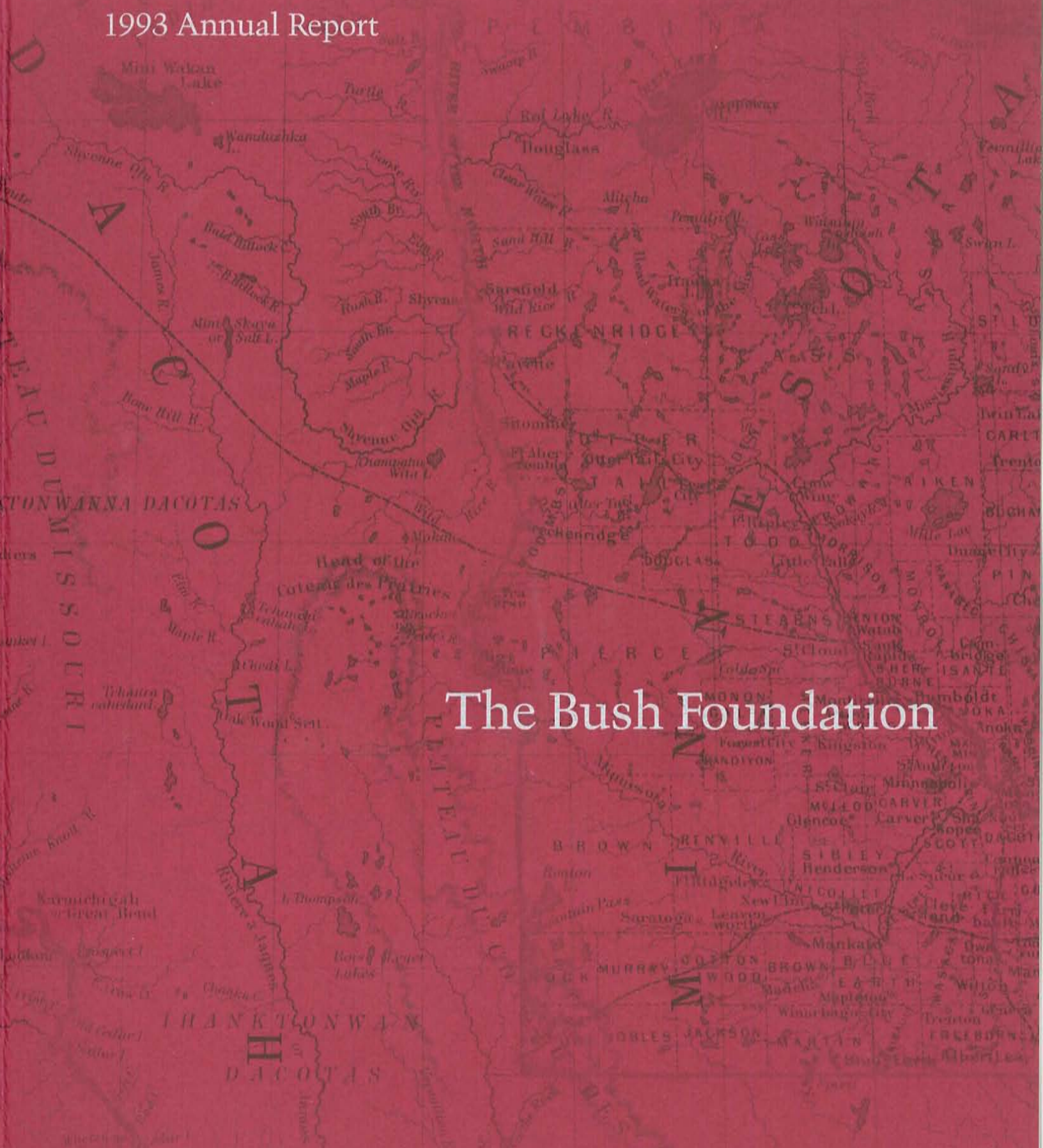


1993 Annual Report



The Bush Foundation

1993 Annual Report
For the Year Ending November 30

The Bush Foundation

Cover: from the map collection of the Minnesota Historical Society, an 1860 map of Minnesota, North Dakota and South Dakota, the primary grantmaking region of the Bush Foundation.

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Archibald Granville Bush



Edyth Bassler Bush

The Bush Foundation

On February 23, 1953 The Bush Foundation was established in Saint Paul, Minnesota by Archibald Granville Bush and his wife, Edyth Bassler Bush. Mr. Bush was born in 1887 on his family farm near Granite Falls, Minnesota, the third of five children. He grew up on the farm, attended the Granite Falls public schools, and, according to a 1959 magazine interview, intended to be a farmer. However, hay fever allergy in 1908 forced him to seek a more pollen-free climate. He moved to Duluth, Minnesota, enrolled in the six month business course at Duluth Business University, and in 1909 went to work for the 3M Company as assistant bookkeeper. His outgoing, energetic 57-year career at 3M was mainly in sales and general management. He was Chairman of the corporation's Executive Committee at the time of his death in 1966. Bush also was active in Saint Paul civic affairs, and was a trustee of Hamline University.

In 1919, Bush married Edyth Bassler, of Chicago, a professional actress and dancer. Although Mrs. Bush ceased her stage career, she maintained a strong interest in theater and the arts. In Saint Paul, she founded the Edyth Bush Theatre and served there as playwright, producer, and occasional actress. She held the title of Chairman of the Board of The Bush Foundation from 1966 until her death in 1972. Ill health, however, prevented her active participation in that role for most of those years.

The Bush Foundation was incorporated under the Minnesota Nonprofit Corporation Act, and is a tax-exempt organization under state and federal law. The original Articles of Incorporation provided the Foundation with the broadest possible statement of purpose, drawn from applicable tax codes governing foundations:

Article 2. The Foundation will confine itself solely and exclusively to carrying on and promoting purely charitable, scientific, literary, and educational works and activities, as defined in the law of Minnesota and of the United States.

During the last two decades, The Bush Foundation has concentrated its grants in the areas of education, humanities and the arts, community and social welfare, health, and leadership development. The Board has defined the Foundation's geography as predominantly regional. The defined region of primary interest is Minnesota, North Dakota and South Dakota, although applicant eligibility in three mid-career fellowship programs is extended to the counties in western Wisconsin which are part of the Ninth Federal Reserve District. The Foundation also operates two non-regional grant programs. The first, in cooperation with the William and Flora Hewlett Foundation of Menlo Park, California, provides

matching capital grants and faculty development grants to historically black private undergraduate colleges, mostly located in the southeastern United States. The second non-regional program provides grants to accredited tribally controlled Indian colleges. Additional discussion of the Foundation's regional emphasis is in the "Report of the Chairman," immediately following this section.

In a 1992 list of United States foundations classified by the market value of assets, The Bush Foundation ranked 46th. Within the same list it was one of the thirteen largest regional or predominantly regional foundations. The income available to The Bush Foundation is the investment yield from assets given by Archibald and Edyth Bush. The Foundation is the residuary legatee of the estate of Archibald Bush, from which it received distributions of property and cash. When most of these assets were received by the Foundation in the early 1970's, they were in the form of 3M stock, with a market value of about \$200 million. Since then, the Board has hired professional managers, sold the original 3M stock, and diversified the investment portfolio. At the end of 1993 the portfolio market value was about \$469 million. The Bush Board in 1993 authorized grants for 159 projects totaling \$21.5 million.

The subsequent sections of this annual report include a Report of the Chairman, a summary of principal features of the Foundation's program interests, a description of grantmaking policies and procedures, a list of 1993 grants, and a financial review.



Report of the Chairman

In 1993 The Bush Foundation paid to grant and fellowship recipients \$18.5 million, and authorized \$21.5 million for 159 new grants scheduled for payment in the current or future years. The latter figure represents a new record high for the Foundation.

Within this general growth, the most noticeable change during 1993 was a surge of proposals and grant authorizations in the area of health and human services. New grant authorizations in this area increased from \$4.8 million in 1992 to \$7.0 million in 1993, an increase of 53 percent. Responding to the rising volume of proposals, the Foundation engaged two additional part-time program consultants to assist in site visits and proposal analysis. Five full-time program officers and six part-time program consultants now perform these tasks, with the program consultants currently involved in almost half of all proposals submitted to the Bush Board for final consideration. A thirty percent rise in total proposal volume and the expanded proposal staffing pattern both represent considerable change compared with 1989, the last year in which full-time program officers were responsible for all proposal analysis and all visits with applicants. The Bush Foundation has employed consultants for more than twenty years to help design programs and help the full-time staff evaluate proposals, but only since 1989 have consultants been asked to take primary responsibility for conducting a portion of our site visits and for recommending grant action about these proposals to the full staff and Board.

“In 1993 The Bush Foundation paid to grant and fellowship recipients \$18.5 million, and authorized \$21.5 million for 159 new grants scheduled for payment in the current or future years. The latter figure represents a new record high for the Foundation.”

The rising application volume in health and human services, if it continues, will raise other questions of process and program design. The Foundation may not wish indefinitely to expand staff and consultant time in direct proportion to the number of applications received. Strategies which other Foundations have employed include the use of a pre-screening step so that not all applications are analyzed for Board action, and the sharper focus of declared health and human services interests so that some types of proposals are no longer encouraged. No decisions were made about these possibilities during 1993, but they will continue to receive attention in the coming months.

Board Officers In February, 1993 the following members of the Board were elected to initial terms in these offices: First Vice Chairman, Ellen Z. Green; Second Vice Chairman, W. Richard West, Jr.; and Kennon V. Rothchild, Treasurer.

“A thirty percent rise in total proposal volume and the expanded proposal staffing pattern both represent considerable change compared with 1989, the last year in which full-time program officers were responsible for all proposal analysis and all visits with applicants.”

Predominantly Regional Geographic Definition As to regional emphasis, the Bush Board continues to believe that the Foundation should remain predominantly a regional institution. However, the Foundation also supports historically black private colleges and tribally controlled, American Indian colleges, which results in grant payments outside of Minnesota and the Dakotas—our primary geographic grantmaking region. In both of these non-regional programs, the eligible applicant group and the estimated level of out-of-region spending were determined by the Bush Board before any individual grant proposals were considered. This process of prior program approval is expected to continue.

Other current non-regional grants on a smaller scale include those to the Council on Foundations and to the Foundation Center, both intended to help improve the general performance and accountability of private foundations. A few other grants were awarded to organizations based outside this region, but these funded projects occurring inside the region.

Thanks The Bush Foundation continues to need and to receive the generous help of many people in order to do its work. Observers in the various areas of activity where we make grants continue to give helpful advice about broad trends in those fields, and about individual cases under consideration. Our Board, staff, and consultants bring varied experience and mutual respect to their work. I am grateful to serve with this group of colleagues.

Thomas E. Holloran
Chairman of the Board

Program Notes

Program Notes

Again this year, the Program Notes section is intended for several kinds of readers: those who follow Bush Foundation activity closely and those who rarely do. The authors are Bush Foundation program officers, who estimate that most readers want answers to at least one of the following two questions:

- What is new or particularly noteworthy in the Foundation's 1993 grant programs?
- What are the key elements of continuity for the future?

Those readers who find only some of what they wish to know are encouraged to write or telephone The Bush Foundation office. The staff will be pleased to try to provide the missing pieces.

Human Services

“The Bush Board and staff have tended to prefer proposals which will improve the long-term strength of organizations, rather than attempt projects whose benefits are mainly short-term.”

Across all of its work in the human services field, The Bush Foundation staff has sought opportunities to strengthen the capacity of non-profit organizations to provide good quality services to people who cannot afford to pay the full costs of those services. The Bush Board and staff have tended to prefer proposals which will improve the long-term strength of organizations, rather than attempt projects whose benefits are mainly short-term. The Foundation consistently requests good financial planning information which illustrates both the impact of requested foundation funds on the applicant's core budget and also illustrates the impact of the withdrawal of Bush funds in the year following the end of the proposed grant period.

Added to this concern for the long-run financial independence of applicant agencies has been a preference for proposals which have defined clearly what they seek to accomplish, how they propose to achieve their goals, why they think their strategy will be effective, and why Bush support is important. The Foundation has been reluctant to recommend support for projects whose main purpose appears to be to increase public awareness of the existence of a problem without at the same time suggesting a carefully considered approach to solving or reducing it.

Bush human services grants attempt to meet a wide variety of needs, and to function within a varied array of service agencies. As a result, the Foundation continues to review human services proposals on a case-by-case basis. In this way, the Foundation attempts to respond to the changing circumstances of the client groups and those agencies which attempt to assist them. The Board usually has not approved grants for annual operating support for human service organizations. In dealing with the first request of a particular kind, the Board also considers whether the Foundation has enough money to support comparable requests from other agencies throughout its grantmaking region.

In 1993, the Foundation made 84 awards for human services programs totaling \$6,403,173. Of these, 30 grants totaling \$2,877,320 were for capital purposes. Some building project grants will be used to renovate group homes and shelters for abused and emotionally troubled adolescents; and for programs serving victims of domestic and sexual violence, chemically dependent and disabled individuals. In its support of human services building projects, the Foundation's grants have usually been for five to fifteen percent of the campaign total, and have been made toward the end rather than at the beginning of those campaigns. Occasionally, higher proportions are approved, particularly in rural North and South Dakota, and when other loans or grants seem unlikely. The preference for the five to fifteen percent range stems primarily from previous experience which seems to have worked well in recent years, and which encourages applicants to establish broad sources of support.

The Foundation continues its established interest in the needs of low income families. Bush grants helped to expand an in-home family counseling program in the Frogtown neighborhood of Saint Paul; helped to establish a center for Indian Child Welfare Law; and supported several community-based planning initiatives. The Foundation provided \$462,915 to the North Dakota Department of Human Services to establish a statewide system to train persons who care for infants and toddlers in child care centers and group and family settings. Planning grants also were made to develop similar training in Minnesota and South Dakota.

During the proposal review process, The Bush Foundation staff and consultants assess the following basic questions about each proposal received for health and human services programs:

- How important is the purpose for which the grant is sought? To whom is it important?
- Is planning as thorough as can reasonably be expected?
- Are others helping to pay for this activity?
- If the project is scheduled to continue at the end of a Bush grant, how will it be supported?
- Does the problem to be worked on match in scale what The Bush Foundation might reasonably be able to spend on it?

The section on "Grantmaking Policies and Procedures," beginning on page 26, contains more information useful for persons considering submitting proposals to The Bush Foundation.

"Bush human services grants attempt to meet a wide variety of needs, and to function within a varied array of service agencies. As a result, the Foundation continues to review human services proposals on a case-by-case basis."

“Major purposes of recent Bush health grants include stimulating research and public understanding about the cost and efficiency of policy development, health services, promoting minority opportunity in health careers, and improving access to high quality health care.”

Health

Major purposes of recent Bush health grants include stimulating research and public understanding about the cost and efficiency of policy development, health services, promoting minority opportunity in health careers, and improving access to high quality health care. The Bush Medical Fellows Program is the Bush Foundation’s largest and most significant health program. Bush Foundation support for other health projects outside the Bush Medical Fellows Program totaled between \$500,000 and \$1,500,000 in each of the past ten years. In 1993, the Foundation approved six grants totaling \$629,674 for a variety of professional education and service programs that would improve people’s access to high quality health care.

The Bush Medical Fellows program began in 1979. The goal of this regional program initially was to improve rural health care by offering rural physicians new training opportunities and by improving linkages between rural physicians and metropolitan specialists. Since 1986, the program has been enlarged so that it is available to all regional physicians seeking training that will help them improve health care delivery to the underserved. Individual goals for the fellowship experience include the improvement of clinical, leadership, and/or management skills. This training often prepares the physician to work on a project likely to improve health care generally within the geographic area of the Fellow’s practice. Despite the inherent difficulties in revitalizing health care, evaluation reports concerning the personal and community impact of this program cite impressive results. Fourteen participant classes have been selected since the beginning of the program.

Education

In February, 1992 the Boards of The Bush Foundation and The William and Flora Hewlett Foundation of Menlo Park, California agreed to authorize up to \$5 million each for a five year extension of their matching capital grants program for historically black private undergraduate colleges. The guidelines under which the program operates are similar to those followed since the program began in 1981, except that the projected total grant volume each year is larger than before. A maximum individual Bush-Hewlett grant size was set at \$1 million. A separate Bush-Hewlett faculty development program continues to operate in twenty-two of these colleges.

Within its primary geographic region, Minnesota and the Dakotas, The Bush Foundation continues its interest in assisting accredited postsecondary institutions in selective ways. The major programs of Bush support, many of which are described in specific guideline documents, are summarized in the table below. The guidelines are available on request from the Foundation office.

The Foundation approves a few grants for elementary and secondary education in this region, although rarely to individual school districts for regular-budget support purposes. Most recent Bush grants for expanding educational opportunity in the elementary and secondary school years have concentrated on programs for girls and minority students in science and mathematics. The Foundation authorized six such grants in 1993, totaling \$1,378,456. A later section of the "Program Notes" describes the Bush Principals Program, which helps to develop leadership among its participants: school principals, assistant principals and teacher leaders in Minnesota public, private and parochial schools.

"During 1993 the Foundation continued its support for accredited, tribally-controlled colleges located on Indian reservations in the western United States."

During 1993 the Foundation continued its support for accredited, tribally-controlled colleges located on Indian reservations in the western United States. These grants usually are targeted for faculty development, but some have been for construction projects on campuses in North Dakota and South Dakota. During 1993, six Bush grants for faculty development totaled \$220,000.

Because of the potentially large number of proposals involved, The Bush Foundation continues to operate a prescreening process for grant requests originating in the University of Minnesota and its associated institutions. Under this process, the Foundation tends to give regular, final consideration to proposals which either have university-wide or faculty-wide implications, or which build upon Bush-specified interests such as child development or the design of math and science programs for girls. Relatively few proposals are considered which originate with individual principal investigators or individual departments.

Summary of Current Bush Programs in Education

Bush Programs in Education <small>[Asterisk indicates guidelines are available]</small>	First Year of Operation	Scheduled Final Year for Payments	Is Program Open or Not for Additional Participants	1993 Grant
* Matching capital grants in four-year private undergraduate colleges in Minnesota and the Dakotas	1976	1997	Open, through October, 1995	\$1,372,500
* Faculty development in private and public colleges in Minnesota and the Dakotas	1980	1999	Renewals only	\$1,781,349
* Grants in historically black private undergraduate colleges (in cooperation with The William and Flora Hewlett Foundation)				
1 Matching capital grants	1981	1999	New applications possible through October, 1997	\$2,000,000
2 Faculty development grants	1986	1997	Closed to renewal applications after October, 1994	\$ 522,000

Program Notes

Bush Programs in Education (continued) (Asterisk indicates guidelines are available)	First Year of Operation	Scheduled Final Year for Payments	Is Program Open or Not for Additional Participants	1993 Grant
*Faculty development in accredited tribally controlled Indian colleges on Indian reservations in the United States	1986	Open	Open to new applicants through 1994	\$ 220,000
Encouragement of girls and minority students in mathematics and science	1987	Open	Open	\$1,378,456
Bush Principals Program	1985	Open	Open	

Mathematics and Science Programs for Girls and Minority Students

The Bush Foundation began in 1987 to approve grants to encourage elementary and junior high school girls in Minnesota, North Dakota and South Dakota to persist in the study of mathematics and science. The Bush Board's interest in helping girls in mathematics and science developed from a review of research which showed that women are likely to select a more narrow range of occupations than men, and that these occupations are lower-paying than those selected by men. A significant number of higher-paying careers are not pursued by women because these careers require mathematics and science skills that many women do not possess. In 1990, the Bush Board approved the first of several grants which provide math and science programs for minority students. In 1993, the Bush Board approved six grants totaling \$1,378,456 for mathematics and science programs for girls and minority students.

The Foundation concentrates its support on intervention programs which encourage girls and/or minority students in mathematics and science. Those programs may operate in elementary and junior high schools, or may be run by other agencies which operate out-of-school programs. The Foundation Board and staff review several elements in the design of a program before a grant is approved. The program should be based on an understanding of the national research on the causes of differential mathematics and science performance. It should either derive from intervention programs developed successfully elsewhere or build on the experience of those successful programs. The Bush Board is primarily interested in programs which can be replicated at a reasonable cost. The applicant should have a plan by which the program can be supported beyond the proposed Bush grant period. Although the Foundation Board has approved multi-year grants to start, expand or refine local programs, the applicant should be able to identify other sources of support for program costs after Bush support ceases. Finally, it is important that the program plan include careful, long-term evaluation of the project and its effect on participating girls. Possible effects might include changes in the attitude of girls or other participants about mathematics and science; improvements in their performance in mathematics and science courses; or selection of college majors or careers using mathematics or science.

“The Bush Board’s interest in helping girls in mathematics and science developed from a review of research which showed that women are likely to select a more narrow range of occupations than men, and that these occupations are lower-paying than those selected by men.”

In addition to grants that support direct program costs, the Foundation is interested in encouraging collaborative efforts among members of the network of intervention programs in this region.

Arts and Humanities

In the arts and humanities, the Foundation has approved grants to improve the quality and accessibility of organizations within our region. About \$1,973,920 million or 9.5 percent of the Foundation's total grants appropriated in 1993 were made in the arts and humanities. The Bush Board is interested in supporting organizations with consistently high artistic quality, strong management, and a record of community service.

The Foundation makes selective grants to arts and humanities organizations for special program needs. These grants may be for one year or several, but are intended to support a particular activity for a finite period of time. The grants may support artistic or management development, or capital projects for construction or renovation of buildings.

In addition to grants for artistic or management development and a limited number of capital grants, the Foundation provides operating support to a few selected arts institutions which provide a range of high quality programs for a broad public, and artistic leadership for other arts activities in the region. This represents the only Bush grantmaking sector in which recurring grants for general support are a predominant pattern. The Bush Board has not indicated an interest in expanding further the group of arts organizations which receive operating support.

As is the case in other program areas, the Foundation is particularly interested in arts and humanities proposals that serve racial minorities. It is rare for the Foundation to support organizations which do not pay artistic staff. The Foundation is also more likely to support full-time arts organizations, as opposed to festivals or summer arts programs, and is unlikely to approve requests for support of a specific exhibition, performance, or conference.

The Foundation also provides support for the arts through its Bush Artist Fellowships program, which was established in 1976 to enable selected artists in Minnesota, North and South Dakota and western Wisconsin to spend a concentrated period of time on their work. The seventeenth group of Bush Artist Fellows was selected in 1993. The Fellowship section of this report describes this program in more detail.

“The Bush Board is interested in supporting organizations with consistently high artistic quality, strong management, and a record of community service.”

“The Bush Leadership Fellows Program is designed to enrich — through academic training, internship training, or both — the experience of a wide range of individuals in midcareer. Often the purpose is to help Fellows prepare for greater responsibilities.”

Bush Leadership Fellows Program

The Bush Leadership Fellows Program is designed to enrich — through academic training, internship training, or both — the experience of a wide range of individuals in midcareer. Often the purpose is to help Fellows prepare for greater responsibilities.

The Bush Leadership Fellows Program was started in 1965 by Archibald Granville Bush. He envisioned a program that would identify emerging leaders in many fields and support unusual development opportunities for them. He wanted to help these persons make significant advances in their work without the kind of financial obstacles he encountered early in his own business career.

Eligibility is restricted to residents of Minnesota, North Dakota, South Dakota and the 26 counties of northwestern Wisconsin which are part of the Ninth Federal Reserve District. * Applicants must be between the ages of 28 and 54 years, with at least five years of work experience. The Foundation provides financial support to Bush Leadership Fellows for full-time midcareer study and development — sometimes involving a policy level internship experience and often leading to an academic degree. Fellows receive stipends of \$3,200 per month for between four to eighteen months, plus partial reimbursement of tuition up to a maximum of \$17,000, and a travel allowance of up to \$3,000.

In 1973, The Bush Foundation added a provision for shorter awards to The Bush Leadership Fellows Program. Successful applicants for short Bush fellowships typically enroll in three- to ten-week university programs to enhance managerial skills, usually on a non-degree basis. Applicants for short fellowships face the same geographic and age eligibility requirements but must have had seven years of prior work experience. Stipends of \$600 per week are awarded for three to ten weeks, plus partial reimbursement of tuition up to \$9,000, and a \$1,000 transportation allowance.

Criteria for selection for both types of awards have emphasized demonstrated competence in past work coupled with clear career goals, as well as personal strengths, intellectual ability, and some involvement in community activities. The selection panels and interviewers try to evaluate all applicants on their individual merits, while keeping in mind that leadership or leadership potential is a critical quality. For the last several years, a clear majority of the selected Fellows has emphasized some aspect of administration or management during their studies and internships. This pattern seems likely to continue.

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

Final selection decisions are made by four to eight person panels. These panelists interview the finalists and select award winners. Most panelists and interviewers are senior managers or administrators in this region. A few also have been Directors or staff members of The Bush Foundation, and persons from outside the region also have served as panelists.

In 1993, The Bush Foundation awarded 18 long Bush Leadership Fellowships, and 15 short fellowships. Recipients represented the fields of large and small business, state and local government, education, health care administration, religion and social services.

This diversity in the career paths of fellowship recipients has characterized this program since its inception. The recipients list also is diverse as to race, gender and geographic origin. In 1993, five recipients were from racial minority groups, 23 were women, and 20 lived outside of the Twin Cities metropolitan area.

The names, residences, and occupations of the selection committee members follow. A list of the 1993 Fellows can be found on page 60.

In June 1993, the Bush Foundation Board authorized expenditures of \$1,146,200 in stipends and tuition for fellowships to be awarded in 1994.

Inquiries about this program should be directed to John Archabal, Director, or to Mary Kaplan, Program Assistant, The Bush Leadership Fellows Program, E-900 First National Bank Building, 332 Minnesota Street, Saint Paul, Minnesota 55101.

Bush Leadership Fellows Program Preliminary Selection Committee

John Archabal
Director
Bush Leadership Fellows Program
Saint Paul, Minnesota

Terri D. Barreiro
Senior Director
Community Partnership Division
United Way of Minneapolis
Minneapolis, Minnesota

Donald E. Lemire
Personnel Consultant
Shoreview, Minnesota

Calvin Ryan Mosley
Vice President for Student Affairs
and University Admissions
Hamline University
Saint Paul, Minnesota

Mary Thornton Phillips
Vice Chancellor for Development
Minnesota Community College System
Saint Paul, Minnesota

“Diversity in the career paths of fellowship recipients has characterized this program since its inception. The recipients list also is diverse as to race, gender and geographic origin.”

Bush Leadership Fellows Program Final Selection Committee for Long Fellowships

Wilfred D. Antell
Minnesota State Department of Education
Manager, Indian Education Section
Saint Paul, Minnesota

Nancy C. Parlin
Professor of Sociology
University of Wisconsin River Falls
River Falls, Wisconsin

Thomas E. Holloran
Chair of The Board of Directors
of The Bush Foundation
and Professor of Management
of the Graduate School of Business
at the University of St. Thomas
Saint Paul, Minnesota

Mary Thornton Phillips
Vice Chancellor for Development
Minnesota Community College System
Saint Paul, Minnesota

Steven W. Laible
Public Accounting Director
Government Services Practice
KPMG Peat Marwick
Minneapolis, Minnesota

Susan K. Stevens
President
The Stevens Group
Minneapolis, Minnesota

David B. Laird, Jr.
President
Minnesota Private College Council
Saint Paul, Minnesota

Sue Zabel
Director of Congregation Based Education
Wesley Theological Seminary
Washington, D.C.

Bush Leadership Fellows Program Final Selection Committee for Short Fellowships

James Day
Senior Vice President
Minnesota Private College Council
Saint Paul, Minnesota

Nancy C. Parlin
Professor of Sociology
University of Wisconsin River Falls
River Falls, Wisconsin

Ruth Harris
President
Northwest Reading Clinic
Eau Claire, Wisconsin

Elizabeth Pegues
Chair
Minnesota State University System Board
Saint Paul, Minnesota

Donald E. Lemire
Personnel Consultant
Shoreview, Minnesota

Kathleen A. Speltz
Consultant
Saint Paul, Minnesota

Calvin Ryan Mosley
Vice President for Student Affairs
and University Admissions
Hamline University
Saint Paul, Minnesota

Gary R. Viken
Deputy Secretary
Chief Financial Officer
Department of Social Services
State of South Dakota
Pierre, South Dakota

Bush Artist Fellowships Program

Bush Artist Fellowships enable selected artists from Minnesota, North Dakota, South Dakota and western Wisconsin to set aside concentrated time for their work, and to increase the quality and pace of their career development. Since the program was initiated in 1976, a total of 222 Artist Fellowships have been awarded.

In March 1993, the eighteenth group of Bush Artist Fellows was selected from 477 applicants. The artists selected are listed on page 65.

Fellows are chosen from five artistic disciplines: literature (fiction and creative non-fiction, poetry); scriptworks (playwriting and screenwriting); visual arts (painting, sculpting, printmaking, drawing, artists' books, multimedia and performance art, photography, film, and video); choreography; and music composition.

Fellowship candidates must be at least twenty-five years old and residents of Minnesota, North Dakota, South Dakota, or 26 counties in western Wisconsin,* and must have been residents for twelve of the thirty-six months preceding the application deadline. Major selection criteria have included exceptional talent and demonstrated artistic ability in past work by the artists. The estimated importance of the applicant's Fellowship plan to his or her development as an artist is also considered. Awards are made to artists in varying stages of development, from emerging through mature, who have completed their formal training and education and have demonstrated a strong commitment to their art.

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

Stipends for 1993 Artist Fellows were \$2,166 per month for six to eleven months, or a total possible stipend award of \$26,000 for a twelve- to eighteen-month Fellowship period. The program also provided additional funds of up to \$7,000 for travel and production expenses incurred in connection with each Fellow's work. The total amount of stipends and cost allowances authorized for 1993 Fellowships was \$495,000, and remains the same for 1994.

* 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, Trempealeau, Vilas, and Washburn.

“Bush Artist Fellowships enable selected artists to set aside concentrated time for their work, and to increase the quality and pace of their career development. Awards are made to artists in varying stages of development, from emerging through mature, who have completed their formal training and education and have demonstrated a strong commitment to their art.”

Inquiries about this program, including application deadlines, should be directed to Sally Dixon, Program Director, or to Abigail Nesbitt, Program Assistant, Bush Artist Fellowships Program, E-900 First National Bank Building, 332 Minnesota Street, Saint Paul, Minnesota 55101.

Bush Artist Fellowships Panelists - 1993

Preliminary Literature

Verlyn Klinkenborg, Housatonic, Massachusetts, *non-fiction writer*
Robert Pinsky, Newton, Massachusetts, *poet*
Marilynne Robinson, Iowa City, Iowa, *fiction writer*

Preliminary Music Composition

Jalalu Kalvert-Nelson, New York, New York, *composer*
Joan LaBarbara, Santa Fe, New Mexico, *composer/performer*
Olly Wilson, Berkeley, California, *composer*

Preliminary Visual Arts

Mel Chin, New York, New York, *sculptor*
Ann Hamilton, Columbus, Ohio, *installation artist*
Duane Michals, New York, New York, *photographer*
Linda Shearer, Williamstown, Massachusetts, *museum director*

Preliminary Scriptworks

Constance Congdon, Longmeadow, Massachusetts, *playwright and poet*
Phylis Geller, Los Angeles, California, *former Senior Vice President,*
National Productions, KCET
Tom Kalin, New York, New York, *filmmaker*

Final Panel

Ann Hamilton/Tom Kalin/Verlyn Klinkenborg/Joan LaBarbara/
Charles Shere, Berkeley, California, *composer and writer*

“The Bush Medical Fellows Program seeks to develop individual physicians’ potential for increased competence and leadership in clinical medicine, health care delivery, administration, and education. It also seeks to improve the linkages between rural physicians and metropolitan specialists.”

Bush Medical Fellows Program

Since 1979, Bush Medical Fellowships have been awarded to physicians in Minnesota, North Dakota, South Dakota and 26 counties in western Wisconsin.* The Bush Medical Fellows Program seeks to develop individual physicians’ potential for increased competence and leadership in clinical medicine, health care delivery, administration, and education. It also seeks to improve the linkages between rural physicians and metropolitan specialists. To date, 143 physicians have participated in the program.

* 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, Trempealeau, Vilas, and Washburn.

The program provides selected physicians with an opportunity to pursue individually designed plans of study which take into account explicit health care needs in their communities. The program's strategy is to improve health care through the physician's personal and professional development. Approved plans are for three to twelve months. These plans usually include clinical study and/or studies to improve administrative, planning, and leadership skills. Fellows receive monthly stipends of \$4,000 and tuition and travel allowances totaling \$4,500 over the term of their fellowship. They may receive up to an additional \$10,000 for tuition and \$3,000 for travel on a 50 percent basis. Stipends are intended to cover each Fellow's living expenses for the period of study during which their income from medical practice will be reduced or non-existent.

Special encouragement to apply is extended to physicians practicing in rural areas. All applicants must be currently practicing physicians, at least thirty-five years of age, with seven or more years of medical practice experience. They must be able to state clearly their needs and the opportunities available in their communities for the application of the new skills they seek. Special consideration is given to applicants who seek training to assist underserved populations or provide services not currently available in the communities in which they practice. A list of Bush Medical Fellows selected in 1993 can be found on page 64.

Inquiries about the Bush Medical Fellows Program should be directed to Jon D. Wempner, M.D., Program Director, or to Linda Roebke, Program Assistant, Bush Medical Fellows Program, 299 Lakeview Terrace Boulevard, Waconia, Minnesota 55387.

Bush Medical Fellows Program Selection Committee - 1993

Michael J. Evers
Dean, Graduate School of Business
University of Saint Thomas
Minneapolis, Minnesota

Rhonda L. Ketterling, M.D.
President
Johnson Clinic
Rugby, North Dakota

Edward P. Ehlinger, M.D.
Director
Division of Personal Health Services
Minneapolis Health Department
Minneapolis, Minnesota

Julie C. MacDonald
Vice President, Patient Services
La Crosse Lutheran Hospital
La Crosse, Wisconsin

Beverly G. Finholt
Consultant
Northfield, Minnesota

Clayton R. Peterson
President
Memorial Hospital
Cambridge, Minnesota

George J. Isham, M.D.
Medical Director
HealthPartners
Minneapolis, Minnesota

William T. Read, M.D.
Medical Director
West Central Wisconsin
Neurodevelopmental Evaluation Clinic
Eau Claire, Wisconsin

Bush Medical Fellows Program Policy Board

Brian C. Campion, M.D.
President
Franciscan Health Care System
LaCrosse, Wisconsin

Julie C. MacDonald
Vice President, Patient Services
La Crosse Lutheran Hospital
La Crosse, Wisconsin

M. Elizabeth Craig, M.D.
Consultant
Minnetonka, Minnesota

Delwin K. Ohrt, M.D.
Vice President and Medical Director
Blue Cross and Blue Shield
Lakeville, Minnesota

Michael J. Evers
Dean, Graduate School of Business
University of Saint Thomas
Minneapolis, Minnesota

Clayton R. Peterson
President
Memorial Hospital
Cambridge, Minnesota

Beverly G. Finholt
Consultant
Northfield, Minnesota

John J. Stransky, M.D.
Consultant, The Brown Clinic
Watertown, South Dakota

Deane L. Johnson, M.D.
Walker Clinics
Park Rapids, Minnesota

Michael R. Wilcox, M.D.
New Prague Clinic
New Prague, Minnesota

Rhonda L. Ketterling, M.D.
President
Johnson Clinic
Rugby, North Dakota

Bush Principals Program

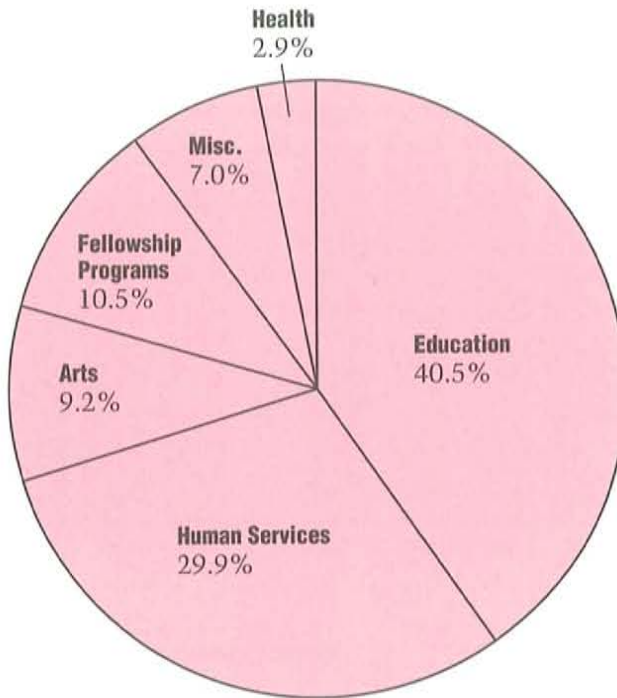
“The main objective of the program is the improvement of instruction in elementary and secondary schools. The program attempts to reach this objective by improving participants’ skills in areas such as teacher supervision, curriculum design, community-school relationships, and program evaluation.”

The ninth annual group of elementary and secondary school principals, assistant principals, and teacher-leaders was selected in March, 1993, to enter this mid-career training program. Participants are involved in thirty-four days of formal instruction spread over a two-year period. These sessions vary in length from three to twelve days. The primary mode of instruction is the case method of analysis. Program Faculty act as advisors to participants during the time between formal sessions, when principals work on special school improvement projects within their own schools.

The main objective of the program is the improvement of instruction in elementary and secondary schools. The program attempts to reach this objective by improving participants’ skills in areas such as teacher supervision, curriculum design, community-school relationships, and program evaluation.

Professor John J. Mauriel of the University of Minnesota Carlson School of Management is the Program Director. The fiscal agent is the Strategic Management Research Center, Carlson School of Management, University of Minnesota, 271 19th Avenue South, Minneapolis, Minnesota 55455. Inquiries concerning the program are welcomed by Professor Mauriel at this address. Applications are encouraged from women and minority candidates. The phone number is 612-624-5845.

A list of the individuals selected in 1993 to receive Bush Principals Program awards can be found beginning on page 62.



Distribution of 1993 Grants

This chart shows the distribution of 1993 Foundation grant appropriations by program area. The Bush Board does not have any prior policies which determine the amount to be spent in one program area in a given year, except in the Fellowship Programs.

Program	1991	1992	1993	3-year Total
Arts & Humanities	\$ 2,028,700 (17) 10.0%	\$ 1,028,550 (17) 5.1%	\$ 1,973,920 (16) 9.2%	\$ 5,031,170 (50) 8.1%
Education	\$ 8,774,258 (44) 43.5%	\$ 10,597,221 (52) 52.6%	\$ 8,676,786 (36) 40.5%	\$ 28,048,265 (132) 45.4%
Health	\$ 1,208,273 (13) 6.0%	\$ 911,470 (10) 4.5%	\$ 629,674 (6) 2.9%	\$ 2,749,417 (29) 4.5%
Human Services	\$ 4,940,388 (72) 24.5%	\$ 3,894,289 (50) 19.3%	\$ 6,403,173 (84) 29.9%	\$ 15,237,850 (206) 24.6%
Miscellaneous	\$ 1,140,841 (12) 5.6%	\$ 1,463,244 (19) 7.3%	\$ 1,510,538 (14) 7.0%	\$ 4,114,623 (45) 6.7%
Fellowship Program Stipends	\$ 2,090,000 (3) 10.4%	\$ 2,252,700 (3) 11.2%	\$ 2,252,700 (3) 10.5%	\$ 6,595,400 (9) 10.7%
Total	\$20,182,460 (161) 100.0%	\$20,147,474 (151) 100.0%	\$21,446,791 (159) 100.0%	\$61,776,725 (471) 100.0%

Grants Classified by Purpose 1991-93

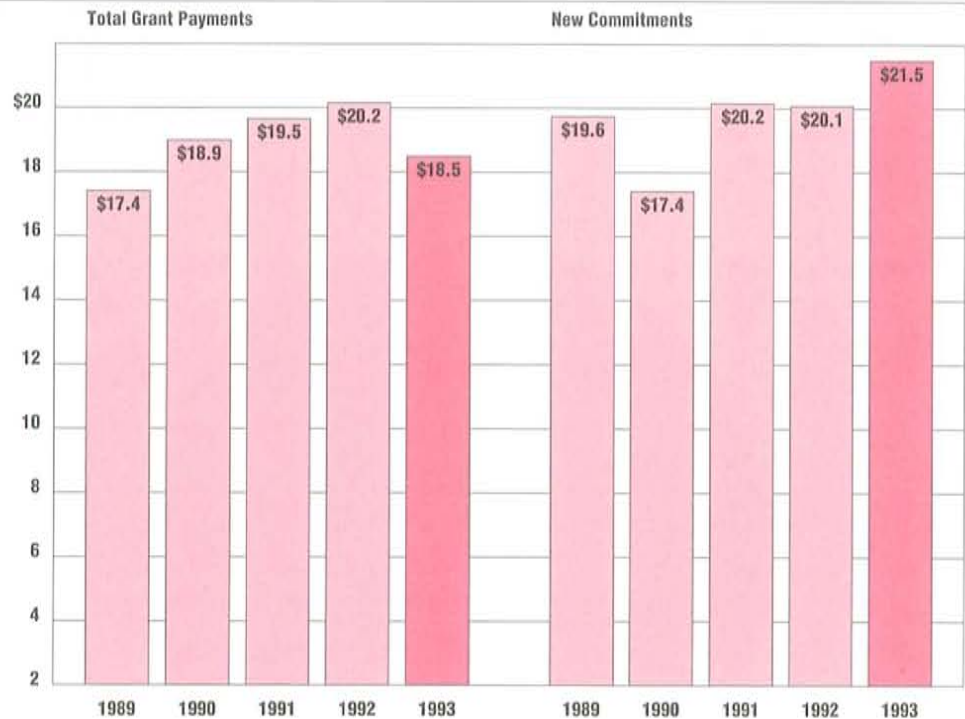
This table shows summaries of current and past year grants classified by purpose for which funds were granted. In each cell, the dollar figure represents the total amount granted, the figure next below in parenthesis shows the number of grants made, and the bottom figure shows the percentage of all grant dollars awarded during that fiscal period.

Grants Statistics

Grants Payments and New Commitments 1989-93

(\$'s in millions)

Grant payments are those made in the year indicated on current and past grants. New commitments are the sum of Board votes to approve grants each year. These obligations will be paid in either the current year or in later years.



Classification of 1993 Grants

These tables show summaries of 1993 grant appropriations, classified by size, duration and location. The Bush Board does not have any prior policies, however, which give automatic preference for any particular grant size, duration or location within the Foundation's primary geographic region.

Classification of Grants	Number of Grants Approved
Size	
\$ 0- 9,999	2
10,000- 24,999	24
25,000- 49,999	35
50,000- 99,999	32
100,000- 199,999	38
200,000- 499,999	19
500,000- 999,000	6
1,000,000-2,000,000	3
Total	159
Duration	
1 year	81
2 years	39
3 years	38
4 years	1
Total	159
Geographic Location	
Twin Cities	90
Other Minnesota	17
Total Minnesota	107
North Dakota	17
South Dakota	21
Other	14
Total	159

Grantmaking
Policies and Procedures

Grantmaking Policies and Procedures

Major Current Interests

Overview 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.

Education The Foundation is interested in education at all levels, with major emphasis in higher education. Recently, most of the Foundation's grantmaking in higher education has been in particular, pre-defined areas of emphasis. These include assisting private colleges with matching grants to complete capital fund drives and grants to public and private colleges for faculty development.

Human Services 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.

Health 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 to develop more information about the provision of health services within the region, and to improve the clinical and leadership skills of physicians.

Arts and Humanities Within its geographic region of major interest, the Foundation supports the arts and humanities, including music, theater, dance, visual arts, literature, and the general preservation of our cultural heritage. The Foundation also provides fellowships for individual artists in the region.

Leadership The development of leadership potential was of particular interest to the founder of The Bush Foundation, and continues to interest its directors and staff. This interest is expressed primarily through the Foundation's mid-career fellowship programs.

Minority Opportunity In several of the program areas discussed above, the Foundation has sought to promote minority opportunity. This also represents a continuing interest of the directors and staff.

Women and Girls The Foundation supports programs of interest to women both in separate women's programs and in programs available to men and women. The Foundation's recent special interest in this area has been to support regional programs that improve the quantity and quality of options available for women and girls.

Restrictions and Areas of High Selectivity

- 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, the Bush Medical Fellows Program, and the Bush Artist Fellowships Program include these states plus the counties of western Wisconsin which are part of the Ninth Federal Reserve District. A limited number of non-regional programs have been approved, including those to support historically black private colleges and tribally-controlled colleges on Indian reservations. 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.
- The 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.
- The Foundation does not make direct grants to individuals except through established, defined programs such as the Bush Leadership Fellows Program, the Bush Artist Fellowships Program, and the Bush Medical Fellows Program. Ordinarily, the Foundation's grants are made only to non-profit, tax-exempt organizations.
- Although the Foundation seeks to appraise each grant proposal on its merits, the following kinds of grant proposals are unlikely to be approved:
 - Proposals for building construction for medical facilities, church sanctuaries, nursing homes, individual daycare centers, municipal buildings, and for buildings and endowments in public colleges and universities.
 - Proposals requesting support to cover past operating deficits, or to retire mortgages or other debts.
 - Proposals seeking general and continuing operating support.
 - Proposals for individual conferences, seminars, or festivals.
- The Foundation has for some time been reluctant to provide funds for basic research within established academic disciplines. In 1974, the Board voted to cease granting funds for research in the biomedical and health sciences.

Grantmaking Policies and Procedures

Grantmaking Procedures

Responsibility for Decisions The Board of Directors commits all grant funds. Unlike some other foundations, which authorize staff to make final decisions on small grants, The Bush Foundation submits all requests to the Board. The Board usually meets quarterly, in February, April, June, and October. (In even-numbered years, the April Board meeting deals only with planning questions and not with individual grant proposals.) The Grants Committee, a six-member subcommittee of the Board, discusses all grants prior to final Board action and makes recommendations of final action to the Board.

Time Required for Decisions Grant proposals should be submitted to the President of the Foundation at least three and one half months prior to the Board meeting. (For example, to have a request considered at the June Board meeting, it should be submitted by March 1.) This allows time for the Foundation to complete consideration of most requests. If the proposal is highly specialized, or if it requires review by outside consultants, the consideration process may take longer.

Review Process Ordinarily, each proposal is assigned to a member of the program staff when it is received by the Foundation. This staff member will seek further discussion with the author of the proposal, and if necessary, may also seek other opinions, assistance from consultants, and background information. To reach a final decision, this staff member presents the proposal, along with the results of the related investigation and the program staff's composite recommendation, to the Grants Committee and to the Board.

In some instances, particularly for human services proposals, staff program associates have "paired" with program consultants to prepare individual proposals for consideration by the Board. Under this arrangement, much of the work with the applicant is performed by the program consultant.

Additional preliminary screening procedures have been approved by the Board for proposals from the University of Minnesota and its affiliated institutions, as well as for requests for construction funds for major hospitals, medical centers, and public colleges and universities. The Foundation staff will explain these steps to anyone wishing further information about them.

First Steps The Foundation staff strongly encourages brief preliminary letters regarding the Foundation's possible interest in a particular project. The staff also is pleased to answer questions—in writing or over the telephone—regarding application procedures, required documentation, useful background information, timing problems, and so on.

The Bush Foundation's staff can help applicants to gauge the likelihood of Foundation support for a particular proposal idea. Generally, staff replies will range from "possible" to "unlikely." These staff appraisals rarely indicate quick or optimistic encouragement, nor are they usually so discouraging as to prohibit any further consideration. However, recent staff assessments of proposals "unlikely" to win Board support have usually proven correct, although these assessments do not commit or limit later Board action.

Looking for Other Sources of Support Grant applicants ordinarily should explore all other possible sources of support in addition to The Bush Foundation. This search will not hurt the chances for a favorable decision by The Bush Foundation, and it may well improve the chances that the project will find support somewhere. In the event the other sources commit partial or full support, The Bush Foundation should be notified promptly so that the staff can revise the amount requested to reflect up-to-date and realistic needs.

Grant Proposals

Form of Presentation There is no special form for applying for a grant. Proposals vary widely as to purpose and, therefore, as to the documentation needed for fair consideration. The basic required information, needed to evaluate every proposal, is summarized below. Two copies of the proposal and its attachments are requested.

All applications for grants or other funds must be submitted in writing. Plans which have been worked out thoughtfully and described concisely are always welcomed. Expensive brochures and extra packaging generally seem wasteful.

What to Include—

Each of the following pieces of information is needed in order for the Foundation to complete its review of the proposal. The applicant may present this information in whatever form or order seems most appropriate.

—About the Applicant Organization

- Name and address of tax-exempt organization which will be the recipient of the grant or funds.
- Appropriate evidence of the applicant organization's tax-exempt status, including:

A copy of the organizations's most recent tax-exempt ruling from the Internal Revenue Service to the applicant, or to a parent organization of the applicant, recognizing its exempt status under Section 501(c)(3) of the Internal Revenue Code.

A copy of the applicant's classification by the IRS as "a private foundation," "a private operating foundation," or "not a private foundation."

A current declaration signed by an officer of the applicant organization that it has not received notice of any adverse action by the Internal Revenue Service with respect to its exempt status or its classification.

When Internal Revenue Service determination letters are not available, other evidence of the applicant's exempt status should be submitted. However, the declaration of no adverse Internal Revenue Service action must always be submitted.

- Information concerning the organization and the officers responsible for carrying out the project, including:

The name(s) and qualifications of the person(s) who would administer the grant.

The names and primary professional affiliations of the organization's directors or trustees.

A brief description of the applicant organization. This should include a summary of its background, purpose, and experience in the area for which funds are requested.

If available, an audited balance sheet and income and expense statement for the organization's previous fiscal year, and a statement of estimated income and expense for the organization for the current year.

- Position or relationship of the person signing the application to the applicant organization. If the request comes from a department or individual in an organization, the request should also 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.

— *About the Proposed Project or Activity*

The following information is needed for every proposal. Because proposal ideas vary in nature and complexity, applicants may wish to discuss additional information or special documentation with Foundation staff.

- A clear, concise description of the project or activity, what it may be expected to achieve, and why it is important to undertake.

- A detailed income and expense budget for the project or activity, showing how the requested funds would be spent and during what time periods and showing where the income is expected to come from. The budget should make clear how the major elements of income and expense were estimated. Applicants should specify when payment of funds is desired from the Foundation, and in what amount. If more than one payment is requested under the grant, a suggested schedule of payments should be provided.
- A statement of other possible sources of support, public or private, that have been or will be solicited for support of the project or activity. Include any grants or pledges already received. Specify significant financial or in-kind support given to the project by the applicant organization.
- The procedure and criteria by which effectiveness of the grant should be judged after the grant funds have been expended.
- If the project or activity 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. This explanation should include an income and expense projection for the program through one year beyond the last year for which Bush support is requested.
- For demonstration projects, research studies, and experiments, it is helpful to include a description of similar work carried out by other agencies, along with an estimate of the significance of this prior work to the proposed project.
- Proposals for 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 research of all kinds.

When a grant is made, the recipient is expected to accept the terms and conditions specified in The Bush Foundation's Agreement of Donee.

Administrative Provisions

Notification of the Board Vote 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 Foundation 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 made accessible to the public, however, until fifty years following the date when those files were created. Other items such as annual reports or clipping files, which are either publishable or already published, will be immediately made accessible to the public by the Society.

Grants to Institutions
Grants to Individuals

Foundation Grants

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Arts and Humanities				
Dance				
Minnesota Dance Alliance Minneapolis <i>To support performances in Studio 6A</i>	\$ 29,000	\$ 29,000	\$ 16,000	\$ 13,000
Literature				
Coffee House Press Minneapolis <i>To support staff expansion of this literary small press</i>	42,000	—	9,000	—
Music				
Minnesota Orchestral Association Minneapolis <i>For operating support of the 1992-93 season</i>	200,000	200,000	200,000	—
New Music Theater Ensemble Minneapolis <i>For program development</i>	45,000	45,000	25,000	20,000
Theater				
Guthrie Theater Foundation Minneapolis <i>For operating support of the 1993-94 and 1994-95 seasons</i>	480,000	480,000	240,000	240,000
Jungle Theater Minneapolis <i>To support artists' fees at this storefront theater in Minneapolis</i>	45,000	45,000	25,000	20,000
Mixed Blood Theatre Company Minneapolis <i>To support the Theatre's programs on racism in the workplace</i>	26,920	26,920	26,920	—
Ordway Music Theatre Saint Paul <i>To develop new, multicultural programming for family audiences</i>	165,000	165,000	90,000	75,000
Penumbra Theatre Saint Paul <i>For continued operating support during Penumbra Theater's transition to a separate nonprofit organization</i>	80,000	—	40,000	—
Red Eye Collaboration Minneapolis <i>To test a community-based audience development plan</i>	15,000	15,000	15,000	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Southern Theater Foundation Minneapolis <i>To improve the technical support available to artists performing at the Southern Theater</i>	\$ 58,000	\$ 58,000	\$ 38,000	\$ 20,000
Theatre de la Jeune Lune Minneapolis <i>To support the company's first two seasons in its new theater building</i>	60,000	—	25,000	—
Visual Arts				
Minneapolis Society of Fine Arts Minneapolis <i>To support the exhibitions program</i>	375,000	—	125,000	125,000
Humanities				
The Loft, Inc. Minneapolis <i>To support a plan to broaden the Loft's audience</i>	30,000	30,000	—	30,000
History				
Lake Superior Museum of Transportation and Industry Duluth, Minnesota <i>For staff development</i>	23,000	—	11,500	—
Other				
Hennepin Center for the Arts Minneapolis <i>Toward a capital campaign to renovate the Hennepin Center for the Arts</i>	125,000	125,000	—	125,000
Independent Feature Project - North Minneapolis <i>To support staff expansion</i>	12,500	—	5,000	—
Intermedia Arts of Minnesota, Inc. Minneapolis <i>To support the development of Asian American Renaissance</i>	20,000	20,000	12,000	8,000
The Minneapolis Foundation Minneapolis <i>To support evaluation and administration of a pilot arts education program in five Minneapolis high schools</i>	80,000	80,000	50,000	30,000
Minnesota State Arts Board Saint Paul <i>To support a technical assistance program for local arts agencies in Minnesota</i>	44,800	—	44,800	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Native Arts Circle, Inc. Minneapolis <i>For continued program development</i>	\$ 75,000	\$ 75,000	\$ —	\$ 75,000
South Dakota Arts Council Sioux Falls, South Dakota <i>To develop a special projects fund for South Dakota arts organizations</i>	80,000	80,000	40,000	40,000
South Dakotans for the Arts Deadwood, South Dakota <i>To support a program for rural arts presenters</i>	38,000	—	13,000	10,000
Walker Art Center Minneapolis <i>To support the Center's exhibitions, performing arts, and media programs</i>	500,000	500,000	166,000	334,000
The Works Minneapolis <i>Toward the development of touring exhibits about technology</i>	100,000	—	—	100,000
TOTAL		\$1,973,920	\$1,217,220	\$1,265,000

Education

Elementary and Secondary Education

Minnesota Association of School Administrators Saint Paul <i>Continued support for a mid-career management training program for public school district superintendents in Minnesota</i>	1,558,720	—	97,720	—
Minnesota Humanities Commission Saint Paul <i>To support the Minnesota Institute for the Advancement of Teaching</i>	175,000	175,000	100,000	75,000
Saint Joseph's Indian School Chamberlain, South Dakota <i>To begin a residential program for Indian high school girls</i>	132,300	(4,313)	87,362	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
University of Minnesota Minneapolis <i>Continued support for a mid-career management training program for school principals, assistant principals, and teacher-leaders</i>				
1989 grant	\$1,479,326	\$ —	\$ 70,500	\$ —
1992 grant	598,130	—	145,206	—
1993 grant	634,900	634,900	—	634,900

Higher Education

Capital Challenge Grants to UNCF Colleges (In cooperation with The William and Flora Hewlett Foundation)

Claflin College Orangeburg, South Carolina	250,000	—	125,000	125,000
Fisk University Nashville, Tennessee	300,000	—	300,000	—
Johnson C. Smith University Charlotte, North Carolina	1,000,000	1,000,000	—	1,000,000
Livingstone College Salisbury, North Carolina	385,000	—	385,000	—
Morehouse College Atlanta, Georgia	1,000,000	1,000,000	—	1,000,000
Rust College Holly Springs, Mississippi	125,000	—	125,000	—
Shaw University Raleigh, North Carolina	875,000	—	875,000	—

Capital Challenge Grants to Minnesota and Dakota Private Colleges

Augsburg College Minneapolis	900,000	—	—	900,000
Bethel College and Seminary Saint Paul	440,000	440,000	—	440,000
College of Saint Benedict Saint Joseph, Minnesota	492,000	—	492,000	—
College of Saint Catherine Saint Paul	703,500	—	353,500	—
Concordia College Saint Paul	532,500	532,500	—	532,500
Dakota Wesleyan University Mitchell, South Dakota	250,000	250,000	—	250,000
Saint John's University Collegeville, Minnesota	1,000,000	—	500,000	—
Sioux Falls College Sioux Falls, South Dakota	150,000	150,000	—	150,000
University of Mary Bismarck, North Dakota	345,000	—	345,000	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
<i>Faculty Development Program Grants to UNCF Colleges (In cooperation with The William and Flora Hewlett Foundation)</i>				
Claflin College Orangeburg, South Carolina	\$ 102,000	\$ 102,000	\$ 32,500	\$ 69,500
Fisk University Nashville, Tennessee	105,000	—	35,000	—
Hampton University Hampton, Virginia	390,000	—	130,000	—
Morris College Sumter, South Carolina	105,000	105,000	35,000	70,000
Rust College Holly Springs, Mississippi	105,000	—	35,000	35,000
Saint Augustine's College Raleigh, North Carolina	210,000	210,000	—	210,000
Spelman College Atlanta, Georgia	210,000	—	66,481	—
Talladega College Talladega, Alabama	105,000	—	35,000	35,000
Tougaloo College Tougaloo, Mississippi	105,000	105,000	—	105,000
Voorhees College Denmark, South Carolina	105,000	—	35,000	35,000
<i>Faculty Development Program Grants in Minnesota and Dakotas</i>				
Augsburg College Minneapolis	180,000	180,000	60,000	120,000
Augustana College Association Sioux Falls, South Dakota	180,000	—	58,000	—
Bethany Lutheran College Mankato, Minnesota	75,000	—	25,000	—
Bethel College and Seminary Saint Paul	180,000	—	60,000	—
Black Hills State University Spearfish, South Dakota	180,000	180,000	60,000	120,000
Carleton College Northfield, Minnesota	180,000	—	58,570	60,200
College of Saint Catherine Saint Paul	180,000	—	58,000	—
College of Saint Scholastica, Inc. Duluth, Minnesota	180,000	180,000	75,761	104,239
Concordia College Moorhead, Minnesota	180,000	—	58,500	58,500
Dakota State University Madison, South Dakota	178,436	178,436	58,640	119,796
Dakota Wesleyan University Mitchell, South Dakota	75,000	—	25,000	—
Gustavus Adolphus College Saint Peter, Minnesota	240,000	—	62,880	71,730
Hamline University Saint Paul	180,000	—	76,500	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Jamestown College, Inc. Jamestown, North Dakota	\$ 75,000	\$ —	\$ 25,000	\$ —
Macalester College Saint Paul	179,000	179,000	53,000	126,000
Mayville State University Mayville, North Dakota	75,000	—	25,000	25,000
Minneapolis College of Art and Design Minneapolis	75,000	—	25,000	—
Minnesota Community College System Saint Paul	710,511	—	280,934	—
Minnesota Private College Research Foundation Saint Paul	610,920	—	214,690	—
Minnesota State University System Saint Paul	648,789	—	216,236	217,945
Minot State University Minot, North Dakota	300,000	300,000	—	300,000
Mount Marty College Yankton, South Dakota	73,625	—	24,540	—
North Dakota State Board of Higher Education Bismarck, North Dakota	301,507	—	95,163	—
North Dakota State University Fargo, North Dakota	300,000	—	100,000	—
Northern State University Aberdeen, South Dakota	180,000	—	60,000	60,000
Saint John's University Collegeville, Minnesota and the College of Saint Benedict, Saint Joseph, Minnesota				
<i>For a joint faculty development program at the College of Saint Benedict and Saint John's University</i>	283,913	283,913	97,076	186,837
Saint Mary's College Winona, Minnesota	240,000	—	120,000	120,000
Saint Olaf College Northfield, Minnesota	300,000	—	100,000	100,000
Sioux Falls College Sioux Falls, South Dakota	77,850	—	22,200	—
South Dakota State University Brookings, South Dakota	300,000	—	100,000	—
University of Mary Bismarck, North Dakota	175,890	—	58,760	—
University of Minnesota Minneapolis	600,000	—	200,000	—
University of North Dakota Grand Forks, North Dakota	300,000	300,000	—	300,000
University of Saint Thomas Saint Paul	200,000	—	98,800	—
University of South Dakota Vermillion, South Dakota	300,000	—	100,000	—
Valley City State University Valley City, North Dakota	180,000	—	60,000	60,000

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
<i>Grants to Tribally Controlled Indian Colleges</i>				
Blackfeet Community College Browning, Montana <i>Faculty development program</i>	\$ 75,000	\$ —	\$ 25,000	\$ 25,000
Fort Berthold Community College New Town, North Dakota <i>Faculty development program</i>	50,000	—	25,000	—
Fort Peck Community College Poplar, Montana <i>Faculty development program</i>	25,000	25,000	25,000	—
Lac Courte Oreilles Ojibwa Community College, Inc. Hayward, Wisconsin <i>Faculty development planning grant</i>	10,000	10,000	10,000	—
Little Hoop Community College Fort Totten, North Dakota <i>Faculty development program</i>	75,000	—	25,000	—
Nebraska Indian Community College Winnebago, Nebraska <i>Faculty development planning grant</i>	10,000	10,000	10,000	—
Oglala Lakota College Kyle, South Dakota <i>Toward construction of a new classroom building on the Pine Ridge Reservation</i> <i>Faculty development program</i>	250,000 90,000	— 90,000	250,000 30,000	— 60,000
Salish Kootenai Community College, Inc. Pablo, Montana <i>Faculty development program</i>	90,000	—	30,000	30,000
Sinte Gleska University Rosebud, South Dakota <i>Faculty development program</i> <i>To help equip a law research library</i>	90,000 14,226	— 14,226	30,000 14,226	30,000 —
Sisseton Wahpeton Community College Sisseton, South Dakota <i>Faculty development program</i>	75,000	—	25,000	25,000
Standing Rock Community College Fort Yates, North Dakota <i>Faculty development program</i>	75,000	75,000	25,000	50,000
Turtle Mountain Community College Belcourt, North Dakota <i>Faculty development planning grant</i>	10,000	10,000	10,000	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
United Tribes Technical College Bismarck, North Dakota <i>Faculty development program</i>	\$ 75,000	\$ —	\$ 25,000	\$ 25,000
Other Higher Education				
The Bush Foundation Saint Paul <i>To evaluate Bush-Hewlett program of faculty development grants in historically black private undergraduate colleges</i>	192,040	—	30,808	156,762
Concordia College Moorhead, Minnesota <i>Toward a construction project for the Concordia Language Villages</i>	50,000	—	50,000	—
United Negro College Fund, Inc. New York, New York <i>To support annual fund drives in 1992, 1993, and 1994</i>	330,000	—	110,000	110,000
University of Minnesota Minneapolis <i>Toward continuation of a program to recruit minority students into graduate teacher-preparation programs</i>	423,701	—	141,061	147,383
<i>Toward a program to provide increased teaching experience and training for doctoral students</i>	470,345	—	308,987	—
<i>To complete development of a community interpreter training program for non-English speaking populations</i>	124,950	124,950	—	124,950
Child Development				
MELD Minneapolis <i>To develop a peer support program for young fathers</i>	172,000	172,000	68,170	103,830
Mathematics and Science Programs for Girls and Minorities				
American Indian Science and Engineering Society Boulder, Colorado <i>To improve math and science education in elementary schools with large Indian populations in Minnesota, North Dakota, and South Dakota</i>	413,510	—	146,170	267,340
College of Saint Scholastica, Inc. Duluth, Minnesota <i>For math and science program for girls and minorities</i>	325,106	325,106	112,089	213,017

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Girls Incorporated New York, New York <i>To expand Operation SMART in Minnesota, North Dakota, and South Dakota</i>	\$ 428,562	\$ 428,562	\$ 134,406	\$ 294,156
North Valley Vocational and Technology Center Grafton, North Dakota <i>To support the Dakota EQUALS project</i>	126,208	126,208	126,208	—
South Dakota School of Mines and Technology Rapid City, South Dakota <i>To support the SKILL program for Indian students grades 4-12</i>	198,274	—	70,050	57,021
University of Minnesota Minneapolis <i>For programs to support the recruitment, achievement, and retention of girls in the Talented Youth Mathematics Program</i>	160,000	—	70,000	40,000
<i>To support the EQUALS: MORE OPTIONS program</i>	79,612	79,612	—	79,612
Wellesley College Wellesley, Massachusetts <i>To evaluate Bush grantmaking in support of programs which encourage female and minority students to persist in math and science education</i>	113,866	113,866	113,866	—
Youth and Family Services, Inc. Rapid City, South Dakota <i>To support the expansion of Operation SMART to regional schools</i>	305,102	305,102	161,547	143,555
Other Education				
Minnesota SPAN Association Minneapolis <i>To support a loan fund for college students studying abroad in the SPAN program</i>	30,000	—	30,000	—
Northwest Technical College Bemidji Bemidji, Minnesota <i>To provide technical and program support to Bemidji Indian Opportunities Industrialization Center</i>	281,405	281,405	147,555	133,850
The Saint Paul Foundation Saint Paul <i>Toward an evaluation of its program to improve the school success of minority children</i>	75,000	—	25,000	50,000
TOTAL		\$8,672,473	\$9,623,662	\$9,983,623

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Health				
Apple Tree Dental Minneapolis <i>To expand dental services for nursing home residents</i>	\$ 75,000	\$ —	\$ 30,000	\$ —
Block Nurse Program Saint Paul <i>To develop model policies for neighborhood-based health programs for elderly people</i>	179,045	179,045	37,650	141,395
Community Clinic Consortium Saint Paul <i>To expand a quality assurance program</i>	53,144	—	13,520	—
Equity Services of Saint Paul, Inc. Saint Paul <i>Toward costs of a program to provide home health care to persons with AIDS</i>	35,000	35,000	35,000	—
Family Practice Center, Inc. Sioux Falls, South Dakota <i>To plan a rural family practice residency training program</i>	85,937	—	85,937	—
Fremont Community Health Services Minneapolis <i>To develop a data collection and analysis program for community clinics</i>	107,615	—	107,615	—
North Dakota Alliance for the Mentally Ill, Inc. Minot, North Dakota <i>For program expansion</i>	45,000	—	15,000	—
North Dakota Silver-Haired Education Association, Inc. Bismarck, North Dakota <i>To start a 'Caregiver Bank' program of volunteer services for elderly people in North Dakota</i>	147,994	—	71,122	—
Northwest Suburban Youth Service Bureau New Brighton, Minnesota <i>To support a teen health clinic</i>	60,000	—	25,000	—
Porcupine Clinic Health Board, Inc. Porcupine, South Dakota <i>To expand services in a primary health care clinic on the Pine Ridge Indian Reservation</i>	238,329	238,329	99,304	139,025

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Ramsey County Public Health Department Saint Paul <i>Toward a nurse training program for southeast Asians</i>	\$ 129,614	\$ —	\$ 52,351	\$ —
Range Respite Project Virginia, Minnesota <i>To expand a respite care program</i>	25,000	25,000	25,000	—
Trinity Nursing Home Minot, North Dakota <i>To develop a career ladder program for nursing assistants</i>	62,300	62,300	42,300	20,000
University of Minnesota Minneapolis <i>To study causes of rising health care costs in Minnesota</i>	216,580	—	47,736	—
<i>To start a day treatment program for southeast Asians</i>	271,225	—	58,770	—
University of North Dakota Grand Forks, North Dakota <i>For an AIDS prevention program on North Dakota Indian reservations</i>	412,006	—	5,662	—
<i>To start a joint pediatric preventive medicine residency with the University of North Carolina and the Indian Health Service</i>	164,667	—	66,962	—
Westminster Corporation Saint Paul <i>For a supported living project for people with AIDS</i>	90,000	90,000	90,000	—
TOTAL		\$ 629,674	\$ 908,929	\$ 300,420

Human Services

Youth and Family

A Chance to Grow, Inc.
Minneapolis

To start New Visions School for children with reading problems

40,000 40,000 40,000 —

AID, Incorporated
Mandan, North Dakota

To buy and renovate a building

30,000 30,000 30,000 —

Anishinabe Council of Job Developers, Inc.
Minneapolis

Toward a youth employment program

56,663 — 17,680 12,064

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Arlington House Saint Paul <i>Capital project to renovate a group home</i>	\$ 25,000	\$ 25,000	\$ —	\$ 25,000
Arrowhead Regional Development Commission Duluth, Minnesota <i>To expand the Partners Intergeneration Program</i>	60,000	—	20,000	—
Better Homes Foundation, Inc. Newton Center, Massachusetts <i>To begin a program with the Minnesota Indian Women's Resource Center for homeless pre-schoolers</i>	60,000	60,000	—	60,000
Big Brothers/Big Sisters of Greater Minneapolis Minneapolis <i>For building renovation</i>	80,000	80,000	80,000	—
Boys and Girls Club of Minneapolis Minneapolis <i>To expand services to Southeast Asian youth</i>	64,770	64,770	—	64,770
Boys Club of the Saint Cloud Area Saint Cloud, Minnesota <i>To build a new Boys and Girls Club</i>	100,000	100,000	—	100,000
Catholic Charities of the Archdiocese of Saint Paul and Minneapolis Minneapolis <i>To expand the Effective Parenting and Family Stability Program in the Frogtown neighborhood of Saint Paul</i>	37,500	37,500	25,000	12,500
Catholic Charities of the Diocese of Saint Cloud Saint Cloud, Minnesota <i>Toward a program for children experiencing divorce</i>	20,000	—	10,000	—
Charles Hall Youth Services Bismarck, North Dakota <i>To renovate a shelter for runaway and homeless youth</i>	14,000	14,000	14,000	—
Children's Defense Fund Saint Paul <i>To support public information activities in Minnesota</i>	110,000	—	35,000	30,000
Children's Home Society of Minnesota Saint Paul <i>To establish an African-American Teenage Pregnancy Prevention Project</i>	75,000	—	15,000	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Community Counseling Services Huron, South Dakota <i>Renovations to establish a juvenile shelter and diagnostic center</i>	\$ 100,000	\$ 100,000	\$ —	\$ 100,000
County of Anoka Blaine, Minnesota <i>Toward a program to assist unemployed noncustodial parents</i>	150,000	150,000	150,000	—
Episcopal Community Services, Inc. Minneapolis <i>Toward construction of new housing for disturbed youths</i>	122,000	—	30,000	—
Face to Face Health and Counseling Service, Inc. Saint Paul <i>To purchase and renovate a building</i>	200,000	—	200,000	—
Greater Minneapolis Council of Churches Minneapolis <i>To expand Congregations Concerned for Children</i>	90,000	—	30,000	20,000
<i>To help establish a mentoring program for older Native American youth</i>	45,000	—	15,000	—
<i>To construct a new building for the Division of Indian Work</i>	200,000	200,000	—	200,000
Greater Minneapolis Day Care Association Minneapolis <i>For a child care referral project</i>	184,775	—	59,289	25,668
Hmong American Partnership Saint Paul <i>Toward a program for Hmong college students</i>	30,000	30,000	30,000	—
Home of the Good Shepherd Saint Paul <i>Toward start-up of a transitional living program for elderly homeless women</i>	56,690	—	18,985	—
Homeward Bound, Inc. New Hope, Minnesota <i>Toward construction of residences for severely disabled youth</i>	105,000	(55,000)	—	—
Human Service Associates Saint Paul <i>To implement the 'Rites of Passage' program for adolescent males</i>	52,679	52,679	52,679	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Independent School District #199 - Inver Grove Heights South Saint Paul <i>Toward the creation of a family resource center</i>	\$ 50,000	\$ 50,000	\$ 50,000	\$ —
Lao Assistance Center of Minnesota Minneapolis <i>To plan programs for Lao youth and their families</i>	20,520	20,520	20,520	—
Lao Family Community of Minnesota, Inc. Saint Paul <i>To support a program for Hmong youth</i>	20,000	20,000	20,000	—
Little Flower Freedom Center, Inc. Minnewaukan, North Dakota <i>For a capital project to renovate a group home for girls ages 12-19</i>	39,605	39,605	39,605	—
Lutheran Social Service of Minnesota Saint Paul <i>To establish a group home for males ages 12-16 in Saint Louis County, Minnesota</i>	20,000	20,000	—	20,000
Lutheran Social Services of South Dakota Sioux Falls, South Dakota <i>To renovate juvenile treatment facilities</i>	75,000	75,000	—	75,000
Minneapolis American Indian Center Minneapolis <i>To support a program for youth and elders</i>	25,000	—	10,000	—
Minneapolis Crisis Nursery Minneapolis <i>Renovate building to expand crisis nursery</i>	12,000	12,000	12,000	—
Minneapolis Youth Diversion Program Minneapolis <i>Toward a program for sexually aggressive children</i>	45,000	45,000	—	45,000
Minneapolis Youth Trust Minneapolis <i>To help plan its "New Workforce" project</i>	25,000	25,000	25,000	—
Minnesota American Indian Chamber of Commerce Saint Paul <i>Program to develop business training for Indian youths</i>	49,449	—	17,357	—
National Association of State-Based Child Advocacy Organizations Washington, District of Columbia <i>To support child advocacy efforts in North and South Dakota</i>	31,030	31,030	31,030	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
North Dakota Scottish Rite Childhood Language Disorder Center Fargo, North Dakota <i>Toward program support</i>	\$ 40,000	\$ 40,000	\$ 18,000	\$ 22,000
Parents Anonymous of Minnesota Saint Paul <i>To support a new program for Spanish speaking parents</i>	63,904	63,904	—	63,904
People of Phillips Minneapolis <i>For community planning and program development</i>	58,000	58,000	33,000	25,000
Perspectives, Inc. Minnetonka, Minnesota <i>Toward a capital fund campaign for a transitional living facility for women and their children</i>	25,000	(25,000)	—	—
Pillsbury Neighborhood Services, Inc. Minneapolis <i>For capital to build the Brian Coyle Community Center</i>	100,000	100,000	100,000	—
Plymouth Christian Youth Center Minneapolis <i>Toward a capital campaign to renovate a building for an alternative school and neighborhood multi-service agency</i>	150,000	—	150,000	—
Professional Association of Treatment Homes Saint Paul <i>To start a medical foster care program</i>	10,000	10,000	10,000	—
The Salvation Army Duluth, Minnesota <i>Toward renovation of a building for a transitional living facility for homeless families</i>	45,000	—	45,000	—
The Salvation Army Sioux Falls, South Dakota <i>To build a new thrift store</i>	75,000	75,000	75,000	—
The Salvation Army Saint Paul <i>Capital campaign to renovate three buildings</i>	320,000	320,000	—	320,000
Standing Rock Sioux Tribe Fort Yates, North Dakota <i>To remodel a building for use as a residence for abused children</i>	100,715	100,715	69,868	30,847

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
State of Minnesota, State Planning Agency Saint Paul <i>To implement an interagency adolescent pregnancy prevention program</i>	\$ 300,000	\$ —	\$ 100,000	\$ —
Threshold Sioux Falls, South Dakota <i>To help to start an independent living program for young women</i>	86,900	86,900	42,895	44,005
United Cambodian Association of Minnesota Saint Paul <i>To expand a program linking Cambodian families and the schools</i>	40,000	—	20,000	—
University of Minnesota Minneapolis <i>To develop a Center for Advanced Studies in Child Welfare Practice, Policy, and Research</i>	485,735	—	244,532	—
Vietnamese Social Services of Minnesota Saint Paul <i>Toward a counseling program for political prison camp survivors and their families</i>	36,000	—	12,000	—
Village Family Service Center Fargo, North Dakota <i>To expand a consumer credit counseling service</i>	112,639	112,639	112,639	—
Young Women's Christian Association of Saint Paul Saint Paul <i>To begin Operation SMART at the Saint Paul YWCA</i>	75,000	75,000	30,000	45,000
Child Development				
Minnesota Child Care Resource and Referral Network Rochester, Minnesota <i>To plan a statewide training program for caregivers of infants and toddlers</i>	14,400	14,400	14,400	—
State of North Dakota, Department of Human Services Bismarck, North Dakota <i>To plan a training program for caregivers of infants and toddlers</i>	11,793	11,793	11,793	—
<i>To implement a training program for caregivers of infants and toddlers</i>	462,915	462,915	—	462,915
State of South Dakota, Department of Social Services Pierre, South Dakota <i>To plan a statewide training program for infant and toddler caregivers</i>	13,487	13,487	13,487	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Domestic Violence				
Alexandra House, Inc. Circle Pines, Minnesota <i>To construct a new shelter for battered women and their children</i>	\$ 130,000	\$ 130,000	\$ —	\$ 130,000
Alternative Options Minneapolis <i>To start an anti-violence program for gay and lesbian people</i>	15,000	15,000	—	15,000
Association for the Advancement of Hmong Women in Minnesota Minneapolis <i>For continued support of First Steps for Women program</i>	30,000	30,000	30,000	—
Casa de Esperanza Saint Paul <i>Toward an outreach program for Lesbians in violent relationships</i>	30,000	30,000	15,000	15,000
Community Action Council, Inc. Apple Valley, Minnesota <i>For capital improvements to a battered women's shelter</i>	15,000	15,000	15,000	—
Fall River Crisis Intervention Team, Inc. Hot Springs, South Dakota <i>For domestic violence training and public education</i>	7,500	7,500	—	7,500
Family Violence Network Lake Elmo, Minnesota <i>To support an interagency program to assist homeless abused women</i>	65,724	—	18,908	—
Harriet Tubman Women's Shelter, Inc. Minneapolis <i>To help build a new shelter for battered women and their children</i>	300,000	300,000	—	300,000
Mid-Minnesota Women's Center, Inc. Brainerd, Minnesota <i>To construct a new shelter for battered women and their families</i>	150,000	150,000	—	150,000
Sexual Violence Center of Hennepin County Minneapolis <i>To purchase and renovate a building</i>	50,000	50,000	50,000	—
South Dakota Coalition Against Domestic Violence and Sexual Assault Agency Village, South Dakota <i>For an education and training project for social service agencies</i>	54,280	54,280	33,390	20,890

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Tender Hearts Against Family Violence, Inc. Fort Yates, North Dakota <i>Toward purchase of a building for a battered women's shelter and for program support</i>	\$ 105,000	\$ —	\$ 85,000	\$ 20,000
Women's Transitional Housing Coalition, Inc. Duluth, Minnesota <i>To support a housing program for family victims of domestic violence</i>	100,000	100,000	—	100,000
Rehabilitation for Adults				
Accessible Space, Inc. Saint Paul <i>Toward capital funds to expand a program in additional Minnesota cities</i>	120,000	120,000	—	120,000
Advocating Change Together, Inc. Saint Paul <i>To market training in advocacy for mentally retarded persons</i>	21,500	21,500	—	21,500
Alliance for the Mentally Ill of Minnesota Saint Paul <i>To support program expansion in rural Minnesota</i>	49,000	—	16,000	—
ARC Duluth Duluth, Minnesota <i>To promote integration of disabled persons into community life</i>	39,000	39,000	17,000	22,000
Camphill Village Minnesota, Inc. Sauk Centre, Minnesota <i>For capital campaign</i>	75,000	75,000	—	75,000
Center for Independent Living of Northeastern Minnesota, Inc. Hibbing, Minnesota <i>To support a program for disabled youth</i>	30,000	30,000	20,000	10,000
Community Involvement Programs Minneapolis <i>For a training program for handicapped people</i>	87,900	—	35,000	—
Duluth Lighthouse for the Blind, Inc. Duluth, Minnesota <i>Toward capital equipment to expand production capabilities of a sheltered workshop</i>	74,500	—	74,500	—
Functional Independence Training, Inc. Minneapolis <i>To expand its volunteer program for persons who are both deaf and blind</i>	30,000	—	10,000	5,000

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Greater Mankato Area Coalition for Affordable Housing, Inc. Mankato, Minnesota <i>Additional staff for a new program for homeless, mentally ill people</i>	\$ 14,560	\$ 14,560	\$ —	\$ 14,560
House of Charity Minneapolis <i>For program support</i>	50,000	50,000	30,000	20,000
Human Services Research and Development Center Saint Paul <i>Continued support for a pilot study to redesign services to disabled persons</i>	212,045	—	106,825	—
Juel Fairbanks Chemical Dependency Services Saint Paul <i>Toward construction of a new residence for clients</i>	100,000	—	100,000	—
Minnesota Association of Rehabilitation Facilities Saint Paul <i>To establish a statewide training system</i>	187,860	—	91,280	—
Minnesota Foundation for Better Hearing and Speech Saint Paul <i>For planning and administrative improvements</i>	33,000	33,000	33,000	—
Mount Olivet Rolling Acres, Inc. Excelsior, Minnesota <i>Toward capital costs of mental health programs for developmentally disabled people</i>	100,000	100,000	100,000	—
Multi Resource Centers, Inc. Minneapolis <i>To renovate a building for an employment training program</i>	45,000	(45,000)	—	—
National Head Injury Foundation, Minnesota Association Saint Paul <i>Temporary program support</i>	45,000	45,000	20,000	25,000
North Dakota Scottish Rite Childhood Language Disorder Center Bismarck, North Dakota <i>To start a treatment program for children with language disorders</i>	48,500	—	15,000	15,000

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
PPL Industries, Inc. Minneapolis <i>Toward purchase and renovation of a building for an employment program for hard-to-employ persons</i>	\$ 120,000	\$ 120,000	\$ 120,000	\$ —
Ramsey Foundation Saint Paul <i>To support a prenatal care program for Southeast Asian women</i>	47,272	47,272	47,272	—
Rebuild Resources, Inc. Minneapolis <i>For an acupuncture project for cocaine addicts participating in rehabilitation programs</i>	10,000	10,000	10,000	—
Rehab Services, Inc. Minot, North Dakota <i>To start a job search training program for disabled adults</i>	38,730	38,730	38,730	—
Scottish Rite Foundation of Duluth Duluth, Minnesota <i>To expand a clinic for children with language disorders</i>	24,590	—	10,000	—
Law and Corrections				
AMICUS, Inc. Minneapolis <i>To plan a volunteer recruitment and fundraising strategy for a rehabilitation program for criminals</i>	15,000	15,000	15,000	—
Glory House of Sioux Falls Sioux Falls, South Dakota <i>For capital progress toward a program that assists ex-offenders</i>	25,600	25,600	5,000	20,600
Indian Child Welfare Law Center Minneapolis <i>To help establish a program of legal and social services for Indian clients in Hennepin County</i>	100,000	100,000	—	100,000
Legal Assistance of North Dakota, Inc. Bismarck, North Dakota <i>To support a program to expand legal services for poor people</i>	100,000	100,000	50,000	50,000
Mediation Center for Dispute Resolution Saint Paul <i>To support mediation training and other services</i>	95,000	95,000	40,000	55,000

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Resource, Inc. Minneapolis For capital improvements for the Employment Action Center	\$ 35,000	\$ 35,000	\$ 35,000	\$ —
Other Human Services				
American Indian Housing Corporation Minneapolis <i>Toward operating support for a Native American housing program</i>	163,873	163,873	87,618	76,255
Catholic Charities of the Archdiocese of Saint Paul and Minneapolis Minneapolis <i>Toward construction of a new Dorothy Day Center for the poor in Saint Paul</i>	250,000	—	—	250,000
Centre for Asians and Pacific Islanders Minneapolis <i>Toward purchase and renovation of a community center</i>	150,000	(150,000)	—	—
Corporation for Supportive Housing New York, New York <i>To start a program in the Twin Cities for homeless individuals combining housing with social services</i>	50,000	50,000	25,000	25,000
Family Service, Inc. Sioux Falls, South Dakota <i>To support the programs of a multi-service agency</i>	45,000	—	10,000	—
Hmong Youth Association of Minnesota Saint Paul <i>Toward its Higher Education Encouragement Project</i>	75,000	—	25,000	20,000
Institute for Education and Advocacy Minneapolis <i>To evaluate its educational programs for refugees and immigrants</i>	24,875	24,875	24,875	—
Jewish Community Relations Council of Minnesota Minneapolis <i>To support its prejudice reduction program: "A World of Difference"</i>	60,000	—	25,000	—
Management Assistance Project for Nonprofits, Inc. Saint Paul <i>Toward its administrative consultation service for nonprofits</i>	5,000	5,000	5,000	—

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Minneapolis Federation for Jewish Service Minneapolis <i>Toward a training and employment program for Soviet refugees</i>	\$ 75,000	\$ —	\$ 25,000	\$ —
Minnesota Council of Residential Treatment Centers Foundation Saint Paul <i>To plan a study of therapeutic treatment child care agencies</i>	40,700	40,700	—	40,700
Minnesota Lawyers International Human Rights Committee Minneapolis <i>For its refugee and asylum project</i>	70,000	—	25,000	15,000
Northern Minnesota Therapeutic Camp, Inc. Brainerd, Minnesota <i>Toward expansion of a learning center for mentally retarded citizens</i>	75,000	75,000	—	75,000
Person to Person, Inc. Minneapolis <i>For services to low-income families living in subsidized housing</i>	45,000	45,000	—	45,000
Phillips Community Development Corporation Minneapolis <i>For an economic development project</i>	32,000	—	12,000	—
Ramsey County Opportunities Industrialization Center, Inc. Saint Paul <i>Vocational training programs for inmates of Stillwater prison</i>	650,445	650,445	—	650,445
Senior Citizen Centers of Greater Minneapolis, Inc. Minneapolis <i>To expand its dayelders program for low income seniors</i>	148,000	—	20,000	—
Sharing and Caring Hands, Inc. Minneapolis <i>Capital campaign to provide housing for homeless individuals</i>	200,000	200,000	—	200,000
Saint Stephen's Church Minneapolis <i>Toward a housing services program for homeless adults</i>	32,600	32,600	32,600	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Twin Cities Opportunities Industrialization Center Minneapolis <i>To renovate building for vocational training programs</i>	\$ 40,000	\$ 40,000	\$ —	\$ 40,000
United Cambodian Association of Minnesota, Inc. Saint Paul <i>Toward the Cambodian legal services project</i>	55,000	55,000	—	55,000
United Way of the Minneapolis Area Minneapolis <i>To develop a data base of human service agencies in the Twin Cities</i>	135,800	—	45,300	—
<i>To continue development of human service agency information network</i>	139,381	139,381	72,537	66,844
United Way of the Saint Paul Area Saint Paul <i>To support Saint Paul Families First, a housing program for homeless, chemically dependent women with children</i>	100,000	—	50,000	25,000
Rural Development				
Community Design Center of Minnesota Minneapolis <i>Toward planning a microenterprise program for rural women in southern Minnesota</i>	18,000	18,000	18,000	—
TOTAL		\$6,128,173	\$3,990,594	\$4,699,967
Miscellaneous				
Public Broadcasting				
Friends of South Dakota Public Broadcasting Vermillion, South Dakota <i>To improve community outreach and membership development</i>	120,000	—	50,000	—
Independent School District #492 Austin, Minnesota <i>To support marketing activities for KSMQ-TV in Rochester, Minnesota</i>	66,892	—	34,946	31,946
Twin Cities Public Television, Inc. Saint Paul <i>To support program development on KTGI, Channel 17</i>	135,000	135,000	75,000	60,000
University of North Dakota Grand Forks, North Dakota <i>To implement a new audience development plan</i>	10,266	10,266	5,133	5,133

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Environment				
American Farmland Trust Washington, District of Columbia <i>To support a program to assist Minnesota communities in land use planning</i>	\$ 77,600	\$ —	\$ 39,800	\$ —
Citizens for a Better Environment Minneapolis <i>For continuing support of the Good Neighbor project</i>	40,000	40,000	25,000	15,000
Midwest Assistance Program, Inc. New Prague, Minnesota <i>To support a small community recycling assistance program in South Dakota</i>	95,760	95,760	63,560	32,200
Minnesota Center for Environmental Advocacy Saint Paul <i>To support the Center's clean air project</i>	25,000	25,000	25,000	—
Minnesota Food Association Saint Paul <i>To support local and regional program development</i>	75,000	75,000	50,000	25,000
National Audubon Society Saint Paul <i>To support the wetlands program of the Minnesota Audubon office</i>	60,000	60,000	20,000	40,000
The Nature Conservancy Arlington, Virginia <i>To support the Northern Tallgrass Prairie Project of the Minnesota and Dakotas chapters</i>	102,820	102,820	57,820	45,000
Prairie Island Indian Community Welch, Minnesota <i>Toward purchase of tribal court law library materials and equipment</i>	101,831	101,831	—	101,831
Community Foundations				
Rochester Area Foundation Rochester, Minnesota <i>To match new contributions for endowment</i>	500,000	500,000	—	500,000
Other Miscellaneous Grants				
American Indian Business Development Corporation Minneapolis <i>For organizational planning</i>	42,500	42,500	42,500	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Cheyenne River Sioux Tribe Eagle Butte, South Dakota <i>Toward purchase of a law library collection for the tribal court</i>	\$ 116,372	\$ 116,372	\$ 116,372	\$ —
Flandreau Santee Sioux Tribe Flandreau, South Dakota <i>Toward purchase of a law library collection for the tribal court</i>	113,299	113,299	113,299	—
The Foundation Center New York, New York <i>For support of its programs</i>	150,000	—	50,000	50,000
Independent Sector Washington, District of Columbia <i>To support Independent Sector's programs</i>	45,000	—	15,000	30,000
Lower Brule Sioux Tribe Lower Brule, South Dakota <i>Toward purchase of a law library collection for the tribal court</i>	92,690	92,690	92,690	—
Urban Coalition of Minneapolis Saint Paul <i>To support an analysis of census data for metropolitan area neighborhoods</i>	193,000	—	67,000	46,000
TOTAL		\$1,510,538	\$ 943,120	\$ 982,110

Fellows Programs

Bush Leadership Fellows Program

To provide mid-career study and internship opportunities for selected residents of Minnesota, North Dakota, South Dakota, and western Wisconsin

1990 Program	1,057,000	(198,551)	5,213	—
1991 Program	1,043,000	—	134,139	102,380
1992 Program	1,043,000	—	496,548	212,580
1993 Program	1,146,200	—	303,785	842,415
1994 Program	1,146,200	1,146,200	—	1,146,200
TOTAL		\$ 947,649	\$ 939,685	\$2,303,575

Organization and Purpose	Initial Grant	Appropriated 1993	Amount Paid 1993	Unpaid Balance 1993
Bush Artist Fellowships Program				
<i>To enable selected writers, choreographers, composers, and visual artists in Minnesota, North Dakota, South Dakota, and western Wisconsin to set aside a significant period of time for work in their chosen art forms</i>				
1989 Program	\$ 453,600	\$ (605)	\$ —	\$ —
1990 Program	495,000	—	3,691	1,100
1991 Program	495,000	—	26,587	10,668
1992 Program	495,000	—	285,305	55,373
1993 Program	495,000	—	148,569	346,431
1994 Program	495,000	495,000	—	495,000
TOTAL		\$ 494,395	\$ 464,152	\$ 908,572
Bush Medical Fellows Program				
<i>To provide mid-career study opportunities for primary care physicians in Minnesota, North Dakota, South Dakota, and western Wisconsin</i>				
1989 Program	538,000	(97,645)	6,630	1,000
1990 Program	538,000	(109,728)	17,702	25,000
1991 Program	538,000	—	38,165	185,584
1992 Program	552,000	—	221,210	247,323
1993 Program	611,500	—	77,221	534,279
1994 Program	611,500	611,500	—	611,500
TOTAL		\$ 404,127	\$ 360,928	\$ 1,604,686
TOTAL FELLOWSHIP PROGRAMS		\$ 1,846,171	\$ 1,764,765	\$ 4,816,833
GRAND TOTAL		\$20,760,949 *	\$18,448,290	\$22,047,953

*This figure is the net total appropriated during the 1993 fiscal year. It represents net new appropriations of \$21,446,791 less net cancellations of \$685,842.

Grants to Individuals*

Bush Leadership Fellows Program - Long Fellowships

Name and Residence	Employment at the Time of Selection for Fellowship 1993-94 <i>Study Site in Italic</i>
Deborah K. Banik Mobridge, South Dakota	Director, Lakota Campus, Presentation College, Eagle Butte, South Dakota <i>University of Minnesota, Minneapolis, Minnesota</i>
Diane M. Berthel Saint Paul, Minnesota	Assistant Vice President, Piper Jaffray, Inc., Saint Paul, Minnesota <i>John F. Kennedy School of Government, Cambridge, Massachusetts</i>
Mark P. Board Minnetonka, Minnesota	Director of Mining Engineering Itasca Consulting Group, Minneapolis, Minnesota <i>University of Minnesota, Minneapolis, Minnesota</i>
Anne D. Brataas Saint Paul, Minnesota	Science Writer, Saint Paul Pioneer Press, Saint Paul, Minnesota <i>University of Minnesota, Minneapolis, Minnesota</i>
Karen J. Clark Minneapolis, Minnesota	State Representative, Minnesota House of Representatives, Saint Paul, Minnesota <i>John F. Kennedy School of Government, Harvard University, Cambridge, Massachusetts</i>
Linda L. Dorvinen Cass Lake, Minnesota	Deputy Director, Leech Lake Reservation <i>University of Saint Thomas, Saint Paul, Minnesota</i>
Stephanie K. Frey Saint James, Minnesota	Pastor, First Lutheran Church, Saint James, Minnesota <i>Duke University, Durham, North Carolina</i>
Nancy E. Gruver Duluth, Minnesota	Human Services Division Director, Arrowhead Regional Development Commission <i>John F. Kennedy School of Government, Harvard University, Cambridge, Massachusetts</i>
Linda C. Keup Minot, North Dakota	Department of Business, Minot State University, Minot, North Dakota <i>University of Manitoba, Winnipeg, Manitoba</i>
Harvey G. Link Wahpeton, North Dakota	Arts, Science and Business, North Dakota State College of Science, Wahpeton, North Dakota <i>University of Minnesota, Minneapolis, Minnesota</i>
Lynda M. McDonnell Minneapolis, Minnesota	Workplace Reporter, Saint Paul Pioneer Press, Saint Paul, Minnesota <i>University of Minnesota, Minneapolis, Minnesota</i>
Karen M. McKinney Minneapolis, Minnesota	Chaplain, Adolescent Chemical Dependency, Fairview Riverside Medical Center <i>Mankato State University, Mankato, Minnesota</i>
Nancy H. Navar LaCrosse, Wisconsin	Professor of Therapeutic Recreation, University of Wisconsin, LaCrosse, Wisconsin <i>University of Wisconsin - Stout, Menomonie, Wisconsin</i>
Guy F. Noonan Minneapolis, Minnesota	Pastor and Community Organizer, Saint Bridget Church and North Minneapolis Joint Ministry Project, Minneapolis, Minnesota <i>University of Caen, France</i>
Luanne L. Nyberg Minneapolis, Minnesota	Children's Defense Fund - Minnesota, Saint Paul, Minnesota <i>John F. Kennedy School of Government, Harvard University, Cambridge, Massachusetts</i>

* All grants to individuals are made only through a competitive awards process within several pre-defined fellowship programs. For further information, see the fellowship program descriptions on pages 16-22.

Bush Leadership Fellows Program - Long Fellowships (continued)

Name and Residence	Employment at the Time of Selection for Fellowship 1993-94 Study Site in <i>Italic</i>
Eric C. Radtke Saint Paul, Minnesota	Director of Policy and Budget, Minnesota Community College System, Saint Paul, Minnesota <i>University of Minnesota, Minneapolis, Minnesota</i>
Colleen O. Ranz Fertile, Minnesota	Business Manager, Northwestern Mental Health Center, Inc., Crookston, Minnesota <i>University of North Dakota, Grand Forks, North Dakota</i>
Thomas E. Stenvig Aberdeen, South Dakota	Program Management Officer, Community Health Services, Indian Health Service, Aberdeen, South Dakota <i>University of Wisconsin - Madison, Madison, Wisconsin</i>

Bush Leadership Fellows Program - Short Fellowships

Name and Residence	Employment at the Time of Selection for Fellowship 1993-94 Study Site in <i>Italic</i>
Frank O. Brady Vermillion, South Dakota	Dean of Health Sciences, University of South Dakota, Vermillion, South Dakota <i>Institute for Educational Management, Harvard University, Cambridge, Massachusetts</i>
Steven D. Chapman Minneapolis, Minnesota	Director, American Indian Support Program, Minneapolis Community College, Minneapolis, Minnesota <i>College Management Program, Carnegie Mellon University, Pittsburgh, Pennsylvania</i>
Barbara B. Cichy Bismarck, North Dakota	Associate Professor and Chair, Fine Arts & Speech Communications Department, Bismarck State College, Bismarck, North Dakota <i>Institute for Women, Bryn Mawr College, Bryn Mawr, Pennsylvania</i>
Elizabeth K. Danielson Fargo, North Dakota	Associate Professor, Psychology Department, Moorhead State University, Moorhead, Minnesota <i>Institute for Women, Bryn Mawr College, Bryn Mawr, Pennsylvania</i>
Gloria Dimoplou Mankato, Minnesota	College of Natural Sciences, Mankato State University, Mankato, Minnesota <i>Institute for Educational Management, Harvard University, Cambridge, Massachusetts</i>
Rex D. Fuller LaCrosse, Wisconsin	Dean, College of Business Administration, University of Wisconsin - LaCrosse, LaCrosse, Wisconsin <i>Institute for Educational Management, Harvard University, Cambridge, Massachusetts</i>
Eleanor M. Goodall Elk River, Minnesota	Director of Development, Lutheran Social Service of Minnesota, Minneapolis, Minnesota <i>Management Program, Smith College, Northampton, Massachusetts</i>
Arland D. Jacobsen Moorhead, Minnesota	Executive Director, CHARIS Ecumenical Center, Concordia College, Moorhead, Minnesota <i>Institute for the Management of Lifelong Education, Harvard University, Cambridge, Massachusetts</i>
Diana L. Kirby Rapid City, South Dakota	Nurse Manager, Pediatric Intensive Care, Rapid City Regional Hospital <i>South Dakota State University, Brookings, South Dakota</i>

Grants to Individuals

Bush Leadership Fellows Program - Short Fellowships (continued)

Name and Residence	Employment at the Time of Selection for Fellowship 1993-94 <i>Study Site in Italic</i>
Shirley M. Kooyman Plymouth, Minnesota	Coordinator of Volunteers, Minnesota Landscape Arboretum <i>Management Program, Smith College, Northampton, Massachusetts</i>
Bernard J. Lunzer Saint Paul, Minnesota	Executive Secretary, Newspaper Guild of the Twin Cities, Minneapolis, Minnesota <i>Union Program, Harvard University, Cambridge, Massachusetts</i>
Pamm M. Mattick South Haven, Minnesota	Presidential Assistant, Title III Coordinator, Saint Cloud State University, Saint Cloud, Minnesota <i>Summer Institute for Women, Bryn Mawr College, Bryn Mawr, Pennsylvania</i>
Linda M. Valerian Saint Louis Park, Minnesota	Coordinator of Training/Volunteers, Center for Victims of Torture, Minneapolis, Minnesota <i>Institute for Intercultural Communication, Portland, Oregon</i>
Anita M. Weitzman Saint Paul, Minnesota	Assistant to the Academic Dean, William Mitchell College of Law, Saint Paul, Minnesota <i>Institute for Women, Bryn Mawr College, Bryn Mawr, Pennsylvania</i>
Patricia T. Whitfield Madison, South Dakota	School of Education, Dakota State University, Madison, South Dakota <i>College Management Program, Carnegie Mellon University, Pittsburgh, Pennsylvania</i>

Bush Principals Program*

Name	Title	District/Location
Scott Anderson	Teacher	Chief Bug-O-Nay-Ge-Shig School Cass Lake, Minnesota
Kathleen Arndt	Assistant Principal	Johnson High School Saint Paul, Minnesota
Marsha E. Besch	Assessment Resource	Curriculum Office Rosemont/Apple Valley/Eagan, Minnesota
Jean (Buhl) Clark	Principal	Hillside Elementary Sauk Rapids/Rice, Minnesota
Larry F. Denucci	Principal	White Bear Lake North Campus White Bear Lake, Minnesota
Mari Dragseth	Media Specialist	Eisenhower High School Hopkins, Minnesota
Janice A. Fischer	Principal	North Branch School North Branch, Minnesota
Cheryl Herzmann	Assistant Principal	Park High School Cottage Grove, Minnesota
Juanita Hoskins	Teacher	Ramsey Junior High Saint Paul, Minnesota

* These individuals did not receive a Bush grant directly. Rather, they were selected to participate in the Bush Principals Program, which is financed by a grant awarded by the Foundation to the University Strategic Management Research Center.

Bush Principals Program (continued)

Name	Title	District/Location
Jerry D. House	Principal	Zimmerman Elementary School Elk River, Minnesota
Dale G. Hurni	Principal	Princeton High School Princeton, Minnesota
Kathryn Jackson	Student Affairs	Cedar Creek School Saint Francis, Minnesota
Donald E. Johnson	Teacher	Owatonna High School Owatonna, Minnesota
Kitty A. Krueger	Principal	Perham Public School Perham, Minnesota
Barbara Lundgren	Assistant Principal	Hudson Senior High Hudson, Wisconsin
Patricia McHugh	Principal	Saint Paul Open School Saint Paul, Minnesota
Mardella Milton	Principal	Hamilton Elementary School Minneapolis, Minnesota
Donna B. Nelson	Assistant Principal	Turtle Lake Elementary School Mounds View, Minnesota
David P. Noennig	Principal	Wildwood Elementary School Mahtomedi, Minnesota
Beth Passi	Principal	The Blake School Hopkins, Minnesota
Janet S. Pauley	Teacher	Minnesota State Academy for the Deaf Faribault, Minnesota
Theresa Petrungaro	Principal	McKinley Elementary School Saint Cloud, Minnesota
Cornel Pewewardy	Principal	Mounds Park All Nations Saint Paul, Minnesota
David M. Prescott	Principal	Sibley Elementary School Albert Lea, Minnesota
Beth Tamminen	Coordinator	Area Learning Center Duluth, Minnesota
Hank Taxis	Principal	Webster Open School Minneapolis, Minnesota
Sherre Walstad	Principal	Oak Grove Elementary School Bloomington, Minnesota

Grants to Individuals

Bush Medical Fellows

Name and Residence	Fellowship Program	Program Activity
Carl Chan, M.D. Rochester, Minnesota	To become expert in the use of herbal medicine and acupuncture.	Chinese University of Hong Kong, Beijing Institute of Acupuncture
Kathleen Farah, M.D. Baldwin, Wisconsin	To upgrade skills in family practice, including colposcopy, acute care, and obstetrics.	Preceptorships, courses
Rebecca Hafner, M.D. Avon, Minnesota	To study issues in medical ethics and increase leadership skills, and to gain skills in sigmoidoscopy, geriatrics, sports medicine, and population health.	Suffolk University Law School, Georgetown University, Saint John's University
John M. Knutson, M.D. Woodville, Wisconsin	To gain skills in occupational medicine, sports medicine, computers, and medical management.	Airport Clinic, Ramsey, University of Minnesota
C. Paul Martin, M.D. Marshall, Minnesota	To increase skills in dermatology, physical diagnosis instruction, managed care, and leadership.	University of Minnesota, Dermatology in London, Managed Care at Kaiser
Tom Olsen, M.D. Edina, Minnesota	To improve administrative skills in order to better serve the inner city community in South Minneapolis.	Master of Medical Administration, University of Wisconsin.
Howard Taswell, M.D. Rochester, Minnesota	To gain counseling skills to help families of patients with chronic and life-threatening illnesses.	Study at Chicago Center for Family Health, Department of Psychiatry, University of Chicago
James Urick, M.D. Austin, Minnesota	To gain skills in emergency and urgent care.	Preceptorships, courses in San Diego and Minneapolis
Jacqueline W. Walter, M.D. Wanamingo, Minnesota	To gain new skills in geriatrics, obstetrics, and practice management.	Mini-residencies at Mayo Clinic, Hennepin County, University of New Mexico, and University of Wisconsin
Paul Wright, M.D. Jackson, Minnesota	To develop skills in geriatrics, primary care research, education and ethics.	University of Minnesota, Mayo Clinic, Concordia, Georgetown and University of Michigan

Bush Artist Fellowships Program

Name and Residence	Discipline
John M. Becknell Minnetonka, Minnesota	<i>Literature</i>
Janet A. Holmes Saint Paul, Minnesota	<i>Literature</i>
Stewart M. James Stillwater, Minnesota	<i>Literature</i>
Kathleen A. Norris Lemmon, South Dakota	<i>Literature</i>
Bruce Taylor Eau Claire, Wisconsin	<i>Literature</i>
Chris M. Cinque Minneapolis, Minnesota	<i>Scriptworks</i>
Marion I. McClinton Saint Paul, Minnesota	<i>Scriptworks</i>
Eleanor J. Hovda Saint Paul, Minnesota	<i>Music Composition</i>
Eric Stokes Minneapolis, Minnesota	<i>Music Composition</i>
Carei F. Thomas Minneapolis, Minnesota	<i>Music Composition</i>
Dorit A. Cypis Minneapolis, Minnesota	<i>Visual Arts I</i>
David W. Dick Minneapolis, Minnesota	<i>Visual Arts I</i>
David S. Goldes Minneapolis, Minnesota	<i>Visual Arts I</i>
Stuart Mead Saint Paul, Minnesota	<i>Visual Arts I</i>
JoAnn Verburg Saint Paul, Minnesota	<i>Visual Arts I</i>



Treasurer's Report
Independent Auditor's Report

Financial Review

Treasurer's Report

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

Investment and other income for the year ended November 30, 1993, was \$13,914,000, a decrease of \$2,670,000 from 1991-92. Total expenses were \$6,032,000 for the year.

The market value of the Foundation's assets increased from \$450,145,000 at November 30, 1992, to \$469,008,000 at November 30, 1993. As of November 30, 1993, the cash and investments portfolio of the Foundation consisted of:

	Percent
Cash and interest bearing deposits	.0
Money market trusts and short-term investment funds	13.7
Corporate, foreign and U.S. Government and Government Agency bonds and notes	16.2
Common stocks and equity-related preferred stocks	53.0
Foreign stocks	4.8
Real Estate	6.1
Guaranteed Investment Contracts	3.2
Venture capital investments	3.0
TOTAL	100.0

The Foundation staff will provide a schedule of investments held as of November 30, 1993, for any reader who wishes it.

New grant appropriations, net of cancellations, were \$20,761,000 in the year, an increase of \$907,000 from 1991-92. Grant payments of \$18,448,000 were down from \$20,201,000, and grant commitments payable were up from \$19,735,000 at November 30, 1992 to \$22,048,000 at November 30, 1993.

The investment managers employed by the Board of Directors as of November 30, 1993 are:

Alliance Capital Management Corporation, Minneapolis, Minnesota
Deitche and Field, New York, New York
The Boston Company, Boston, Massachusetts
Boston Safe Deposit and Trust Company, Boston, Massachusetts
(Master Custodian)
Cigna Capital Advisors, Inc., Hartford, Connecticut
Coral Venture Capital, Minneapolis, Minnesota
Driehaus Capital Management, Inc., Chicago, Illinois

John Hancock Venture Capital Management, Inc., Boston, Massachusetts
JMB Institutional Realty Corporation, Chicago, Illinois
Jundt Associates, Inc., Minneapolis, Minnesota
Kennedy Capital Management, Saint Louis, Missouri
R. Meeder & Associates, Inc., Columbus, Ohio
Oechsle International Advisors, Boston, Massachusetts
PanAgora Asset Management, Boston, Massachusetts
Sequoia Capital Co-Investment Fund, Menlo Park, California
STW Fixed Income Management, Inc., Carpinteria, California

The Investment Committee employs DeMarche Associates of Kansas City, Missouri, as a consultant for asset allocation, manager selection, performance evaluation, and for other advisory needs. The Investment Committee of the Board meets regularly with the managers for review and evaluation of investment performance.

Kennon V. Rothchild
Treasurer

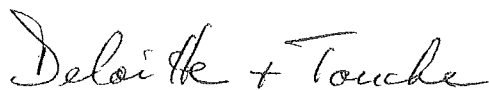
Independent Auditors' Report

The Board of Directors of
The Bush Foundation:

We have audited the accompanying balance sheets of The Bush Foundation (the Foundation) as of November 30, 1993 and 1992 and the related statements of revenues, expenses, and changes in fund balances and of changes in financial position for the years then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, such financial statements present fairly, in all material respects, the financial position of The Bush Foundation at November 30, 1993 and 1992 and the results of its operations and the changes in its financial position for the years then ended in conformity with generally accepted accounting principles.



Saint Paul, Minnesota
January 7, 1994

The Bush Foundation Balance Sheets, November 30, 1993 and 1992

Assets	Notes	1993 (In thousands of dollars)	1992
CASH AND INTEREST-BEARING DEPOSITS		\$ 135	\$ 929
INVESTMENTS, Principally at quoted market value:	1		
Money market trusts and short-term investment funds		63,490	43,207
Corporate, foreign, and U.S. government and government agency bonds and notes, amortized cost of \$72,720 in 1993 and \$65,785 in 1992		75,001	65,851
Common stocks and equity-related preferred stocks, cost of \$223,720 in 1993 and \$216,140 in 1992		245,680	256,723
Foreign stocks, cost of \$21,497 in 1993 and \$20,026 in 1992		22,353	18,572
Real estate, cost of \$32,347 in 1993 and \$32,046 in 1992		28,300	29,046
Insurance contracts		14,650	18,300
Venture capital investments, cost of \$11,265 in 1993 and \$8,828 in 1992		13,948	10,283
TOTAL INVESTMENTS		463,422	441,982
DIVIDENDS AND INTEREST RECEIVABLE		5,347	6,142
RECEIVABLE FOR SECURITIES WITH SETTLEMENTS PENDING			673
FEDERAL EXCISE TAX RECEIVABLE			290
FURNITURE, EQUIPMENT, AND OTHER ASSETS		104	129
TOTAL ASSETS		<u>\$469,008</u>	<u>\$450,145</u>
Liabilities and Fund Balances			
ACCOUNTS PAYABLE		\$ 538	\$ 525
PAYABLE FOR SECURITIES WITH SETTLEMENTS PENDING		634	
ACCRUED AND OTHER LIABILITIES		71	67
ACCRUED FEDERAL EXCISE TAXES - DEFERRED	2		
Current		8	
Deferred		501	723
GRANTS SCHEDULED FOR PAYMENT IN FISCAL YEAR:	1		
1993			13,754
1994		15,133	4,418
1995		4,823	1,258
1996		1,866	305
1997		226	
Total unpaid grants		22,048	19,735
FUND BALANCES		445,208	429,095
TOTAL LIABILITIES AND FUND BALANCES		<u>\$469,008</u>	<u>\$450,145</u>

See notes to financial statements

**Statements of Revenues, Expenses, and Changes in Fund Balances
For The Years Ended November 30, 1993 and 1992**

	Notes	1993 (in thousands of dollars)	1992
INVESTMENT INCOME:			
Dividends		\$ 4,092	\$ 4,008
Interest		7,758	10,583
Other		2,064	1,993
Total investment income		13,914	16,584
EXPENSES:			
Investment expenses	3	(2,535)	(2,299)
Administrative expenses	3	(2,436)	(2,322)
Federal excise tax - current	2	(1,061)	105
Total expenses		(6,032)	(4,516)
Net		7,882	12,068
INVESTMENT GAINS - NET:			
Net realized gains on investment transactions		42,664	32,790
Unrealized (depreciation) appreciation in market value of investments, net of deferred federal excise tax (benefit) provision of (\$222) and \$358 in 1993 and 1992, respectively		(13,672)	19,385
Total investment gains		28,992	32,165
GRANTS APPROPRIATED - NET OF CANCELLATIONS		(20,761)	(19,854)
INCREASE IN FUND BALANCE		16,113	24,379
FUND BALANCE AT BEGINNING OF YEAR		429,095	404,716
FUND BALANCE AT END OF YEAR		<u>\$445,208</u>	<u>\$429,095</u>

See notes to financial statements

**Statements of Changes in Financial Position
For The Years Ended November 30, 1993 and 1992**

Assets	1993 <i>(In thousands of dollars)</i>	1992
FUNDS PROVIDED (APPLIED):		
Total investment income	\$ 13,914	\$ 16,584
Total expenses	(6,032)	(4,516)
Total investment gains	28,992	32,165
Grants appropriated - net of cancellations	(20,761)	(19,854)
Increase in fund balance	16,113	24,379
Increase (decrease) in grants payable	2,313	(347)
Increase (decrease) in accounts payable and accrued liabilities	17	(26)
Net change in securities settlements pending	1,307	(3,225)
Decrease in dividends and interest receivable	795	717
Increase in federal excise taxes - net	76	100
Other	25	(16)
INCREASE IN CASH AND INVESTMENTS	20,646	21,582
CASH AND INVESTMENTS AT BEGINNING OF YEAR	442,911	421,329
CASH AND INVESTMENTS AT END OF YEAR	<u>\$463,557</u>	<u>\$442,911</u>

See notes to financial statements

Notes To Financial Statements
For the Years Ended November 30, 1993 and 1992

1 Significant 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:

Investments The investments are recorded at quoted market value. The cost of investments sold is determined on a first-in, first-out basis.

Grant Appropriations Grants are recorded when approved by the Foundation's Board of Directors. Cancellations of grants occur principally when the grantees do not meet the grant terms. Cancellations were \$686 in 1993 and \$293 in 1992.

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). Tax on net investment income is reduced from 2% to 1% for any taxable year in which the Foundation's qualifying distributions meet certain requirements prescribed by Internal Revenue Code Section 4940(e).

The Foundation did not meet these requirements in 1993, and the current-year tax is based upon the 2% tax rate. The Foundation did meet such requirements in 1992, and the tax is based on the 1% tax rate for 1992 and includes a benefit of \$380 attributable to 1991 taxes which were accrued at the 2% tax rate but ultimately paid at the 1% rate. Deferred federal excise taxes are based on the 2% tax rate and arise from unrealized appreciation in the market value of investments as well as from timing differences in the recognition of income from certain investments.

Distribution Requirements The Foundation is subject to the distribution requirements of the Internal Revenue Code. Accordingly, within one year after the end of each fiscal year, it must distribute 5% of the average market value of its assets as defined. The Foundation has complied with distribution requirements through November 30, 1993.

3 Investment and Administrative Expenses

The classification of expenses between investment and administrative (grant-related) activities is determined by either specific identification of the expense or by an allocation based on management estimates. The classifications for 1993 and 1992 are as follows (in thousands of dollars):

1993	Investment	Administrative	Total
Salaries and staff benefits	\$ 212	\$ 915	\$1,127
Investment management	2,194		2,194
Program management		416	416
Consulting fees	2	583	585
Other administrative expenses	127	522	649
Total	<u>\$2,535</u>	<u>\$2,436</u>	<u>\$4,971</u>
1992	Investment	Administrative	Total
Salaries and staff benefits	\$ 175	\$ 969	\$1,144
Investment management	2,014		2,014
Program management		381	381
Consulting fees	2	442	444
Other administrative expenses	108	530	638
Total	<u>\$2,299</u>	<u>\$2,322</u>	<u>\$4,621</u>

4 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 1993 and 1992 was \$97 and \$109, respectively.



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¹ Appointed in 1993

² Resigned in 1993

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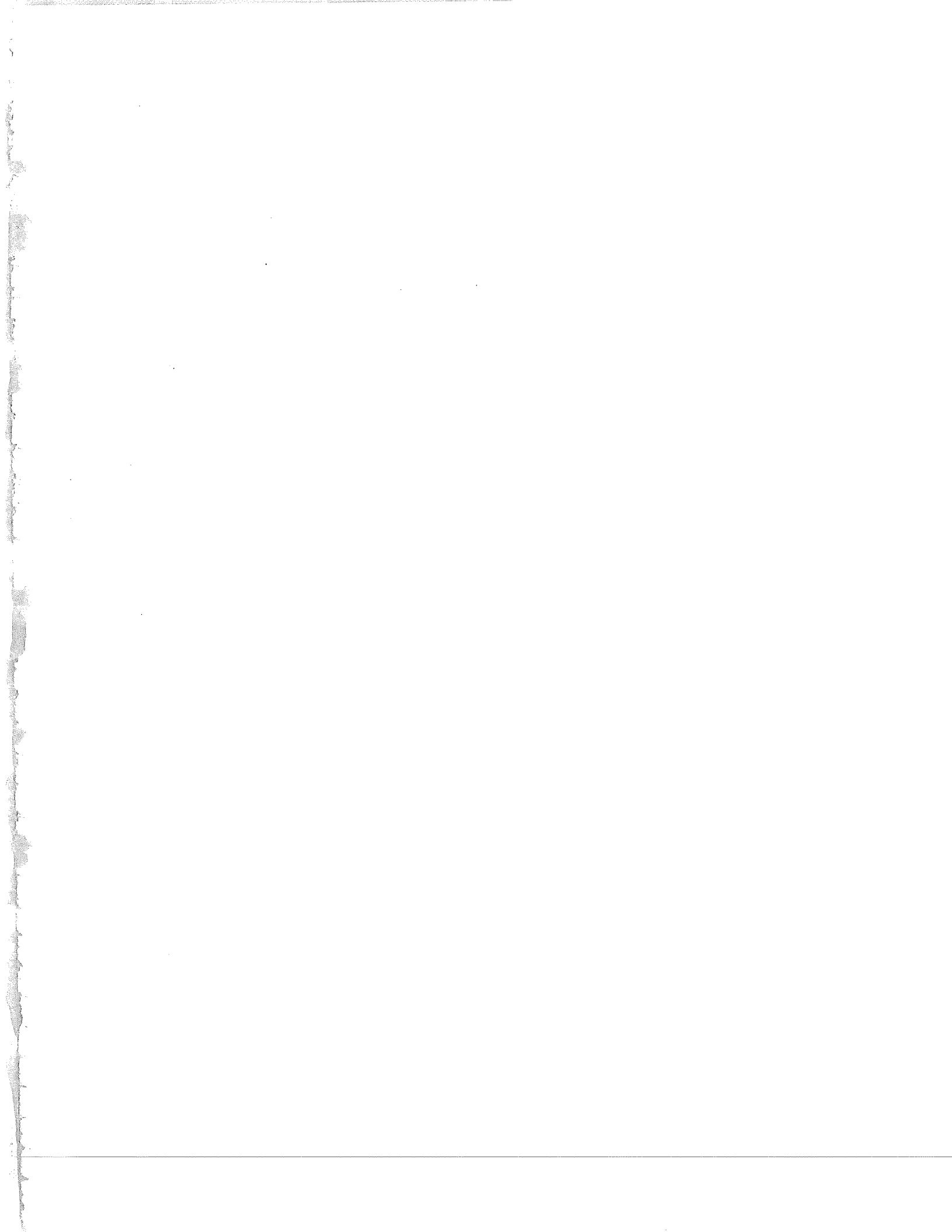
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