <i>To help start an adult day care program</i>	20,000	.....	20,000	20,000	.....
Saint Louis Park Medical Research Foundation, Minneapolis <i>To support a diabetes education program in North and South Dakota</i>	291,440	90,702	.....	90,702	.....

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Saint Paul-Ramsey Hospital Medical Education and Research Foundation, Saint Paul <i>Toward the Mental Health Hearing Impaired program</i>	150,000	.....	150,000	75,000	75,000
University of Minnesota, Minneapolis <i>Center for Health Services Research Toward research programs and for a new technical assistance program for public agencies</i>	542,972	337,991	.....	193,260	144,731
<i>Medical School To provide scholarships for minority medical students</i>	1,000,000	<u>350,000</u>	<u>.....</u>	<u>.....</u>	<u>350,000</u>
TOTAL — HEALTH*		<u>\$ 964,018</u>	<u>\$ 730,897</u>	<u>\$ 707,649</u>	<u>\$ 987,266</u>
D. HUMAN SERVICES					
Health and Rehabilitation					
Behavioral Achievement Center, Inc., Minneapolis <i>To support training and consultation for staffs of developmental achievement centers for handicapped people</i>	\$ 24,539	.....	\$ 24,539	\$ 24,539	.....
Brookings Area Adjustment Services, Brookings, South Dakota <i>Toward construction of a sheltered workshop for handicapped adults</i>	50,000	.....	50,000	50,000	.....
Capitol Area Counseling Service, Pierre, South Dakota <i>Toward purchase of a building for an employment training project for chronically mentally-ill adults</i>	37,000	.....	37,000	37,000	.....
Courage Center, Golden Valley, Minnesota <i>Toward expansion of a resi- dence for handicapped adults</i>	300,000	\$ 300,000	.....	.....	\$ 300,000
<i>To expand Bush Loan Fund for sheltered workshops</i>	300,000	.....	300,000	300,000	.....

*See also grants to rural physicians under Bush Clinical Fellows Program.

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Goodwill Industries Vocational Enterprises, Inc., Duluth, Minnesota					
<i>Toward purchase and renovation of a building for a sheltered workshop for handicapped people</i>	100,000	100,000	.....	100,000	.....
<i>Toward a new jobs program</i>	50,000	.....	50,000	50,000	.....
Laura Baker School Association, Northfield, Minnesota					
<i>Toward renovation and new construction of a residential school for mentally-retarded children</i>	150,000	150,000	.....	150,000	.....
Midwest Special Services, Inc., Saint Paul					
<i>Toward a construction project for a sheltered workshop for handicapped people</i>	75,000	.....	75,000	75,000	.....
Nat G. Polinsky Rehabilitation Center, Inc., Duluth, Minnesota					
<i>Toward a renovation and construction project</i>	50,000	.....	50,000	.....	50,000
Saint Paul Goodwill Industries, Inc., Saint Paul					
<i>Toward capital campaign goal of \$3 million</i>	240,000	240,000	.....	240,000	.....
Sharing Life in the Community, Inc., South Saint Paul					
<i>Toward program support</i>	45,000	.....	45,000	25,000	20,000
South Dakota Human Services Center, Yankton, South Dakota					
<i>To develop patient education materials</i>	57,464	.....	57,464	29,106	28,358
United Funds					
United Way of the Minneapolis Area, Minneapolis					
<i>To support additional staff for the Planning and Allocations Division</i>	85,000	14,000	.....	14,000	.....
United Way of the Saint Paul Area, Saint Paul					
<i>For the 1982 annual campaign</i>	318,000	318,000	.....	318,000	.....
<i>For the 1983 annual campaign</i>	350,000	.....	350,000	.....	350,000
Family Violence					
Domestic Abuse Project, Inc., Minneapolis					
<i>Toward support for a treatment program for violent men and their families</i>	60,000	20,000	.....	20,000	.....

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Genesis II for Women, Inc., Minneapolis <i>Toward support for a program for women who abuse or neglect their children</i>	7,000	.....	7,000	7,000	.....
Mid-Minnesota Women's Center, Inc., Brainerd, Minnesota <i>Toward support for a battered women's shelter's community education project</i>	35,000	.....	35,000	22,500	12,500
Minnesota Council of Churches, Minneapolis <i>To support a training program for clergy who counsel victims of domestic violence</i>	34,836	5,800	.....	5,800	.....
Minnesota Program Development, Inc., Duluth, Minnesota <i>Toward support for a training program to encourage appropriate police intervention in family violence cases</i>	71,725	18,525	.....	.....	18,525
Northwoods Coalition for Battered Women, Inc., Bemidji, Minnesota <i>Toward support for a shelter for battered women</i>	30,000	10,000	.....	.....	10,000
Phyllis Wheatley Community Center, Minneapolis <i>Toward support for a treat- ment program for black men who batter their wives</i>	143,000	67,000	.....	42,000	25,000
Rape and Abuse Crisis Center of Fargo-Moorhead, Fargo, North Dakota <i>Toward support for a community education project on spouse abuse</i>	73,277	.....	73,277	39,613	33,664
Southside Family Nurturing Center, Minneapolis <i>Toward a therapy program for abusive parents, and for building repair</i>	85,000	.....	85,000	50,000	35,000
Women and Violence, Inc., Rapid City, South Dakota <i>Toward support for a battered women's shelter program</i>	23,575	6,000	.....	6,000	.....
Youth and Family Services					
Big Brothers, Inc., Minneapolis <i>Toward support for a minority volunteers recruitment program</i>	7,500	.....	7,500	7,500	.....

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Children are People, Inc., Saint Paul <i>Toward support for a chemical dependency prevention program for young children</i>	40,000	.....	40,000	25,000	15,000
Crow Creek Sioux Child Protection Team, Fort Thompson, South Dakota <i>To start a residential care program for neglected and abused Indian children</i>	40,000	30,000	.....	30,000	.....
The Evergreen House, Bemidji, Minnesota <i>Toward support for a residential program for neglected and run-away youth</i>	15,000	5,000	.....	5,000	.....
Family Service of Saint Paul, Saint Paul <i>Toward support for a series of public education forums on family problems</i>	45,000	25,000	.....	15,000	10,000
Girls Club of Rapid City, Inc., Rapid City, South Dakota <i>Toward increased family participation in Girls Club programs</i>	54,388	.....	54,388	26,595	27,793
Lutheran Social Service of Minnesota, Saint Paul <i>Toward support for a program to prevent teen-age prostitution</i>	59,938	36,438	.....	29,467	6,971
Minneapolis Urban League, Minneapolis <i>Toward its Street Academy Program</i>	60,000	.....	60,000	.....	60,000
Northwest Suburban Youth Service Bureau, Roseville, Minnesota <i>To start a youth service program in middle and secondary schools</i>	23,187	.....	23,187	9,751	13,436
Northwood Children's Home Society, Duluth, Minnesota <i>Toward a capital fund drive to expand a classroom building</i>	75,000	.....	75,000	75,000	.....
Saint Louis Park Medical Center Research Foundation, Minneapolis <i>To support planning by Dr. Paul B. Batalden for a possible program in early adolescence</i>	13,324	.....	13,324	13,324	.....
Southwest Minnesota Youthworkers Training Project, Marshall, Minnesota <i>Toward training workshops for youth workers in Southwest Minnesota</i>	22,500	7,500	.....	7,500	.....

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
The Village Family Service Center, Fargo, North Dakota <i>To expand a family financial counseling program</i>	54,357	.....	54,357	37,830	16,527
Washburn Child Guidance Center, Minneapolis <i>Toward diagnostic and counseling services for children with learning disabilities</i>	195,000	195,000	.....	.....	195,000
Youth Emergency Services, Inc., Minneapolis <i>Toward a training program for volunteer counselors</i>	25,000	11,000	.....	11,000	.....
Law and Corrections					
Correctional Service of Minnesota, Minneapolis <i>To repair currently-owned films and to purchase new films on criminal justice</i>	61,000	21,000	.....	21,000	.....
<i>Toward support for five crime victim centers in Minneapolis and Saint Paul</i>	86,520	.....	86,520	50,000	36,520
Mediation Center for Dispute Resolution, Minneapolis <i>Toward program support</i>	62,775	.....	62,775	42,775	20,000
National Center for State Courts, Williamsburg, Virginia <i>Toward program support for the North Central Regional office</i>	90,000	20,000	.....	20,000	.....
Chemical Dependency					
The American Indian Chemical Dependency Diversion Project, Inc., Minneapolis <i>Toward program support</i>	20,000	.....	20,000	20,000	.....
The Duluth Bethel Society, Duluth, Minnesota <i>Toward expansion of housing for chronic alcoholics</i>	53,000	.....	53,000	.....	53,000
Eden Rehabilitation and Treatment Facility, Inc., Minneapolis <i>Toward building renovation for a chemical dependency treatment program</i>	75,000	.....	75,000	75,000	.....
Granville House, Inc., Saint Paul <i>Program support for Project Intercept, a chemical dependency assessment program for adolescents</i>	47,000	.....	47,000	30,000	17,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Indian Neighborhood Club on Alcohol and Drugs, Minneapolis <i>Toward renovation of a residence for chronic alcoholics</i>	25,000	.....	25,000	25,000	.....
Johnson Institute, Minneapolis <i>To develop chemical dependency prevention programs for adolescents</i>	94,783	.....	94,783	94,783	.....
Other Human Services					
Channel One, Inc., Rochester, Minnesota <i>Toward support for a senior citizens food co-op program</i>	17,500	.....	17,500	17,500	.....
The Center for Humanism, Awareness, and Resource Training, Minneapolis <i>Toward additional staff and expanded rental space expenses</i>	75,000	25,000	.....	25,000	.....
Cedar Riverside People's Center, Minneapolis <i>Toward renovation costs</i>	10,000	.....	10,000	10,000	.....
Center for Women, Inc., Minneapolis <i>To support the Center's business office</i>	39,000	8,000	.....	8,000	.....
Mainstay: Exploring Opportunities for Homemakers, Inc., Marshall, Minnesota <i>Toward a career counseling program for women</i>	73,752	.....	73,752	31,536	42,216
Project for Pride in Living, Inc., Minneapolis <i>Toward an employment project for non-skilled, hard-to-employ minorities</i>	50,000	.....	50,000	35,000	15,000
The Saint Paul Foundation, Saint Paul <i>Toward the Community Sharing Fund which provides small emergency grants to individuals and organizations</i>	40,000	15,000	.....	15,000	.....
Supplemental Enterprises, Inc., New Hope, Minnesota <i>Toward program support for Lake Country Food Bank, a program that distributes food to non-profit organizations which feed the poor</i>	45,000	30,000	.....	15,000	15,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Walker Methodist Residence Sponsor's Fund, Minneapolis <i>Toward construction of a home for elderly people</i>	150,000	150,000	.....	150,000	.....
TOTAL — HUMAN SERVICES		<u>\$ 1,828,263</u>	<u>\$ 2,182,366</u>	<u>\$ 2,584,119</u>	<u>\$ 1,426,510</u>
E. MISCELLANEOUS					
Communications					
Duluth-Superior Area Educational Television Corporation, Duluth, Minnesota <i>To match increased membership income</i>	\$ 25,000	.....	\$ 25,000	\$ 25,000	.....
Minnesota News Council, Minneapolis <i>Toward program expenses</i>	30,000	\$ 15,000	.....	10,000	\$ 5,000
Minnesota Public Radio, Saint Paul <i>To match increased membership income</i>					
1981 grant	94,650	94,650	.....	94,650	.....
1982 grant	135,000	.....	135,000	.....	135,000
<i>Toward a capital fund drive for new building and AM channel</i>	100,000	.....	100,000	100,000	.....
Prairie Public Television, Inc., Fargo, North Dakota <i>Toward construction of a new building</i>	300,000	150,000	.....	.....	150,000
South Dakota Friends of Public Broadcasting, Volga, South Dakota <i>Toward expansion of public radio in South Dakota</i>	37,500	.....	37,500	5,000	32,500
Twin Cities Public Television, Inc., Saint Paul <i>Toward program expenses</i>	1,000,000	425,000	.....	300,000	125,000
Other Miscellaneous					
City of Minneapolis <i>Toward program expenses for the Indian Coordinator's office</i>	6,000	.....	6,000	6,000	.....
Countryside Council, Marshall, Minnesota <i>Program support</i>	150,000	30,000	.....	30,000	.....
Fort Snelling State Park Association, Saint Paul <i>Toward renovation of the Commandant's House at Historic Fort Snelling</i>	90,000	90,000	.....	90,000	.....
Foundation Center, Inc., New York, New York <i>Program support</i>	120,000	.....	120,000	80,000	40,000

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
International Institute of Minnesota, Saint Paul <i>Toward capital campaign</i>	35,000	.....	35,000	35,000	.....
The Nature Conservancy, Arlington, Virginia <i>Toward purchase of the Cross Ranch in North Dakota</i>	135,000	.....	135,000	.....	135,000
Urban Concerns Workshops, Inc., Saint Paul, <i>Toward revision of educational materials</i>	36,500	.....	36,500	36,500	.....
Women and Foundations/ Corporate Philanthropy, Inc., New York, New York <i>Toward program support</i>	12,000	8,000	.....	4,000	4,000
TOTAL — MISCELLANEOUS		<u>\$ 812,650</u>	<u>\$ 630,000</u>	<u>\$ 816,150</u>	<u>\$ 626,500</u>
F. FELLOWSHIP PROGRAMS					
Bush Leadership Fellows Programs <i>To provide mid-career study and internship opportunities for selected residents of Minnesota, North Dakota, South Dakota, and Western Wisconsin</i>					
1978 program	\$ 500,000	\$ 5,000	\$ (2,000)	\$ 3,000	.....
1979 program	547,000	30,000	(14,219)	9,781	\$ 6,000
1980 program	603,000	66,192	.....	18,683	47,509
1981 program	686,000	386,478	.....	312,279	74,199
1982 program	725,000	725,000	.....	344,225	380,775
1983 program	726,000	.....	726,000	.....	726,000
TOTAL — BUSH LEADERSHIP FELLOWS PROGRAMS		<u>\$ 1,212,670</u>	<u>\$ 709,781</u>	<u>\$ 687,968</u>	<u>\$ 1,234,483</u>
Bush Foundation Fellowships for Artists <i>To enable selected writers and visual artists in Minnesota to set aside a significant period of time for work in their chosen art forms</i>					
1980 program	\$ 140,000	\$ 2,421	.....	\$ 2,421	.....
1981 program	140,000	82,258	.....	82,087	\$ 171
1982 program	180,000	180,000	.....	66,170	113,830
1983 program	230,000	.....	\$ 230,000	.....	230,000
TOTAL — BUSH FOUNDATION FELLOWSHIPS FOR ARTISTS		<u>\$ 264,679</u>	<u>\$ 230,000</u>	<u>\$ 150,678</u>	<u>\$ 344,001</u>

Organization and Purpose	Initial Grant	Unpaid Balance 1981	Appropriated 1982	Amount Paid 1982	Unpaid Balance 1982
Bush Clinical Fellows Program <i>To provide mid-career study opportunities for primary care physicians in rural Minnesota, North Dakota, South Dakota, and Western Wisconsin</i>					
1979 program	\$ 270,000	\$ 5,000	.....	\$ 5,000	.....
1980 program	306,000	234,140	\$ (231,640)	2,500	.....
1981 program	216,000	192,086	(75,790)	76,296	\$ 40,000
1982 program	309,000	309,000	.....	21,938	287,062
1983 program	280,000	.....	280,000	.....	280,000
TOTAL — BUSH CLINICAL FELLOWS PROGRAM		\$ 740,226	\$ (27,430)	\$ 105,734	\$ 607,062
GRAND TOTAL		\$16,081,026	\$16,669,842*	\$13,696,544	\$19,054,324

*This figure is the net total appropriated during the 1982 fiscal year. It represents gross appropriations of \$17,209,279 less cancellations of \$539,437.

REPORT OF THE TREASURER



REPORT OF THE TREASURER

The financial statements of the Foundation appear on the following pages. They have been audited by Deloitte Haskins & Sells.

Investment and other income for the year ended November 30, 1982 was \$19,992,220, a slight decrease from 1980-81. Net investment income was also less at \$19,152,454 vs. \$19,651,451 in 1980-81. Investment expenses were \$464,469, with \$285,449 of it being fees for investment counsel.

The market value of the Foundation's assets increased to \$247,719,849 at November 30, 1982 from \$232,525,444 a year earlier. A detailed list of all securities held is a part of the financial statements. The time-weighted total return on investments (dividends, interest and appreciation) was 14.3% in 1981-82 vs. -3.3% in 1980-81. The total return on equities was 9.4%.

New grant appropriations, net of cancellations, were \$16,695,882 in the year, an increase of \$1,325,204 over 1980-81. Grant payments of \$13,696,544 were \$1,439,832 more than in 1980-81 and grant commitments payable were up from \$16,054,986 in 1980-81 to \$19,054,324 at November 30, 1982.

Brown Brothers Harriman & Company of New York, the First National Bank of Minneapolis and the Harris Trust and Savings Bank of Chicago are investment managers for the Board of Directors. The Investment Committee of the Board meets regularly with the managers for review and evaluation of investment performance and a discussion of investment policy.

George C. Power, Jr.
Treasurer

1360 Northwestern National Bank Building
55 East Fifth Street
Saint Paul, Minnesota 55101
(612) 291-8110
Cable DEHANDS

OPINION OF INDEPENDENT PUBLIC ACCOUNTANTS

The Board of Directors of
The Bush Foundation:

We have examined the balance sheets of The Bush Foundation as of November 30, 1982 and 1981, and the related statements of revenue, expense, and changes in fund balance and changes in cash balance for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, such financial statements present fairly the financial position of The Bush Foundation at November 30, 1982 and 1981 and the results of its operations and the changes in its cash balance for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis.

Our examinations were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule of investments at November 30, 1982 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such supplemental schedule has been subjected to the auditing procedures applied in the examination of the basic financial statements and, in our opinion, is fairly stated in all material respects when considered in relation to the basic financial statements taken as a whole.

Deloitte Haskins + Sells

January 24, 1983

BALANCE SHEETS, NOVEMBER 30, 1982 and 1981

ASSETS	NOTES	1982	1981
CASH AND INTEREST BEARING DEPOSITS, including \$1,053,367 in 1982 and \$127,296 in 1981 held by fiscal agents for investment		\$ 2,681,433	\$ 662,523
INVESTMENTS, principally at quoted market value:	1		
Money market trusts, repurchase agreements, certificates of deposit, demand notes, commercial paper and U. S. Treasury Bills		26,365,671	36,177,847
Corporate, Foreign and U.S. Government and Government Agency bonds and notes, amortized cost of \$75,040,453 in 1982 and \$58,634,406 in 1981		81,185,963	58,105,278
Common stocks and equity related preferred stocks and bonds, cost of \$106,409,022 in 1982 and \$111,214,694 in 1981		134,323,089	134,598,928
Total investments		<u>241,874,723</u>	<u>228,882,053</u>
DIVIDENDS AND INTEREST RECEIVABLE		<u>3,120,155</u>	<u>2,966,484</u>
FURNITURE, EQUIPMENT AND OTHER ASSETS, net of accumulated depreciation of \$21,614 in 1982 and \$20,332 in 1981	1	<u>43,538</u>	<u>14,384</u>
TOTAL ASSETS		<u>\$247,719,849</u>	<u>\$232,525,444</u>

LIABILITIES AND FUND BALANCE

ACCOUNTS PAYABLE	\$ 108,678	\$ 101,995
ACCRUED LIABILITIES	<u>52,064</u>	<u>42,849</u>
DUE FOR SECURITIES WITH SETTLEMENT PENDING	<u>1,131,052</u>	<u>1,214,099</u>
ACCRUED FEDERAL EXCISE TAXES:	2	
Current	<u>389,800</u>	<u>391,000</u>
Deferred	<u>673,800</u>	<u>434,600</u>
GRANTS SCHEDULED FOR PAYMENT IN FISCAL YEAR:		
1982		9,216,469
1983	11,399,963	4,693,668
1984	4,128,296	1,594,849
1985	2,603,565	500,000
1986	<u>922,500</u>	<u>50,000</u>
Total unpaid grants	<u>19,054,324</u>	<u>16,054,986</u>
FUND BALANCE	4 <u>226,310,131</u>	<u>214,285,915</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>\$247,719,849</u>	<u>\$232,525,444</u>

See notes to financial statements.

**STATEMENTS OF REVENUE, EXPENSE AND
CHANGES IN FUND BALANCE FOR THE
YEARS ENDED NOVEMBER 30, 1982 and 1981**

	NOTES	1982	1981
INCOME FUND:			
Investment income:			
Dividends		\$ 5,599,824	\$ 5,242,030
Interest		14,310,004	15,033,609
Other income		82,392	225,121
Less:			
Investment expenses	3	(464,469)	(458,445)
Provision for Federal excise tax — current	2	<u>(375,297)</u>	<u>(390,864)</u>
Net investment income		19,152,454	19,651,451
Administrative expenses	3	<u>(930,402)</u>	<u>(903,995)</u>
Investment income available for grant appropriation		18,222,052	18,747,456
Grants appropriated during year — net of cancellations	1	<u>(16,695,882)</u>	<u>(15,370,678)</u>
Excess for the year		1,526,170	3,376,778
Balance (deficit) at beginning of year		<u>324,218</u>	<u>(3,052,560)</u>
Balance at end of year		<u>1,850,388</u>	<u>324,218</u>
PRINCIPAL FUND:			
Credit (provision) for deferred Federal excise taxes	2	(239,200)	496,400
Net realized (loss) on security transactions		(467,226)	(3,626,907)
Net unrealized appreciation (depreciation) in market value of investments		<u>11,204,472</u>	<u>(25,091,113)</u>
Excess (deficiency) for the year		10,498,046	(28,221,620)
Balance at beginning of year		<u>213,961,697</u>	<u>242,183,317</u>
Balance at end of year		<u>224,459,743</u>	<u>213,961,697</u>
COMBINED INCOME AND PRINCIPAL FUNDS:			
Excess (deficiency) of investment income, gains and appreciation over expenses, grants and taxes		12,024,216	(24,844,842)
Balance at beginning of year		<u>214,285,915</u>	<u>239,130,757</u>
BALANCE AT END OF YEAR		<u>\$226,310,131</u>	<u>\$214,285,915</u>

See notes to financial statements.

**STATEMENTS OF CHANGES IN CASH BALANCE FOR
THE YEARS ENDED NOVEMBER 30, 1982 and 1981**

	1982	1981
CASH PROVIDED FROM INCOME AND GRANT TRANSACTIONS:		
Source:		
Receipts from dividends, interest and other	\$19,838,549	\$20,644,187
Less disbursements for investment and administrative expenses, Federal excise taxes and other expenditures	<u>(1,784,624)</u>	<u>(1,700,359)</u>
Cash available for grants	18,053,925	18,943,828
Application:		
Grants paid	<u>(13,696,544)</u>	<u>(12,256,712)</u>
Increase in cash from income and grant transactions	4,357,381	6,687,116
INVESTMENT TRANSACTIONS — Net	<u>(2,338,471)</u>	<u>(6,713,496)</u>
INCREASE (DECREASE) IN CASH	2,018,910	(26,380)
CASH BALANCE, Beginning of year	<u>662,523</u>	<u>688,903</u>
CASH BALANCE, END OF YEAR	<u>\$ 2,681,433</u>	<u>\$ 662,523</u>

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS FOR THE
YEARS ENDED NOVEMBER 30, 1982 and 1981

(1) *Accounting Policies*

The financial statements have been prepared on the accrual basis of accounting in conformity with generally accepted accounting principles. The more significant accounting policies are as follows:

Description of Funds:

The principal fund represents assets which are invested in income-producing securities. The fund is not available for distribution unless authorized by the Board of Directors. Legal fees incurred for the protection of principal are charged to the principal fund balance.

The income fund primarily represents income earned on invested principal which is available for grant appropriation and payment of investment and administrative expenses.

Investments:

The investments are recorded at quoted market value or at cost which approximates market value. Realized and unrealized gains and losses on investment transactions are accounted for in the principal fund. The cost of investments sold was determined on a first-in, first-out basis.

Property:

For financial reporting purposes, the Foundation allocates the cost of property (principally office furniture and equipment) between income-producing and grant-making activities, using the method allowed by Internal Revenue Service regulations. The allocated cost of income-producing assets is capitalized and depreciated using the straight-line method over a useful life of ten years. The cost of assets allocated to grant-making activities is charged to operations in the year of acquisition, and amounted to \$541 in 1982 and \$1,171 in 1981.

Grant Appropriations:

Grants are recorded when approved by the Foundation's Board of Directors. Cancellations of grants occur when the grantees do not meet the grant terms or when grant program needs were less than the appropriated amount. Cancellations were \$539,437 in 1982 and \$476,288 in 1981.

(2) *Federal Excise Taxes and Distribution Requirements*

Federal Excise Taxes:

The Foundation is subject to a 2% excise tax on its taxable investment income which principally includes income from investments plus net realized capital gains (net capital losses, however, are not deductible).

Accrued Federal excise taxes at November 30, 1982 and 1981 included \$673,800 and \$434,600, respectively, of deferred Federal excise taxes resulting from recorded unrealized appreciation in the market value of investments of \$34,059,577 and \$22,855,106, respectively.

Distribution Requirements:

The Foundation is subject to the distribution requirements of the Internal Revenue Code. Accordingly, it must distribute, within one year after the end of each fiscal year, the higher of adjusted net income or 5% of the average market value of its assets as defined. The Foundation has complied with these distribution requirements through November 30, 1982. Effective in fiscal year 1983, the distribution requirement is only 5% of the average market value of its assets as defined.

(3) *Investment and Administrative Expenses*

The classification of expenses between investment and administrative (grant related) activities is determined by either specific identification of the expenditure or by an allocation based on management estimates. The classifications for 1982 and 1981 are as follows:

1982	Investment	Administrative	Total
Salaries and staff benefits	\$ 94,335	\$412,841	\$ 507,176
Investment management	285,449		285,449
Program management		192,590	192,590
Consulting fees		79,560	79,560
Other administrative expenses	84,685	245,411	330,096
Total	\$464,469	\$930,402	\$1,394,871

1981	Investment	Administrative	Total
Salaries and staff benefits	\$ 91,567	\$403,390	\$ 494,957
Investment management	298,066		298,066
Program management		181,356	181,356
Consulting fees		65,618	65,618
Other administrative expenses	68,812	253,632	322,444
Total	\$458,445	\$903,996	\$1,362,441

(4) *Unrecorded Remainder Interest in Trust*

The Foundation has a remainder interest in the net assets of a trust which will be recorded upon receipt of the assets in 1983. Based upon information furnished by the trustee, the market values of the assets in this trust at November 30, 1982 and 1981 were approximately \$800,000 and \$600,000, respectively.

(5) *Pension Plan*

The Foundation has a defined contribution pension plan, whereby individual annuity contracts with Teachers Insurance and Annuity Association of America and College Retirement Equities Fund are purchased for all qualified employees. The expense of the plan for 1982 and 1981 was \$46,924 and \$42,117, respectively.

**SCHEDULE OF INVESTMENTS HELD
NOVEMBER 30, 1982**

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
U.S. Treasury Bills, Certificates of Deposit, Demand Notes and Commercial Paper:			
U.S. Treasury Bills:			
8.06% due February 3, 1983	\$ 1,000,000	\$ 971,790	\$ 971,790
8.45% due October 6, 1983	1,500,000	1,379,235	1,379,235
Certificates of Deposit:			
Bankers Trust Co., 8.625% due January 20, 1983	500,000	500,000	500,000
Demand Notes:			
Associates Corporation of North America	600,000	600,000	600,000
Borg Warner Acceptance Corporation	1,958,000	1,958,000	1,958,000
Caterpillar Tractor Company	440,000	440,000	440,000
General Motors Acceptance Corporation	1,514,000	1,514,000	1,514,000
John Deere Credit Company	1,000,000	1,000,000	1,000,000
Michigan Wisconsin Pipeline Company	1,850,000	1,850,000	1,850,000
NLT Corporation	1,904,000	1,904,000	1,904,000
Texas Commerce Bancshares, Inc.	1,915,000	1,915,000	1,915,000
United States Gypsum Company	179,000	179,000	179,000
Commercial Paper:			
American Express Credit Corporation, 8.004% note, due December 1, 1982	2,985,000	2,985,000	2,985,000
General Electric Credit Corporation, 9.125% note, due December 1, 1982	1,000,000	996,198	996,198
Household Finance Corporation, 9.125% note, due December 2, 1982	1,000,000	995,945	995,945
Associates Corporation of North America, 8% note, due December 7, 1982	254,000	253,153	253,153
Prudential Funding Corporation, 8.15% note, due December 7, 1982	750,000	747,453	747,453
Sears Roebuck Acceptance Corporation, 8.75% note, due December 7, 1982	843,000	839,107	839,107
ITT Financial Corporation, 8.50% note, due December 9, 1982	1,613,000	1,613,000	1,613,000
CIT Financial Corporation, 8.375% note, due December 14, 1982	252,000	251,121	251,121
Prudential Funding Corporation, 8.50% note, due December 14, 1982	100,000	99,669	99,669
General Motors Acceptance Corporation, 8.810% note, due December 16, 1982	600,000	600,000	600,000
General Motors Acceptance Corporation, 8.750% note, due December 16, 1982	1,411,000	1,411,000	1,411,000
Associates Corporation of North America, 8.50% note, due December 23, 1982	1,363,000	1,363,000	1,363,000
Total U.S. Treasury Bills, Certificates of Deposit, Demand Notes and Commercial Paper	<u>\$26,531,000</u>	<u>\$26,365,671</u>	<u>\$26,365,671</u>
Corporate, Foreign and U.S. Government and Government Agency Bonds and Notes:			
Associates Corporation of North America, 12.375% registered note, due November 1, 1989	\$ 750,000	\$ 755,520	\$ 764,063
Atlantic Richfield Company, 12.50% registered sinking fund debentures, due September 15, 2012	1,000,000	984,608	1,025,000

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
Caterpillar Tractor Company, 8% registered sinking fund debentures, due November 1, 2001	\$ 1,000,000	\$ 661,342	\$ 721,250
Columbia Gas System, 7.5% registered debentures, due March 1, 1997	1,250,000	938,757	870,312
Continental Group, Inc., 11.125% registered note, due October 15, 1989	250,000	240,020	240,000
Dow Chemical Company, 7.875% registered debentures, due July 15, 2007	1,000,000	622,612	686,250
DuPont (E.I.) de Nemours & Company, 8.50% registered debentures, due May 1, 2006	1,000,000	672,509	752,500
DuPont (E.I.) de Nemours & Company, 14.15% registered note, due July 15, 1984	1,250,000	1,279,901	1,318,750
Federal Home Loan Banks, 14.55% registered consolidated bonds, due September 25, 1989	3,000,000	3,078,173	3,438,750
Federal Housing Administration, 7.474% registered insured project notes, due March 15, 2019	483,808	400,809	335,642
First Federal Savings & Loan Association of Chicago, 8.75% registered mortgage certificate, Series A, due June 1, 2006	293,563	293,562	219,438
First Interstate Bancorp, 12% registered note, due October 15, 1989	500,000	503,678	501,150
General Mills, Inc., 12.625% registered note, due August 15, 1985	1,000,000	1,001,541	1,021,250
General Telephone Company of Florida, 12.25% registered first mortgage bond, due September 1, 1990	500,000	505,972	503,125
Government National Mortgage Association, 8% registered pool number 25076, due March 15, 2008	489,870	384,090	378,572
Government National Mortgage Association, 11.5% registered pool number 39209, due March 15, 2010	958,394	933,236	910,474
Government National Mortgage Association, 11.5% registered pool number 56658, due July 15, 2012	39,952	38,905	37,954
Government National Mortgage Association, 8% registered pool number 2195, due November 15, 2007	183,385	143,748	141,720
Government National Mortgage Association, 8% registered pool number 22544, due February 15, 2008	973,269	719,870	752,142
Interfirst Corporation, 12.75% registered notes, due October 1, 1989	750,000	764,706	770,625
International Bank for Reconstruction and Development, 14.625% registered bonds, due August 1, 1987	2,000,000	2,175,670	2,195,000
New Jersey Bell Telephone Company, 14.625% registered debentures, due March 1, 2021	3,400,000	3,383,941	3,731,500
Northwestern Bell Telephone Company, 9.50% registered bonds, due August 15, 2016	1,000,000	616,069	815,000
Penncorp Financial, 10% subordinated debenture, due April 29, 1997	13,880		10,861
Penney (J.C.), Inc., 12% registered sinking fund debentures, due July 15, 2010	2,000,000	1,595,792	1,967,500

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
Peoples Gas Light & Coke Company, 12.125% first and refunding mortgage bonds, due August 15, 1990	\$ 500,000	\$ 503,848	\$ 500,625
Sears Roebuck & Company, 7.875% registered debentures, due February 1, 2007	1,000,000	640,279	715,000
Texaco, Inc., 8.875% bonds due May 1, 2005	1,000,000	691,498	825,000
Time, Inc., 9.375% registered debentures, due April 15, 2009	1,000,000	690,782	797,500
Weyerhaeuser Company, 7.95% registered sinking fund debentures, due August 15, 2006	1,000,000	568,820	701,250
U. S. Treasury Notes, 10.75% due August 15, 1990	4,000,000	3,645,593	3,997,480
U. S. Treasury Notes, 11.75% due November 15, 1985	4,000,000	4,001,380	4,152,480
U. S. Treasury Notes, 13% due November 15, 1990	2,000,000	1,886,835	2,190,000
U. S. Treasury Notes, 13.75% due May 15, 1986	1,500,000	1,415,166	1,631,250
U. S. Treasury Notes, 13.25% due April 15, 1988	1,500,000	1,469,895	1,642,500
U. S. Treasury Notes, 14% due June 30, 1985	2,000,000	1,962,108	2,171,240
U. S. Treasury Notes, 14.875% due August 15, 1991	2,000,000	1,996,267	2,388,120
U. S. Treasury Notes, 16.125% due November 15, 1986	2,000,000	2,114,599	2,330,000
U. S. Treasury Notes, 14.25% due November 15, 1991	4,000,000	3,972,421	4,652,480
U. S. Treasury Notes, 14.125% due December 31, 1985	1,000,000	989,179	1,095,940
U. S. Treasury Notes, 14.625% due February 15, 1992	4,000,000	4,204,445	4,743,760
U. S. Treasury Notes, 15.125% due February 29, 1984	2,000,000	2,021,893	2,118,740
U. S. Treasury Notes, 14% due March 31, 1986	500,000	539,857	545,780
U. S. Treasury Notes, 14.375% due April 15, 1989	8,050,000	8,406,468	9,156,875
U. S. Treasury Notes, 14.125% due May 15, 1985	2,000,000	2,007,527	2,166,240
U. S. Treasury Notes, 13.75% due May 15, 1992	1,050,000	1,220,393	1,199,625
U. S. Treasury Notes, 13.75% due August 15, 1987	400,000	431,544	441,000
U. S. Treasury Notes, 11.875% due October 15, 1989	3,150,000	3,352,496	3,289,766
U. S. Treasury Notes, 10.125% due February 15, 1988	1,000,000	995,639	998,120
U. S. Treasury Bonds, 9% due February 15, 1994	400,000	315,866	300,124
U. S. Treasury Bonds, 13.375% due August 15, 2001	2,000,000	2,300,624	2,326,240
Total Corporate, Foreign and U. S. Government and Government Bonds and Notes	<u>\$78,136,121</u>	<u>\$75,040,453</u>	<u>\$81,185,963</u>

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
Equity Related Preferred Stocks and Bonds:			
Anacomp, Inc., 13.875% registered convertible subordinated debentures, due January 15, 2002	\$ 600,000	\$ 513,874	\$ 702,000
CPT Corporation, 10% registered subordinated debentures, due November 15, 2001	500,000	500,000	508,125
Inexo Oil Company, 8.50% registered convertible subordinated debentures, due September 1, 2000	400,000	461,709	278,000
Service Merchandise, Inc., 11% registered convertible subordinated debentures, due August 1, 2002	500,000	500,000	747,500
Sun Company, Inc., 10.75% registered convertible debentures, due April 1, 2006	750,000	750,000	765,000
TIE Communications, Inc., 10.50% registered convertible subordinated debentures, due December 15, 2001	500,000	490,148	725,000
Wal-Mart Stores, Inc., 9.50% registered convertible subordinated debentures, due December 1, 2006	500,000	500,000	915,000
Total Equity Related Preferred Stocks and Bonds	<u>\$ 3,750,000</u>	<u>\$ 3,715,731</u>	<u>\$ 4,640,625</u>
Common Stocks:			
AMP, Inc.	12,000	\$ 696,672	\$ 802,500
Abbott Laboratories	45,000	533,848	1,721,250
Allied Corporation	50,000	1,642,562	1,750,000
American Home Products Corporation	39,000	1,174,333	1,730,625
American Telephone & Telegraph Company	75,222	3,896,158	4,513,320
Anheuser-Busch Companies, Inc.	15,000	690,255	1,020,000
Arkla, Inc.	40,000	647,798	665,000
Atlantic Richfield Company	86,000	3,686,158	3,332,500
Buckbee Mears Company	12,000	210,625	216,000
Burroughs Corporation	18,000	620,100	792,000
CPT Corporation	39,087	481,475	693,794
CSX Corporation	30,000	1,331,062	1,567,500
C3, Inc.	30,000	485,000	270,000
Cameron Iron Works, Inc.	20,000	199,067	350,000
Caterpillar Tractor Company	27,000	1,087,015	1,059,750
Coca Cola Company	30,000	1,098,991	1,485,000
Corvus Systems, Inc.	35,000	455,000	704,375
Cullinane Database Systems, Inc.	6,330	262,999	319,665
Data Card Corporation	15,000	231,125	180,000
Deluxe Check Printers, Inc.	20,000	485,830	715,000
Diebold, Inc.	10,000	608,500	682,500
Digital Equipment Corporation	14,000	1,124,638	1,470,000
Disney (Walt) Productions	20,000	980,319	1,317,500
Dow Chemical Company	60,000	2,010,262	1,575,000
Dun & Bradstreet Corporation	12,000	662,765	1,176,000
Eastman Kodak Company	21,000	1,851,170	1,979,250
Exxon Corporation	50,300	1,772,246	1,408,400
Farmers Group, Inc.	33,000	1,000,812	1,241,625
First Union Corporation	40,000	908,988	1,140,000
GTE Corporation	32,000	1,255,907	1,320,000
General Electric Company	21,000	1,213,431	1,942,500
General Foods Corporation	39,000	1,728,090	1,730,625
General Mills, Inc.	13,000	611,501	646,750

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
General Motors Corporation	24,000	\$1,055,941	\$1,437,000
Genuine Parts Company	33,000	1,233,580	1,452,000
Gould, Inc.	30,000	707,400	1,083,750
Great Western Financial Corporation	38,000	991,300	983,250
Gulf Oil Corporation	37,000	1,398,053	1,036,000
Healthdyne, Inc.	30,000	532,500	851,250
Hewlett-Packard Company	13,000	669,695	942,500
Hilton Hotels Corporation	13,000	488,831	578,500
Honeywell, Inc.	15,000	1,285,918	1,515,000
Hospital Corporation of America	20,000	119,672	1,125,000
Household International Corporation	45,000	1,058,205	1,057,500
Illinois Power Company	25,000	486,125	534,375
Inter-Regional Financial Group, Inc.	5,100	109,860	124,313
International Business Machines Corporation	66,000	4,697,115	5,709,000
International Paper Company	30,000	1,326,594	1,395,000
International Telephone & Telegraph Corporation	42,000	1,227,252	1,375,500
Kaiser Cement Corporation	25,000	576,500	687,500
Levi Strauss & Company	25,000	961,399	1,012,500
MCI Communications Corporation	16,000	594,000	620,000
McDonald's Corporation	10,500	518,700	636,562
Merck & Company, Inc.	9,000	780,229	744,750
Merrill Lynch & Company, Inc.	20,000	654,640	1,380,000
Mesa Petroleum Company	100,000	948,467	1,375,000
Midcon Corporation	32,900	1,124,041	810,163
Minnesota Mining & Manufacturing Company	18,333	638,504	1,358,934
Mobil Corporation	35,000	1,064,395	822,500
Monsanto Company	25,000	1,252,070	2,143,750
Motorola, Inc.	15,000	999,606	1,335,000
NCR Corporation	10,000	683,489	878,750
National Medical Care, Inc.	56,250	336,812	569,531
Northwest Airlines, Inc.	35,000	1,002,694	1,505,000
Paradyne Corporation	10,000	446,270	472,500
Parker Hannifin Corporation	53,400	1,201,674	1,241,550
Penney (J.C.) Company	20,000	917,196	1,035,000
Peoples Energy Corporation	32,900	353,988	324,887
Pepsico, Inc.	60,000	2,041,860	2,460,000
Phibro-Salomon, Inc.	20,000	226,930	1,105,000
Philip Morris, Inc.	16,000	741,328	996,000
Pioneer Corporation	60,000	427,600	1,170,000
Pioneer Hi-Bred International, Inc.	10,000	221,250	256,250
Plantronics, Inc.	25,000	451,750	500,000
Procter & Gamble Company	9,000	749,448	1,069,875
Puritan Fashions Corporation	30,128	387,610	636,454
Quaker Oats Company	27,000	1,278,268	1,265,625
Raytheon Company	40,000	1,540,050	1,810,000
Revco D. S., Inc.	50,000	1,228,000	2,281,250
Rockwell International Corporation	50,000	1,726,763	2,068,750
Rowan Companies, Inc.	40,000	156,350	375,000
Schlumberger, Ltd.	13,333	662,359	523,320
Sears Roebuck & Company	85,000	1,620,475	2,677,500
Sedco, Inc.	37,000	389,069	1,008,250
Sensormatic Electronics Corporation	15,000	427,074	585,000
Smithkline Beckman Corporation	12,000	566,642	778,500
Southern California Edison Company	30,000	817,290	990,000
Standard Oil Company (Indiana)	26,000	703,875	1,007,500
Stanley Works	42,000	899,861	960,750
Super Valu Stores	60,000	356,681	1,522,500

Description	Number of Shares or Principal Amount	Cost or Stated Value	Market Value
Superior Oil Company	50,000	\$ 425,240	\$ 1,325,000
Sysco Corporation	20,000	561,600	770,000
Systems & Computer Technology Company	1,500	24,750	33,375
TRW, Inc.	15,000	511,500	1,057,500
Tandon Corporation	30,000	469,125	982,500
Tandy Corporation	20,000	634,430	1,060,000
Texas Oil & Gas Corporation	30,000	1,085,850	915,000
Texas Utilities Company	40,000	842,000	925,000
Time, Inc.	22,728	808,000	1,082,421
Toys R Us	22,500	504,000	1,215,000
Triton Energy Corporation	20,000	501,975	215,000
Union Carbide Corporation	12,700	655,587	690,563
Union Pacific Corporation	67,000	2,433,416	2,973,125
United States Steel Corporation	23,500	707,493	461,187
Virginia Electric & Power Company	100,000	1,158,000	1,350,000
Wachovia Corporation	45,000	808,998	1,456,875
Warner Communications, Inc.	30,000	1,533,900	1,785,000
Washington National Corporation	30,000	512,855	603,750
Westinghouse Electric Company	47,000	1,694,401	1,809,500
Weyerhaeuser Company	26,000	871,846	975,000
Yellow Freight System, Inc.	14,200	240,375	276,900
Total Common Stocks		<u>\$102,693,291</u>	<u>\$129,682,464</u>
Total Investments Held at November 30, 1982		<u>\$207,815,146</u>	<u>\$241,874,723</u>