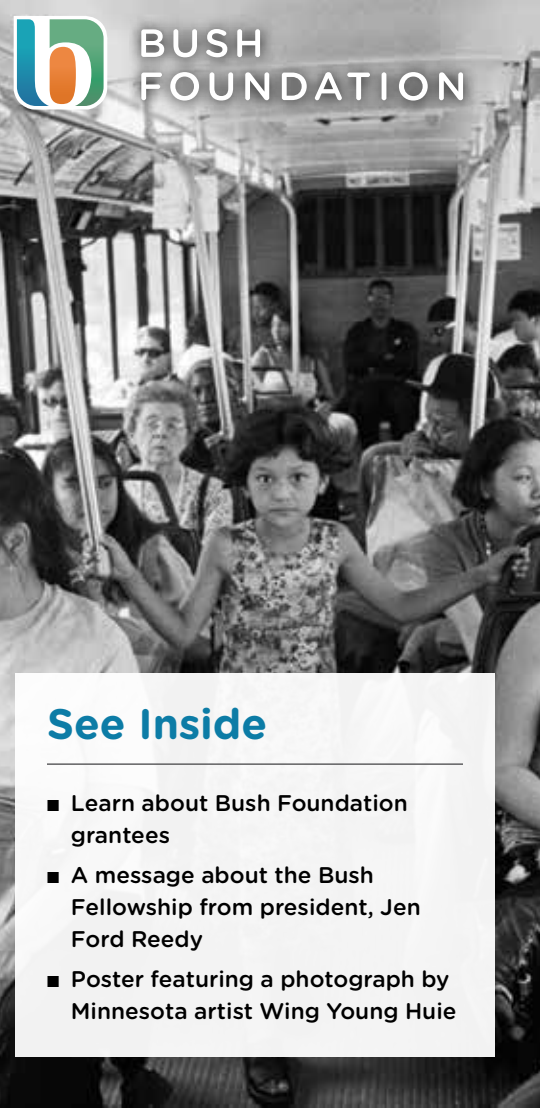


21-A Bus, Minneapolis, MN

by Wing Young Huie (BF'96)

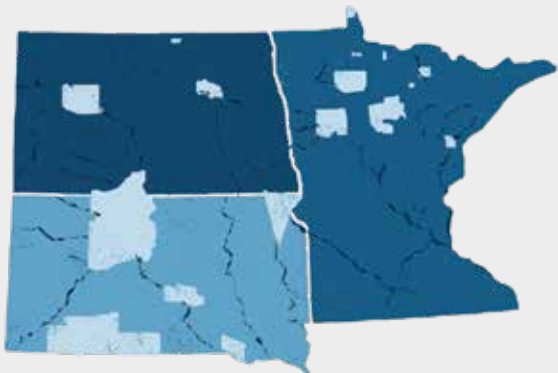
Wing Young Huie's photographs document the socioeconomic and cultural realities of American society, with many centered on the urban cores of his home state of Minnesota. Whether in epic public installations or international museum exhibitions, he creates in-the-moment societal mirrors of who we are, seeking to reveal not only what is hidden, but also what is plainly visible yet seldom noticed. His most well-known works have transformed Twin Cities' urban areas into public photo galleries, reflecting the everyday lives of thousands of people in the midst of some of the most diverse concentrations of international immigrants in the country. This photograph is part of the Bush Foundation art collection.





See Inside

- Learn about Bush Foundation grantees
- A message about the Bush Fellowship from president, Jen Ford Reedy
- Poster featuring a photograph by Minnesota artist Wing Young Huie



ECOSYSTEM ORGANIZATIONS
Problem-solving resources in the region

Our region is filled with organizations that others just can't do without. We call them Ecosystem organizations because they create an environment for others to solve problems in their communities. Through these grants, we're able to support way more problem solvers in the region, as Ecosystem organizations offer support, resources and tools that support others in their work. Be sure to check out these organizations and how they might be able to help you solve problems.

COMMUNITY INNOVATION
Investing in big ideas for big transformation

Our Community Innovation grants are super flexible so that problem solvers in our region can bring their most promising ideas to life. The flexibility of this funding means that it can be used to try new things from initial testing to the spreading of ideas if they work. It's open year-round to anyone in our region, and to organizations of all sizes. Want to learn more? Set up a call with us any time. We want to hear from you!



DAN KOEHL

BUSH FELLOWSHIP
Investing in people to lead change

We believe that all sorts of people can lead and drive change. We also believe that the future of our region will be defined by what people believe they can do and be. The Bush Fellowship is an investment in that belief. With up to \$150,000 over two years, we support people who are already doing big things for their communities so that they can be the best versions of themselves to create even bigger changes for the region. If this sounds like you or someone you know, please check out the Bush Fellowship!



CAROLINE YANG

Recent Stories
Spreading ideas from people thinking big about your region

Read these stories and more like them on our website!



LAUREN CUFFELL

Funding for flexibility

One of our operating values is to "work beyond ourselves." Sometimes the best thing we can do is to be an initiator of action. Sometimes the best thing we can do is to join with others. The Partnership Fund gives us the flexibility to make some very high-impact grants quickly or partner on scores of important efforts in our region. We've used it to provide flexible start-up funding for groups that have become highly valued leadership networks, like LatinoLEAD and Leadership South Dakota. It's also a useful go-to for responding to short-term crises or helping to attract more resources to the region. You can read more about how we continue to make the best use of the Fund.



BRUCE SILCOX

Centering student learning

Great learning experiences can bring students, teachers and schools together, working toward shared goals. That's the basis of Education Evolving's approach. They believe that students can and should be at the center to ensure their education meets their needs and fuels their dreams. Learn how this Ecosystem grantee is involving more people in this work through the largest educator convening in the region: Student-Centered Learning for Equity (SCL4E).



DAVID ELLIS

Helping children thrive

Bush Fellows have big ideas and believe in their ability to change our region for the better. That's what Amelia Frank Meyer (BF'15) has been doing with her Fellowship. It's helped her push herself and her thinking to find ways to transform the U.S. child welfare system so that children can live safely with their families, and families can lead healthy, vibrant lives. As founder and executive officer of Alia Innovations, Amelia is taking a "radical partnership" approach to redesign systems so that they work better for more families and children. You can read how her work is spreading across our region.



NORTH DAKOTA NATIVE TOURISM ALLIANCE

Reimagining Native tourism

The North Dakota Native Tourism Alliance (NDNTA) has created a first-of-its-kind model for tourism that puts Native voices and stories front and center. It's a great example of how Community Innovation grants can help organizations and people develop a great idea and build the capacity needed to test it out. Learn more about how this work is gaining momentum throughout the state.



Students at SCL4E convening work on a community mural designed by artist, Violeta Rotstein.

PHOTOGRAPH BY BRUCE SILCOX

Dear Bush Foundation community,

You may have seen our recent announcement about changes to the Bush Fellowship program. The biggest changes are that we are selecting more Fellows each year (from 24 to 30) and giving them more money (from \$100,000 to \$150,000).

The Bush Fellowship is a reflection of our founder, Archie Bush, in many ways. There are lots of stories about how he supported the growth and potential of people — like giving (and then forgiving) a loan to an employee to go to medical school. The Fellowship was created while Archie was president of the Foundation and is the type of program he wished he could have benefitted from.

A lot of what is true about the Bush Fellowship today has been true from the beginning. If you look back at when the program was announced in 1964, it was seeking leaders "from widely diverse backgrounds." Fellows were selected by a panel of community leaders. And the program assumed each Fellow "knows what he wants" and so intended "to provide Fellows maximum freedom to develop their leadership growth and progress within the plan of the program." That is all still part of the ethos and operation of the program.

(And a lot has changed, too — like including women!)

One of our operating values is "More Good. Every Year." This challenges us to continuously improve.

We try to make the Bush Fellowship program better every year. Each year we survey all applicants and selectors to get their feedback and make process improvements and criteria tweaks. Then, every five years, we do a deeper strategy review. (This is true for all our major programs.) The changes we recently announced were the result of this type of review.

For this review, we looked back at all the feedback we'd already gotten and all our evaluation results, and then interviewed lots of people with different perspectives on and experiences with the program. We tested some ideas and invited other ideas. We knew we were committed to keeping the program, but pretty much everything else was on the table.

We heard a whole lot of affirmation for what the program is and does — and so the core of the program is staying the same. It always has been, and will continue to be, a flexible, self-designed leadership program for leaders from a wide variety of backgrounds. We are excited to provide this opportunity in a bigger way to more leaders.

We will keep working to make the program better. And we will keep the spirit of Archie Bush's intent to support people to grow and to lead.

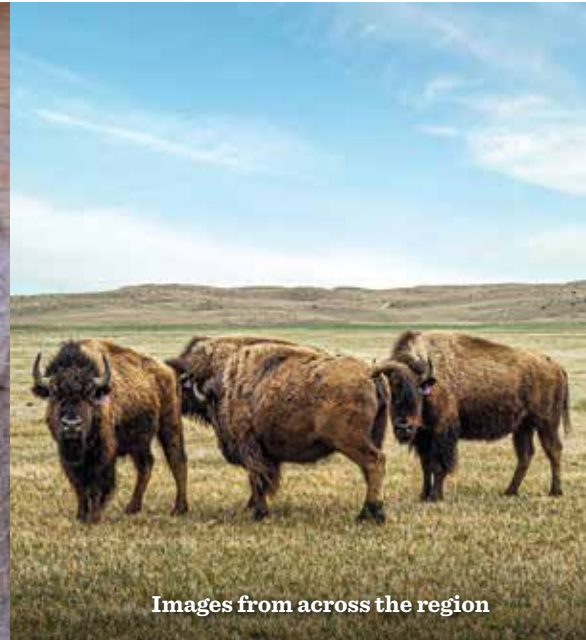
Jen Ford Reedy
President



CAROLINE YANG



(LEFT TO RIGHT) CRAIG VOTH, JAY'S PHOTOS, ZACH STRAW



Images from across the region

BUSH FOUNDATION SCORECARD

Making the region better for everyone

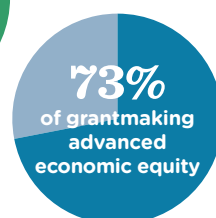
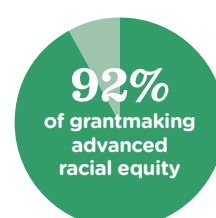
We keep a performance scorecard of our own work, and we update it on our website each year. It's more than numbers. It's a deeper look behind the curtain of our grantmaking and how decisions get made and work gets done. We've included a couple of indicators here. You can find even more at bushfoundation.org/performance-scorecard. In 2021, we committed \$50 million through our regular grantmaking programs to address racial wealth gaps. We thought it would take us five years to do it. Instead, we met that goal in two years and are still going! We're now approaching 200% of that goal!

This represents \$93 million in grants and program related investments in efforts that are working to make sure everyone has the opportunity to build wealth in our region. This includes a significant commitment to the GroundBreak Coalition, a huge cross-sector effort to change how money flows in the Twin Cities, to ensure Black wealth builders have access to the capital they need to buy homes and start businesses. (You can read more about GroundBreak at groundbreakcoalition.org).

GOAL:

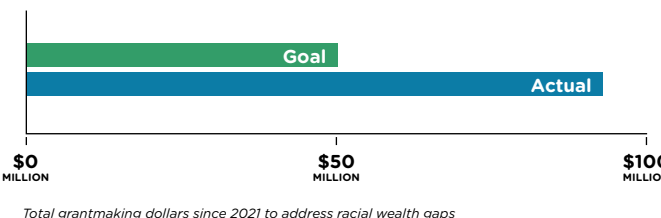
Last year, 92% of our grantmaking advanced racial equity and 73% advanced economic equity.

Percent of total grantmaking dollars in 2023



GOAL:

\$50 million to address racial wealth gaps by 2025



Total grantmaking dollars since 2021 to address racial wealth gaps

At the same time we announced that commitment, we announced that we were seeding two community trust funds of \$50 million each for Native and Black communities. We're delighted to share that those funds — stewarded by NDN Collective and Nexus Community Partners — are up and running and they have redistributed a total of nearly \$13 million to almost 300 Black and Indigenous individuals. They will continue to distribute funds annually through the year 2031.

And we have continued to meet our longstanding goal of making sure that at least 50% of our grantmaking advances racial and/or economic equity in the region. Last year, 92% of our grantmaking advanced racial equity and 73% advanced economic equity.

We know that addressing issues of racial equity requires lots of different solutions. It also requires persistence. There has been a lot of questioning about the sincerity of commitments made after George Floyd's murder — and concern that some organizations might dial down their commitments as they face increasing scrutiny and legal attacks. Nothing has changed for us. Our purpose is to make the region work better for everyone — and that includes focused work to advance racial equity.

Who we are

The Bush Foundation invests in great ideas and the people who power them in Minnesota, North Dakota, South Dakota and the 23 Native nations that share the same geography. Established in 1953 by 3M Executive Archibald Bush and his wife Edyth, the Foundation supports organizations and people to think bigger and think differently about what is possible in their communities. We work to inspire and support creative problem solving — within and across sectors — to make our region better for everyone. For more information, visit bushfoundation.org