

BUSH FOUNDATION PRESIDENT TO STEP DOWN AT END OF 2007

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Saint Paul, Minn. (Nov. 2, 2006)—Anita M. Pampusch, president of the Bush Foundation, has announced her intention to step down from that position at the end of 2007. “In my 10 years of leadership, we have moved the Foundation in new strategic directions, and I think that it is time to pass that leadership role on to a successor,” Pampusch told the Foundation board and staff at a Nov. 2 meeting. “All of us can be proud of what we have accomplished together.”

The Bush Foundation, which currently makes \$35 to \$40 million in grants annually to nonprofit organizations in Minnesota and North and South Dakota, is in the process of completing a new strategic plan that will make grantmaking priorities more focused and intentional. It will reorganize the grants and programs to support the following characteristics of vital communities: healthy people, economic vitality, cultural diversity that is embraced and valued, a thriving cultural milieu and a sustainable environment. Pampusch said she is confident that “a year from now, we will have completed the new plan and begun its implementation. It’s not my plan, it is our plan, and it should let us make the impact we have been aiming at.

“It has been my pleasure to cooperate with Board, staff and grantee organizations to strengthen the communities in our three-state region. Never have I worked with a more committed group of people who are trying to make a difference.”

Some of the accomplishments Pampusch considers significant include:

- High school completion programs established in the school districts of Saint Paul, Minneapolis and western South Dakota that are showing positive results.
- Expanded arts programming through the Regional Arts Development Program.
- The design of an ecological health program focused on the relationship between the environment and human health.
- The impact of the Foundation’s artist, leadership and medical fellows programs affirmed by a major fellowship study completed during the past year.

Only the second president in the Foundation’s 53-year history, Pampusch has served in that role since 1997, following nine years as a board member. Prior to coming to the Foundation, she was president of the College of Saint Catherine in Saint Paul from 1984 to 1997. During her tenure at the Foundation, she restructured and expanded both the staff and its St. Paul headquarters. As the endowment grew from approximately \$640 million in 1997 to more than \$830 million this year, Pampusch presided over the granting of \$337 million to more than 1,800 grantees and fellows, while establishing a more collegial style among the staff. She created a more public face for the Foundation through the establishment of a magazine and website and

encouraged staff to become more visible in the communities the Foundation serves in Minnesota and the Dakotas.

William Pierskalla, chairman of the Foundation's Board of Directors, said, "During her tenure, Anita has used her extensive managerial and leadership skills to make many improvements inside and outside of the Foundation. Inside, she has created a collegial learning environment for staff and Board members that has brought all of us together for effective decision-making. Outside, she has overseen and developed many new initiatives, three of the most prominent being programs for improving high school graduation rates, promoting and sustaining a healthy environment in our three-state region, and improving the economic and cultural vitality of our rural areas.

"While this news may be unexpected in the community, and it will surely be a loss, it will be our challenge to find another extraordinary leader to continue our transformation. A national search will be conducted for a successor."

Pampusch's presidency followed the 26-year tenure of Humphrey Doermann, who was appointed in 1971 by former Governor Elmer Anderson, chairman of the Foundation Board after the death in 1966 of founder and 3M executive, Archibald G. Bush. The Foundation is now led by 15 independent directors from the community.

Pampusch said, "During my tenure I have worked to move the Board from a group of 15 individuals who came together quarterly primarily to approve grants, to a group with a common vision and direction. We are fortunate to have Board members who want to be engaged in the Foundation's work. They have stepped up to manage the new regulatory challenges dealing with governance and compliance, overseen our investments and investment policies, as well as participated whole-heartedly in the creation of the new strategic plan. I expect that they will be key players in moving the plan forward and ensuring that the Foundation continues to fulfill its mission of improving life in our region by grantmaking that strengthens organizational, community and individual leadership."

After December 2007, Pampusch will continue her volunteer involvement on numerous national boards and committees, as well as pursue personal interests.

The Bush Foundation is a private grantmaking organization fostering vibrant communities and vital leadership. Established in 1953 by 3M executive Archibald Bush and his wife, Edyth, the Foundation supports organizations in the areas of arts and culture, health and human services, education and ecological health in a region that includes Minnesota, North Dakota and South Dakota. Its individual fellowship programs in the arts, medicine and leadership are open to candidates from Minnesota, North and South Dakota, and northwestern Wisconsin. Nationally, the Bush Foundation also supports fully accredited tribal colleges and, through The College Fund/UNCF, historically black private colleges and universities.