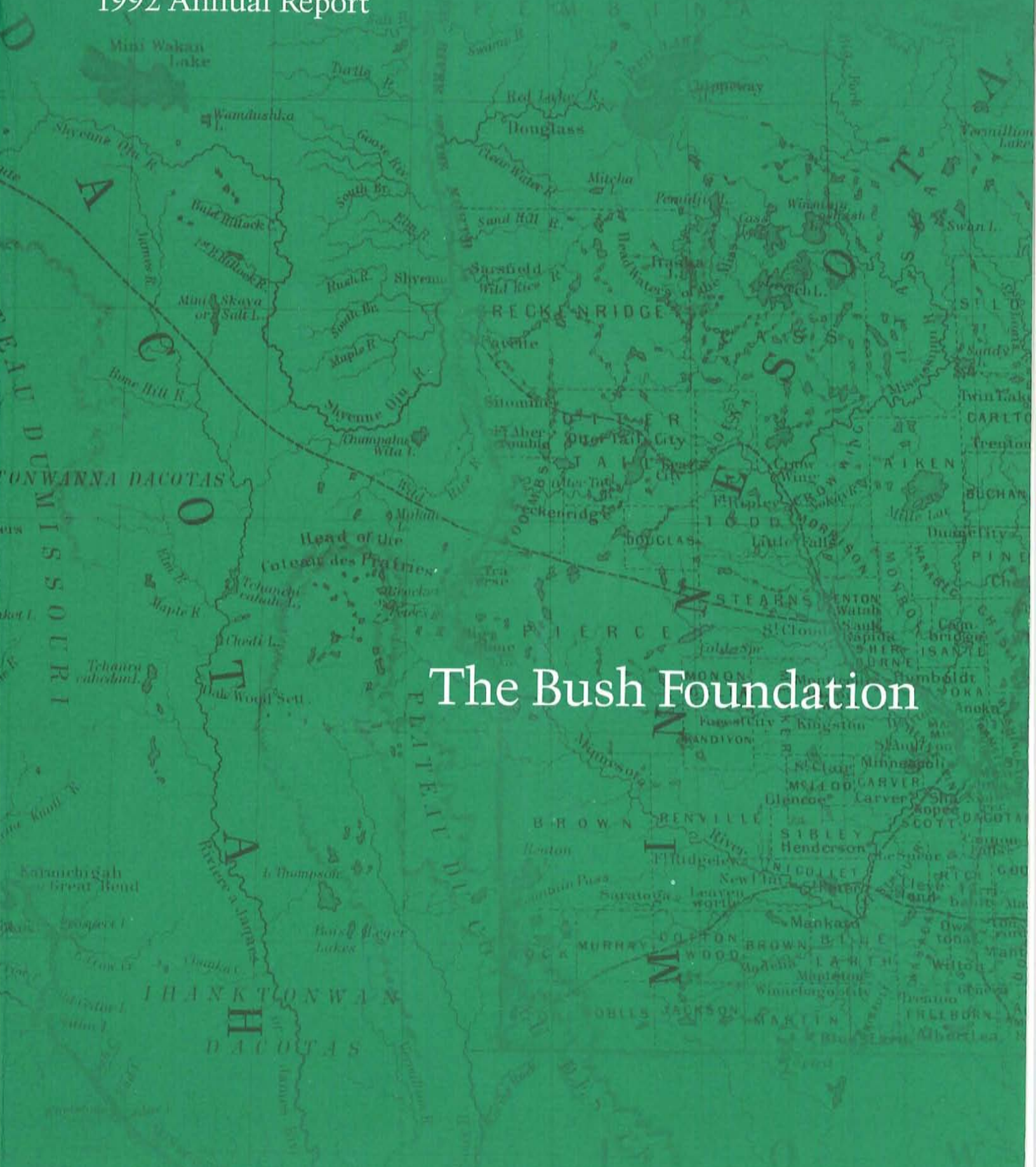


# 1992 Annual Report



## The Bush Foundation

1992 Annual Report  
*For the Year Ending November 30*

The Bush Foundation

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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 a 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, precluded 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 1970s, 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 1992 the portfolio market value was about \$444 million. The Bush Board in 1992 authorized grants for 151 projects totaling \$20.1 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 special report on the Foundation's fellowship programs, a description of grantmaking policies and procedures, a list of 1992 grants, and a financial review.



## Report of the Chairman

In 1992 The Bush Foundation paid to grant and fellowship recipients \$20.2 million. This represents a record high level for such payments, and a three percent increase over the prior year. The "Program Notes" section of the Annual Report discusses these grantmaking activities more fully. Meanwhile two program staff retirements brought significant change to the Foundation this year, and the Board and staff together continued the long range planning work they began in 1991.

*Staff Changes* Stanley Shepard, Senior Program Associate, retired from full-time service in June, 1992. He will continue, as a part-time consultant, to review grant proposals and develop programs. Shepard joined the Foundation in 1971, and during the 1980s was the Bush staff person most responsible for design and operation of the Bush centers for child development and public policy at Yale University, University of Michigan, University of North Carolina, and University of California-Los Angeles. He also developed Foundation grant programs in American Indian tribally controlled colleges, and helped design mid-career leadership development programs for individual school superintendents and school principals. More than any other staff member, he also helped form the Foundation's perspective towards grantmaking in elementary and secondary education.

Elizabeth Pegues, Program Associate, retired in October, 1992 after fifteen years of service. During those years she shared or carried primary responsibility for the Foundation's staff work in human services grantmaking. Her work to help prevent or reduce the effects of domestic violence was particularly important. Between 1980 and 1991, the Foundation approved 81 grants totaling \$3.2 million which provided start-up support for battered women's shelters, legal advocacy programs for victims of abuse, projects encouraging quicker intervention by police and courts, education programs for youth and for parents, and treatment programs for abusers. These programs accompanied and encouraged the development of significantly changed public policy towards domestic violence in this region.

Together, Shepard and Pegues gave the Foundation thirty-six years of service; they participated in the review of 1,808 grant proposals, and their recommendations to the Bush Board helped account for \$74 million in grants, or a quarter of all Bush grant dollars awarded during those years.

Meanwhile, Charlene L. Edwards, a Division Director of the United Way of New York City, has been appointed Program Associate at The Bush Foundation, beginning in March, 1993. From 1984 through 1989 she served as Assistant Director of Allocations for United Way Services in Cleveland, Ohio. Other prior service includes staff positions at Inroads Pittsburgh, Inc., the YWCA of Greater Pittsburgh, Inc., Pittsburgh Black Theater Dance Ensemble, and Planned Parenthood Center of Pittsburgh, Inc.

**"In 1992 The Bush Foundation paid to grant and fellowship recipients \$20.2 million. This represents a record high level for such payments, and a three percent increase over the prior year."**



Mary J. Kaplan and Abigail R. Nesbitt became program assistants during 1992. They were employed previously as consultants. In September, 1992 Joann N. Ricketts joined the Foundation as a secretary.

*Long Range Planning* The 1991 Annual Report noted that the Bush Board and staff in that year began a comprehensive program review, the first such review since 1984. While this review will continue into 1993, one early result — tentatively predicted in the 1991 Report — is that the Board in 1992 reaffirmed many basic design features of the Foundation's present operation. These features include the Foundation's regional character, its employment of a small group of generalist program staff officers, its heavy reliance on outside consultants, its desire to evaluate critically its grantmaking, and the close involvement of Board members in directing investment and grantmaking activity.

**“The Board, staff and consultants met for two days in April, 1992 at the Gainey Conference Center in Owatonna, Minnesota, to discuss questions of balance and emphasis in the Foundation's grantmaking.”**

The Board, staff and consultants met for two days in April, 1992 at the Gainey Conference Center in Owatonna, Minnesota, to discuss questions of balance and emphasis in the Foundation's grantmaking. These questions included a review of the total program mix, and a discussion of balance between reacting to proposals as they come versus intervening earlier to shape the kinds of requests which are received. Examples of both approaches can be found in the Foundation's current work. A major and recurring question was whether the Foundation should attempt to achieve greater focus in its human services grantmaking. Strong reasons were presented on both sides of the question, along with suggestions for possible new topics of interest and new ways of evaluating past Bush human service grants. These matters were not finally resolved and will receive continuing attention in 1993.

Consultants assisting Board and staff members in this program review were Robert Curvin, Director of Urban Poverty Programs at The Ford Foundation, New York; John R. Borchert, Regents Professor Emeritus (Geography) at the University of Minnesota; and Peter A. Rode, Vice President for Research and Policy of the Urban Coalition, Saint Paul.

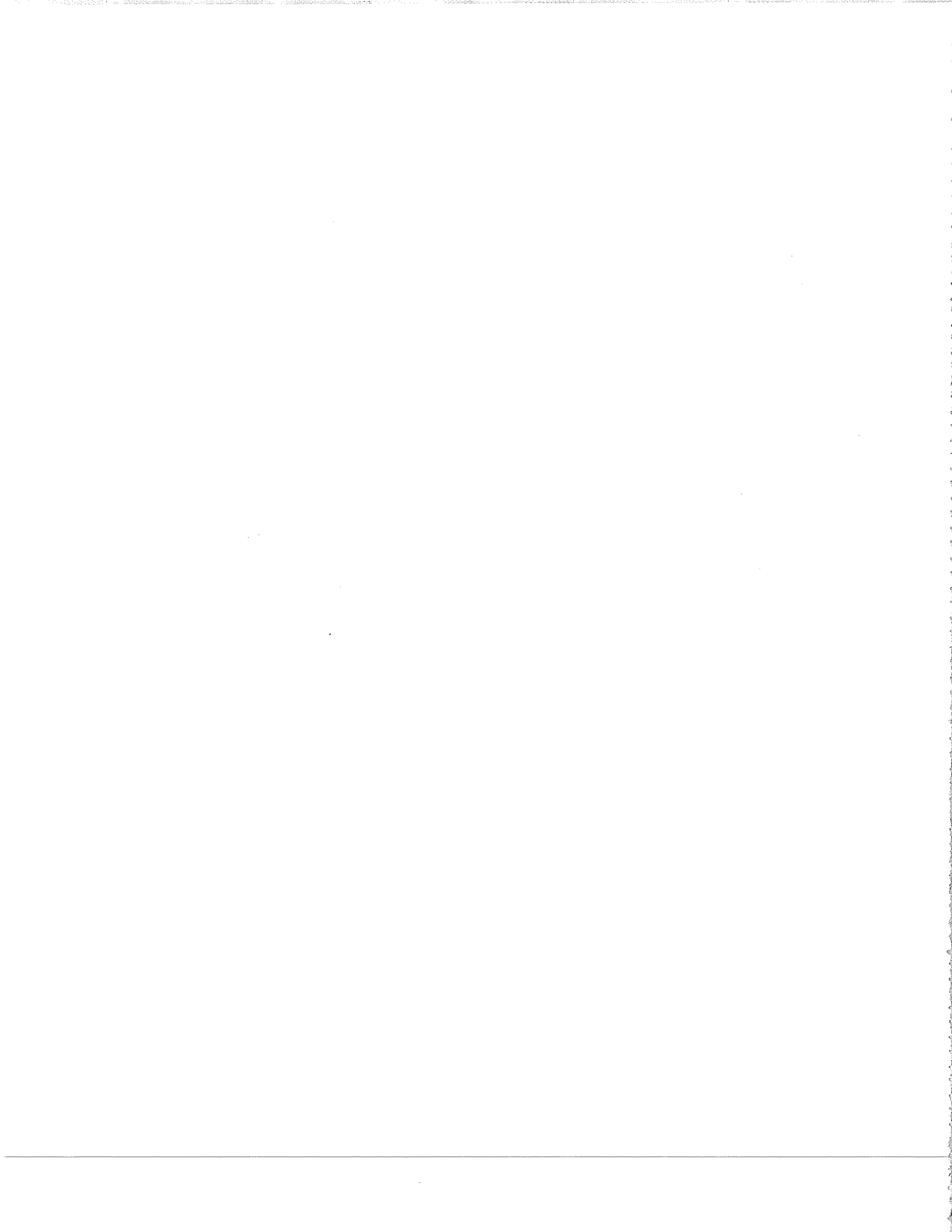
*Predominantly Regional Geographic Definition* As to regional emphasis, the Bush Board continues to believe that the Foundation should remain predominantly a regional institution. However, the Foundation also supports historically black private colleges and tribally controlled, two-year American Indian colleges, which leads to 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 in the future.

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 paid for projects occurring inside the region.

*Thanks* The changes and accomplishments of the past year could not have taken place without the willingness of many people to work together and to give extra time to our tasks. Observers in the various areas of activity where we make grants continue to give the Foundation staff helpful advice. Our Board, staff and consultants continue to play their different roles in exemplary ways. I am extremely grateful for these many contributions to our work.

Thomas E. Holloran  
Chairman of the Board

**“The Bush Board continues to believe that the Foundation should remain predominantly a regional institution.”**



## 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 1992 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

**“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.”**

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 short-term projects whose benefits are mainly short-term ones. 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 social problem without at the same time suggesting a carefully considered approach to prevent, solve or reduce it.

Broad and diverse needs and a variety of organizations characterize human services grantmaking in the Bush region. 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, and considers whether the Foundation has enough money to support similar requests from similar agencies throughout its grantmaking region.

In 1992 the Foundation made 49 awards for human services programs, including 18 for capital purposes. Some of these building project grants will be used for programs serving homeless, chemically dependent, mentally ill 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. However, occasionally higher proportions are approved, particularly in rural areas of 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. Among those programs which received support this year were those designed to improve the employment prospects of American Indian youth; to increase the participation of Hmong young people in higher education; and to connect the resources of churches with inner city day care centers. In addition, the Foundation provided \$485,735 to the University of Minnesota's School of Social Work to establish a center for advanced studies in child welfare.

The Bush Foundation asks the following 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 71, contains more information useful for persons considering submitting proposals to The Bush Foundation.

**"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."**

**“Major purposes of recent Bush health grants include stimulating research and public understanding about the cost and efficiency of health services, promoting minority opportunity in health careers, and improving people’s 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 health services, promoting minority opportunity in health careers, and improving people’s 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 health projects outside the Bush Medical Fellows Program totaled between \$500,000 and \$1,500,000 in each of the past ten years. In 1992, the Foundation approved eleven grants totaling \$960,000 for a variety of professional education and service programs.

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 are impressive. Thirteen participant classes have been selected since the beginning of the program. The appropriation for stipends and tuition in the 1992 program was \$552,500. The current program is described more fully in the “Program Notes” section of this Annual Report.

### **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 new 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. Also, for the first time, a maximum individual Bush-Hewlett grant size has been set (\$1 million). A separate Bush-Hewlett faculty development program continues to operate in twenty-two of these colleges. During 1992 and 1993 the faculty development program will be evaluated by consultants Asa G. Hilliard, III, Professor of Urban Education, Georgia State University, and Dean K. Whitla, Director of Instructional Research and Evaluation, Harvard University.

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 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 seven such grants in 1992, totaling \$1,422,594. 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 1992 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 1992, twelve Bush grants for both purposes totaled \$845,550.

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.

**"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."**

### Summary of Current Bush Programs in Education

Bush Programs In Education (Asterisk indicates guidelines are available)	First Year of Operation	Scheduled Final Year for Payments	Is Program Open or Not For Additional Participants?	1992 Grant
*Matching capital grants for four-year private undergraduate colleges in Minnesota and the Dakotas	1976	1997	Open, through October, 1995	\$2,440,500
*Faculty development grants for undergraduate public and private colleges in Minnesota and the Dakotas	1980	1999	Renewals only	\$2,153,789



## 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?	1992 Grant
*Grants in historically black private undergraduate colleges (in cooperation with The William and Flora Hewlett Foundation)				
1 Matching capital grants	1981	1999	Open to new applicants through October, 1997	\$1,935,000
2 Faculty development grants	1986	1997	Renewals only	\$ 335,000
*Faculty development grants in accredited tribally controlled Indian colleges on Indian reservations in the United States	1986	Open	Open to new applicants through 1994	\$ 485,000
Grants to encourage girls of elementary and secondary school age to persist and perform well in math and science (Minnesota and the Dakotas)	1987	Open	Open	\$1,404,331
Bush Principals Program	1985	Open	Open	\$ 598,130

### 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 1992, the Bush Board approved seven grants totaling \$1,313,513 for mathematics and science programs for girls and minority students.

The Foundation concentrates its support specifically 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 be run by other agencies which operate out-of-school programs. The Foundation Board and staff review several elements in the design of an intervention 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 intervention programs which can be

**“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.”**

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 intervention 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.

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 million or 5.1 percent of the Foundation's total grants appropriated in 1992 were made in the arts and humanities. The Bush Board is interested in supporting organizations with consistently high artistic quality and strong management.

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 annual operating support to a few selected major 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 also is more likely to support year-round arts organizations, and is unlikely to approve requests for support of a specific exhibition, performance, festival, or conference.

**“About \$1 million or 5.1 percent of the Foundation's total grants appropriated in 1992 were made in the arts and humanities.”**

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 1992. The Fellowship section of this report describes this program in more detail.

**“The Bush Leadership Fellows Program is designed to enrich . . . the experience of a wide range of individuals in mid-career. The purpose is to help them prepare for greater leadership 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 mid-career. The purpose is to help them prepare for greater leadership 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 full-time work experience. The Foundation provides financial support to Bush Leadership Fellows for full-time mid-career 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 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 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.

\*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.

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 have emphasized some aspect of administration or management during their studies and internships. This pattern seems likely to continue.

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 have been Directors or staff members of The Bush Foundation and persons from outside the region.

In 1992, The Bush Foundation awarded 17 long Bush Leadership Fellowships, and 21 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 1992, eight recipients were from racial minority groups, 26 were women, and 18 lived outside of the Twin Cities Metropolitan Area.

The names, residences, and occupations of the selection judges follow. A list of the 1992 Fellows can be found on page 49. A special report on the Foundation's fellowship programs begins on page 27.

In June 1992, the Bush Foundation Board authorized expenditures of \$1,146,200 in stipends and tuition for fellowships to be awarded in 1993.

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, 332 Minnesota Street, Saint Paul, Minnesota 55101.

**Bush Leadership Fellows Program Preliminary Selection Committee**

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

Donald E. Lemire  
Personnel Consultant  
Little Canada, 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

**“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.”**

### **Bush Leadership Fellows Program Final Selection Committee for Long Fellowships**

Wilfred D. Antell  
Manager  
Indian Education  
Department of Education  
State of Minnesota

Ellen E. Chaffee  
Associate Commissioner of  
Higher Education  
State of North Dakota  
Bismarck, North Dakota

Shirley M. Clark  
Vice Chancellor for Academic Affairs  
Oregon State System  
of Higher Education  
Eugene, Oregon

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

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

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

C. Angus Wurtele  
Chairman/Chief Executive Officer  
Valspar Corporation  
Minneapolis, Minnesota

Helen M. Yates  
Assistant Commissioner  
Health Administration  
Department of Human Services  
State of Minnesota

### **Bush Leadership Fellows Program Final Selection Committee for Short Fellowships**

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

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

Ruth Harris  
President  
Northwest Reading Clinic, Ltd.  
Eau Claire, Wisconsin

Donald E. Lemire  
Personnel Consultant  
Little Canada, Minnesota

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

Gene A. Scapanski  
Dean  
Division of Pastoral Studies  
School of Divinity  
University of Saint Thomas  
Saint Paul, Minnesota

Kathleen A. Speltz  
Consultant  
Saint Paul, Minnesota

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

### **The Bush Artist Fellowships Program**

The Bush Foundation Artist Fellowships Program enables 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 207 Artist Fellowships have been awarded.

**“The Bush Foundation Artist Fellowships Program enables selected artists . . . to set aside concentrated time for their work, and to increase the quality and pace of their career development.”**

In March 1992, the seventeenth group of Bush Artist Fellows was selected from 433 applicants. The artists selected are listed on page 62. A special report on the Foundation’s fellowship programs begins on page 27.

Fellows are chosen from five artistic disciplines: literature (fiction and creative non-fiction, poetry); scriptworks (playwriting and screen-writing); 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 exemplary 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 have been 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, 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 panelist are announced following the final selection of the Fellows.

Stipends for 1992 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 1992 Fellowships was \$495,000, and for 1993 is \$495,000.

\*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.

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**

#### **Preliminary Literature**

Ai, Tempe, Arizona, *poet*  
Fred Chappell, Greensboro, North Carolina, *poet and fiction writer*  
Alison Lurie, Ithaca, New York, *fiction and non-fiction writer*

#### **Preliminary Choreography**

Dana Reitz, New York, New York, *choreographer*  
Janice Ross, Atherton, California, *dance historian and critic*  
David Rousseve, New York, New York, *choreographer*

#### **Preliminary Visual Arts I**

Alice Adams, Bronx, New York, *sculptor*  
Gay Block, Los Angeles, California, *photographer*  
Enrique Chagoya, Oakland, California, *printmaker and curator*

#### **Preliminary Visual Arts II**

Tim Miller, Venice, California, *performance artist*  
Carolee Schneemann, New Paltz, New York, *multimedia artist*  
Peter Taub, Chicago, Illinois, *Director, Randolph Street Gallery*

#### **1992 Final Panel**

Enrique Chagoya, Oakland, California, *printmaker and curator*  
Frances Phillips, San Francisco, California, *poet, and*  
*Executive Director, Intersection for the Arts*  
Dana Reitz, New York, New York, *choreographer*  
Carolee Schneemann, New Paltz, New York, *multimedia artist*

### **Bush Medical Fellows Program**

Since 1979, Bush Medical Fellowships have been awarded to physicians in Minnesota, North Dakota, South Dakota and 25 counties in western Wisconsin.\* This 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, 133 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 the Fellow's living expenses for the period of study during which their income from medical practice will be reduced or nonexistent.

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 1992 can be found on page 65.

A special report on the Foundation's fellowship programs begins on page 27.

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, MN 55387.

**“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.”**

#### **Bush Medical Fellows Program Selection Committee - 1992**

Brian C. Champion, M.D.  
President  
Franciscan Health Care System  
La Crosse, Wisconsin

Richard W. Dinter, M.D.  
Mesabi Regional Medical Center  
Hibbing, Minnesota

Humphrey Doermann  
President  
The Bush Foundation  
Saint Paul, Minnesota

Beverly G. Finholt  
Consultant  
Northfield, Minnesota

Daniel T. Groebner, M.D.  
New Ulm Medical Clinic and  
Sioux Valley Hospital  
New Ulm, Minnesota

Clayton R. Peterson  
President  
Memorial Hospital  
Cambridge, Minnesota

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

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



### **Bush Medical Fellows Program Policy Board**

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

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

Beverly G. Finholt  
Consultant  
Northfield, Minnesota

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

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

Robert O. Mulhaussen, M.D.  
Associate Chief-of-Staff for  
Ambulatory Care  
Veterans Administration Hospital  
Minneapolis, Minnesota

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

Clayton R. Peterson  
President  
Memorial Hospital  
Cambridge, Minnesota

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

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

### **Bush Principals Program**

The eighth annual group of elementary and secondary school principals, assistant principals, and teacher-leaders was selected in October, 1992, 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.

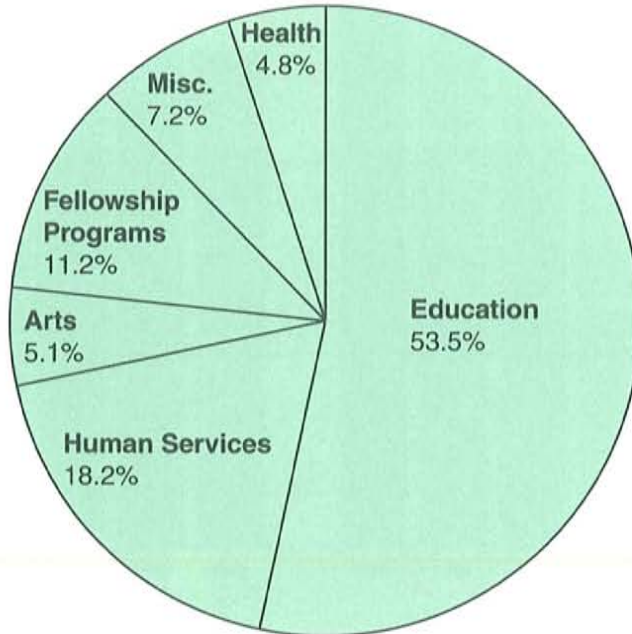
Professor John J. Mauriel of the University of Minnesota Carlson School of Management is the Program Director. The fiscal agent is the Strategic Management Research Center, Carlson School of Management, University of Minnesota, 271 19th Avenue South, Minneapolis, Minnesota 55455. Inquiries concerning 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 1992 to receive Bush Principals Program awards can be found beginning on page 69. A special report on the Foundation's fellowship programs begins on page 27.

**“The main objective of the program is the improvement of instruction in elementary and secondary schools.”**

### Distribution of 1992 Grants

This chart shows the distribution of 1992 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	1990	1991	1992	3-year Total
Arts & Humanities	\$ 2,986,240 (22) 17.1%	\$ 2,028,700 (17) 10.0%	\$ 1,028,550 (17) 5.1%	\$ 6,043,490 (56) 10.5%
Education	\$ 7,261,296 (54) 41.7%	\$ 8,774,258 (44) 43.5%	\$ 10,781,966 (53) 53.5%	\$ 26,817,520 (151) 46.5%
Health	\$ 675,156 (8) 3.9%	\$ 1,208,273 (13) 6.0%	\$ 960,470 (11) 4.8%	\$ 2,843,899 (32) 4.9%
Human Services	\$ 3,428,105 (66) 19.7%	\$ 4,940,388 (72) 24.5%	\$ 3,660,514 (48) 18.2%	\$ 12,029,007 (186) 20.8%
Miscellaneous	\$ 990,075 (17) 5.7%	\$ 1,140,841 (12) 5.6%	\$ 1,463,244 (19) 7.2%	\$ 3,594,160 (48) 6.2%
Fellowship Program Stipends	\$ 2,076,000 (3) 11.9%	\$ 2,090,000 (3) 10.4%	\$ 2,252,700 (3) 11.2%	\$ 6,418,700 (9) 11.1%
<b>Total</b>	\$17,416,812 (170) 100%	\$20,182,460 (161) 100%	\$20,147,474 (151) 100%	\$57,746,776 (482) 100%

### Grants Classified by Purpose 1988-92

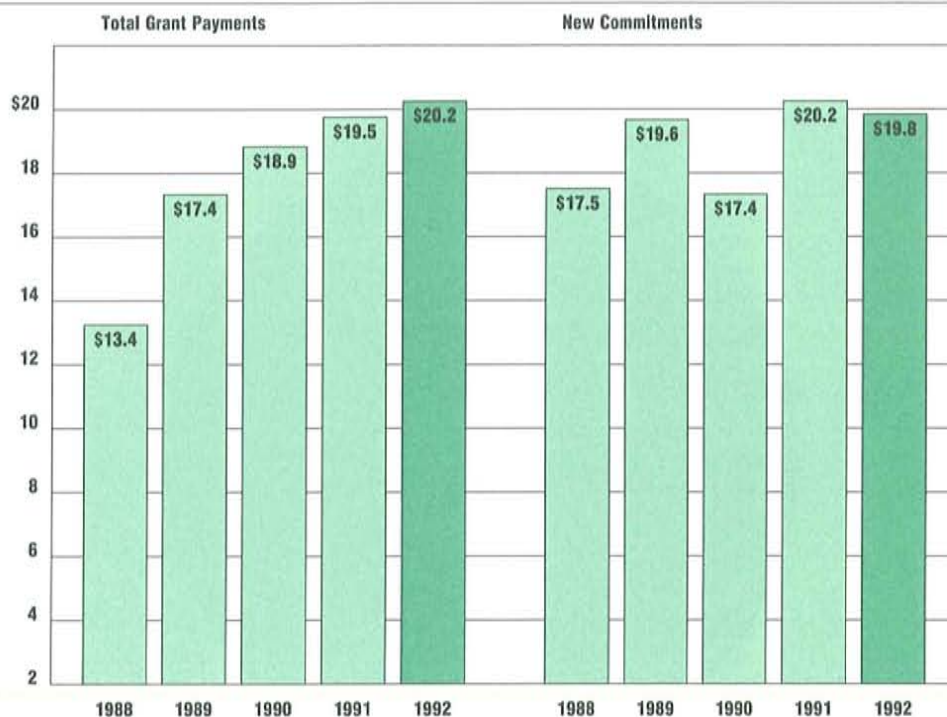
This table shows summaries of current and past year grants classified by purpose for which funds were granted. In each cell, the dollar figure represents the total amount granted, the figure next below in parenthesis shows the number of grants made, and the bottom figure shows the percentage of all grant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

## Grants Statistics

### Grants Payments and New Commitments 1988-92

(\$'s in millions)

Grant payments are those made in the year indicated on current and past grants. New commitments are the total of Board-approved grants each year, less cancellations. These obligations will be paid in either the current year or in later years.



### Classification of 1992 Grants

These tables show summaries of 1992 grant appropriations, classified by size, duration and location. The Bush Board does not have any prior policies, however, which give automatic preference to any particular grant size, duration or location within the Foundation's primary geographic region.

Classification		Number of Grants Approved
<b>Size</b>		
\$	0- 9,999	3
	10,000- 24,999	20
	25,000- 49,999	27
	50,000- 99,999	43
	100,000- 199,999	32
	200,000- 499,999	19
	500,000- 999,999	6
	1,000,000-2,000,000	1
<b>Total</b>		<b>151</b>
<b>Duration</b>		
	1 year	80
	2 years	35
	3 years	34
	4 years	2
<b>Total</b>		<b>151</b>
<b>Geographic Location</b>		
	Twin Cities	73
	Other Minnesota	19
	<b>Total Minnesota</b>	<b>92</b>
	North Dakota	22
	South Dakota	20
	Other	17
<b>Total</b>		<b>151</b>

## Special Report

## Introduction

Over the last twenty-seven years, The Bush Foundation has made significant investments, through its five fellowship programs, in more than 1,800 people in this region. Recipients of awards have been drawn from a wide range of fields: education, government, medicine, the arts, business, and health and human services.

Archibald Granville Bush had an active interest in establishing the Bush Leadership Fellows Program in 1965, the oldest and largest of the Foundation's mid-career fellowship programs. Mr. Bush planned for a program to identify emerging leaders in many fields and to offer assistance for those who proposed unusual programs of professional growth but required financial help to complete them.

Today, the Foundation maintains four fellowship programs: the Bush Leadership Fellows Program, the Bush Artist Fellowships Program, the Bush Medical Fellows Program, and the Bush Principals Program. A fifth program, the Bush Public School Superintendents Program was established in 1975 and ended in 1992.

Each program has a separate focus and a separate system of day-to-day administration. The Bush Leadership Fellows Program, for example, supports individually designed courses of academic training (often in a degree-granting program) and internship experiences; the Bush Medical Fellows Program supports a wide range of individual preceptorships with practicing experts; the Bush Principals Program brings public school educators together with their peers periodically over eighteen months to tackle projects as a group, as did the Bush Public School Superintendents Program; and the Bush Artist Fellowships Program specifically precludes academic study, stressing instead the need to support the artist's own work.

Its steady and evolving interest in mid-career opportunities for exceptional individuals has become part of the Bush Foundation's identity. Few other foundations make as many awards each year directly to promising individuals, or make awards in as diverse an array of fields. While there are important exceptions, most foundations prefer to make awards to organizations, rather than supporting individuals directly. Awards to individuals typically require more administrative time and expense per grant dollar than is true for most grants to agencies or organizations. One extra administrative requirement for individual fellowships programs is that they be approved beforehand by the Internal Revenue Service.

Periodic evaluations of Bush programs, however, suggest that judicious grants to individuals serve an important purpose. By enabling people of promise to live up to their potential, society reaps a substantial net gain.

Evaluations of the Artist Fellowships Program, for example, suggest that participants value the fellowship experience because it offers a rare chance to reflect on past work, to immerse themselves in current projects, and to investigate new ideas. Evaluations of the Bush Medical Fellows Program document how updating an individual physician's skills leads directly to improved patient care. This is particularly true of innovations in preventive medicine and hospice care, for example. Further, Bush Medical Fellows often serve as catalysts for developing new health care programs in their communities, strengthening regional networks' health care providers, and serving as resources for colleagues.

The bulk of the special section is made up of brief information on those individuals in whom the Foundation has made investments. Arranged by program and with each program by class year, this roster documents the number of awards made, offers the Foundation's most current information about fellowship recipients, and suggests the diversity of individual leadership that has been encouraged by the Foundation.

Program	Year Established	Number of Awards
Bush Leadership Fellows Program	1965	919
Bush Public Schools Superintendents Program	1975	393
Bush Artist Fellows Program	1976	207
Bush Medical Fellows Program	1979	133
Bush Principals Program	1985	195
TOTAL FELLOWSHIP AWARDS		1847

# Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

## 1965

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Richard C. Cole, BLF  
Goulds, FL  
President  
Chief Executive Officer  
Tri-Continental Enterprises, Inc.

Arlen Erdahl, BLF  
Annandale, VA  
Special Assistant to the Assistant  
Secretary U.S. Department of Energy

Lee Madden, BLF  
(Address Unknown)

Calvin L. Walton, BLF  
(Address Unknown)

## 1966

---

Dean Belbas, BLF  
Edina, MN  
Vice President and Director  
Corporate Communications  
General Mills, Inc.

Robert L. Euritt, BLF  
Stamford, CT  
Vice President Human Resources  
Nestle Foods Company

Thomas L. Jackson, BLF  
Duquoin, IL  
(Retired)

James W. Krause, BLF  
Minneapolis, MN  
President  
North Central Management  
Association, Inc.

Denis J. Daly, BLF  
Saint Peter, MN  
Senior Vice President  
Hubbard Milling Company

Thomas E. Herbranson, BLF  
Eden Prairie, MN  
Senior Pastor  
Immanuel Lutheran Church

Curtis M. Johnson, BLF  
Webster, WI  
(Retired)

James Y. Moy, BLF  
Schaumburg, IL  
Director  
Inclusive Leadership Development  
Evangelical Lutheran Church in  
America

## 1969

---

Clarence E. Harris, BLF  
Saint Paul, MN  
Vice President for Human Resources  
Lifespan, Inc.

Lynn J. Hummel, BLF  
Detroit Lakes, MN  
Attorney  
Benshoof, Hummel, Sinclair,  
Pearson, Evans and Hiester P.A.

Robert W. MacGregor, BLF  
Minneapolis, MN  
President  
Minnesota Center for Corporate  
Responsibility

John Thoenke, BLF  
Saint Paul, MN  
Administrator  
Saint Paul Electrical Industry

Gerard D. Hegstrom, BLF  
Scottsdale, GA  
Attorney

David P. Lindgren, BLF  
(Address Unknown)

Henry J. Savelkoul, BLF  
Albert Lea, MN  
Attorney  
Peterson, Savelkoul, Schlichting and  
Davies, Ltd.

Roman J. Verostko, BLF  
Minneapolis, MN  
Professor of Art History  
Minneapolis College of Art and  
Design

## 1971

---

M. J. Buckanaga, BLF  
Bemidji, MN  
Director of Curriculum  
Cass Lake-Bena School District

E. Peter Gillette, Jr., BLF  
Minneapolis, MN  
Commissioner Minnesota Dept. of  
Trade and Economic Development

Roger D. Juairé, BLF  
Saint Cloud, MN  
Business Representative  
International Association of  
Machinists and Aerospace Workers

David J. Sauer, BLF  
(Address Unknown)

Arne H. Carlson, BLF  
Saint Paul, MN  
Governor  
State of Minnesota

Larry E. Harris, BLF  
Minneapolis, MN  
(Retired)

Roger D. Santelman, BLF  
Prescott, WI  
Chief Operating Officer  
Hammel Green Abrahamson, Inc.  
Architects and Engineers

James D. Tucker, BLF  
Burnsville, MN  
Equipment Service Chief  
Northwest Airlines

Rick J. Carlson, BLF  
(Address Unknown)

F. Owen Turnlund, BLF  
New Brighton, MN  
Executive Director  
Plymouth Christian Youth Center

## 1972

---

Peter A. Altman, BLF  
Boston, MA  
Executive Officer for the Arts  
School for the Arts  
Boston University

Wilfred D. Antell, BLF  
Bayport, MN  
Manager  
Indian Education  
Minnesota Department of Education

J. William Clarey, BLF  
Saint Paul, MN  
Director  
Counseling and Career Services  
Saint John's University

William C. Thomas, BLF  
Golden Valley, MN  
Associate Vice President for Finance  
and Physical Planning  
University of Minnesota

Charles S. Anderson, BLF  
Saint Paul, MN  
President  
Augsburg College

Donald B. Ardell, BLF  
Orlando, FL  
Director  
The Wellness Institute

Robert A. Lundin, BLF  
Bristol, RI  
Chief Financial Officer  
AMI Saudi Arabia Ltd.

Charlotte S. Thompson, BLF  
(Address Unknown)

Harlan V. Anderson, BLF  
Bloomington, MN  
Principal  
North Community High School

Thomas E. Benson, BLF  
West Des Moines, IA  
Publisher  
Midwest Living Magazine

John T. O'Connor, BLF  
Stillwater, MN  
Director of Legislation  
Assistant to the General President  
Sheet Metal Workers International  
Association

Anne T. Truax, BLF  
Minneapolis, MN  
Assistant to the Director  
Office of Equal Opportunity  
University of Minnesota

## 1973

**Peter Bartling, BLF**  
Plymouth, MN  
Executive Director  
Consulting Radiologists, Ltd.

**Phillip H. Coffman, BSF**  
Duluth, MN  
Professor of Music  
School of Fine Arts  
University of Minnesota-Duluth

**Walter J. Cullen, BLF**  
Minneapolis, MN  
Director of Faculty Development  
Minnesota Community College  
System

**James L. Dorr, BSF**  
Minneapolis, MN  
President  
Corporate Environments

**Edward J. Flahavan, BSF**  
Saint Paul, MN  
Chaplain  
Ramsey County Corrections  
Facilities

**Frederick J. Gelbmann, BSF**  
Shoreview, MN  
(Retired)

**Stanley Hardwick, BLF**  
New Brighton, MN  
President/Partner  
Counselor Realty, Inc.

**John E. Haynes, BLF**  
Wheaton, MD  
Specialist  
Twentieth Century Political History  
Library of Congress

**Daniel H. Lambrides, BLF**  
Afton, MN  
Family Life Educator  
Life Enrichment Resources

**Todd Lefko, BSF**  
Saint Paul, MN  
Consultant  
International Trade

**Richard J. Leider, BSF**  
Minneapolis, MN  
President  
The Inventive Group

**Bruce R. Leier, BLF**  
Saint Paul, MN  
Field Director  
Minnesota Senior Federation

**June Ann Lucas, BSF**  
San Diego, CA  
Resource Development Coordinator  
Community Congress of San Diego

**Trudy P. McFall, BSF**  
Crownsville, MD  
Executive Director  
Community Development  
Administration State of Maryland

**Robert D. North, BLF**  
Park City, UT  
Pastor  
Saint Luke Episcopal Church

**Ronald W. Pavlock, BLF**  
Mount Prospect, IL  
Chief of Police  
Village of Mount Prospect

**Patricia D. Samples, BSF**  
Minneapolis, MN  
Writer

**F. (Andy) P. Schoettle, BLF**  
Washington, DC  
Professor of Law  
University of Minnesota School  
of Law

**Catherine Stehly-Bertucci, BLF**  
Madison, WI  
(Retired)

**Gerald Vizenor, BLF**  
Berkeley, CA  
Professor Ethnic Studies Department  
University of California

**Frank J. Voth, BSF**  
Bellevue, WA  
(Retired)

**Suzanne Weil, BSF**  
Santa Monica, CA  
Producer  
Film, Television, and  
Performing Arts

**Manuel T. Woods, BSF**  
Brooklyn Park, MN  
Vice President  
Turning Point, Inc.

## 1974

**Melvin Aanerud, BSF**  
Ham Lake, MN  
Manager  
Portfolio and Liquidation  
Small Business Administration

**Peter M. Ackerberg, BSF**  
Minneapolis, MN  
Special Assistant Attorney General  
State of Minnesota

**Conrad G. Balfour, BSF**  
Minneapolis, MN  
English Instructor  
North Hennepin Community  
College

**Patrick L. Baudhuin, BSF**  
(Deceased)

**John E. Carmichael, BSF**  
Minneapolis, MN  
(Retired)

**F. Mark Davis, BSF**  
Wilson, NC  
Vice President for Academic Affairs  
Barton College

**Albert R. DeCosse, BSF**  
Hopkins, MN  
Financial Secretary-Treasurer  
Asbestos Workers Local 34

**Nancy G. Detjen, BLF**  
Rancho Palos Verdes, CA  
Professor  
Marymount Palos Verdes College

**Thomas E. Dolan, BSF**  
Edina, MN  
Marketing Concentration Director  
University of Saint Thomas

**David E. Fast, BSF**  
Cambridge, MN  
(Retired)

**G. David Goff, BLF**  
Saint Paul, MN

**Gordon M. Griller, BSF**  
Scottsdale, AZ  
Court Administrator  
Superior Court of Arizona

**Kenneth Irrgang, BSF**  
(Address Unknown)

**A. Milton Johnson, BSF**  
Montevideo, MN  
District Administrator  
8th Judicial District,  
Chippewa County Courthouse

**Richard J. Leisen, BSF**  
Paynesville, MN  
Pastor  
Saint Louis Parish

**LeRoy L. Martin, BSF**  
Saint Paul, MN  
Interim Dealer Operator  
Ford Motor Company

**M. Edward McGaa, BLF**  
Edina, MN  
Author  
Harper/Collins Publishers

**Leif Monson, BSF**  
(Deceased)

**Charles L. Nesbitt, BLF**  
Los Angeles, CA  
Owner  
Hard Times Pizza Company

**James I. Newland, BLF**  
Fridley, MN  
Transportation Engineering  
Consultant

**Genevieve L. O'Grady, BSF**  
Minnesota City, MN  
Instructor  
English Department  
University of Wisconsin-La Crosse

**Mary Lou Pearson, BSF**  
International Falls, MN  
History Teacher  
International Falls Schools  
District #361

**David A. Phillips, BSF**  
Apple Valley, MN  
Executive Director  
Courage Center

**Bernard J. Raphael, BSF**  
Bloomington, MN  
Associate Dean of Instruction  
Normandale Community College

**Thomas Read, BLF**  
Downers Grove, IL  
President  
Independent Schools Association of  
the Central States

**Kenneth Rice, BLF**  
Saint Paul, MN  
Chairman and Chief Executive  
Officer  
Allegro Technology Corporation

**David W. Roffers, BLF**  
(Deceased)



## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

**Stephen P. Sandell, BLF**  
*Saint Paul, MN*  
*Program Director*  
*Hubert H. Humphrey Institute*  
*University of Minnesota*

**Marie B. Sathrum, BSF**  
*Northfield, MN*  
*Director of Annual Giving*  
*Saint Olaf College*

**Bruce E. Sharpe, BLF**  
*Brooklyn, NY*  
*Executive Director*  
*American Craft Council*

**James E. Solheim, BLF**  
*New York, NY*  
*News Director*  
*Episcopal Church in the USA*

**Wayne C. Stumme, BSF**  
*Columbus, OH*  
*Associate Professor of Theology*  
*and Missions*  
*Trinity Lutheran Seminary*

**Thomas Tjepkema, BLF**  
*Duluth, MN*  
*Director of Public Jobs*  
*Saint Louis County*

**Ardes N. Walz, BSF**  
*Pipestone, MN*  
*(Retired)*

## 1975

**Albert B. Anderson, BSF**  
*Plymouth, MN*  
*Managing Partner*  
*Anderson/Swenson, Inc.*

**John B. Bennett, BLF**  
*Hamden, CT*  
*Provost*  
*Vice President for Academic Affairs*  
*Quinnipiac College*

**Merrill Berg, BLF**  
*Fort Totten, ND*  
*President*  
*Little Hoop Community College*

**James R. Bjorklund, BLF**  
*Garland, TX*  
*Regional Director*  
*Lone Star Gas Company*

**Richard Broeker, BLF**  
*Saint Paul, MN*  
*Senior Vice President*  
*The Ellerbe Group*

**Philip Brunelle, BSF**  
*Golden Valley, MN*  
*Artistic Director and Founder*  
*Plymouth Music Series of Minnesota*

**Bruce Buller, BSF**  
*Rochester, MN*  
*Senior Minister*  
*Rochester Homestead United*  
*Methodist Church*

**Kathleen Camara, BLF**  
*Acton, MA*  
*Director*  
*Department of Child Study*  
*Tufts University*

**Eugene Carr, BSF**  
*Fosston, MN*  
*Publisher*  
*13 Towns Weekly Newspaper*

**Marilyn Condon, BSF**  
*Murray, KY*  
*Professor*  
*Department of Special Education*  
*Murray State University*

**Donald C. Dahlin, BSF**  
*Vermillion, SD*  
*Professor of Political Science*  
*University of South Dakota*

**Mary B. Des Roches, BLF**  
*Mendota Heights, MN*  
*Chief Operating Officer*  
*Leonard, Street and Deinard, P.A.*

**Duane A. Ewers, BSF**  
*Nashville, TN*  
*Associate General Secretary*  
*United Methodist Church Church*  
*School Publications*

**Thomas W. Foley, BSF**  
*Minneapolis, MN*  
*Chief Executive Officer*  
*Fotoshow, Inc.*

**Jon R. Grunseth, BSF**  
*Afton, MN*

**Ruth Harris, BLF**  
*Eau Claire, WI*  
*President*  
*Northwest Reading Clinic*

**Walter C. Hatlestad, BSF**  
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**Roger Israel, BLF**  
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**Dolores D. Johnson, BSF**  
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*President and Owner*  
*The Lantis Corporation*

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*Professor and Chair*  
*Department of Child Development*  
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**Jay G. Lindgren, BSF**  
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*Texas Youth Commission*

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*Continuing Education and*  
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*Bishop*  
*Minneapolis Area Lutheran Synod*

**Mary T. Phillips, BLF**  
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*Vice Chancellor for Development*  
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**Ronald L. Ress, BSF**  
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**Gerard Ring, BLF**  
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*Judge of District Court*  
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**Alva W. Scarbrough, BSF**  
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Minnesota House of Representatives  
State of Minnesota

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Three Affiliated Tribes Chemical  
Abuse Program

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Braun Environmental Laboratories

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Minneapolis Community College

Marie M. Bristol, BSF  
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Raymond J. Cossette, BSF  
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Visitors Bureau

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Shenandoah University

## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

Lester A. Wanninger, BSF  
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CEE Coordinator  
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Criminal Justice  
University of South Dakota

1977

Diane Ahrens, BSF  
Saint Paul, MN  
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Stephen P. Allbee, BLF  
Consuliant  
Environmental Protection Agency

Tania Amochaev, BLF  
San Francisco, CA  
President  
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Mark L. Atchison, BLF  
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Advancement  
Mary Baldwin College

Richard L. Baldwin, BLF  
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CENEX

Kathleen Ann Bierne, BSF  
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Director Catholic Marriage Tribunal  
Rapid City Diocese

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Division of Adolescent Health  
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Development Consultant

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Wisdom House West

Dan R. Bucks, BLF  
Hyattsville, MD  
Executive Director  
Multistate Tax Commission

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Morehead State University

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ARC Minnesota

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and Family  
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HealthEast Foundation

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Pierre, SD  
Executive Director  
Capital University Center

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Pauquette Children's Services

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Southland Management Corporation

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Public Space Policy Division  
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Dean  
Division of Continuing Education  
University of North Dakota
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Aging Services Coordinator  
South Central Human Service  
Center
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Pastor  
Calvary Lutheran Church
- John E. Derby, BSF**  
Rockville, MD  
Branch Manager/Chief  
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Director of Special Projects  
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- Carol Dorgan Jackson, BSF**  
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- Duane Dornheim, BSF**  
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- John G. Dumonceaux, BSF**  
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Saint Alexius Medical Center
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- Shirley L. McConnell, BLF**  
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(Retired)
- Nina L. McGuire, BSF**  
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- Celia S. Miner, BSF**  
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## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

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Mat-Su Community Counseling  
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Assistant Principal  
Saint Paul Central High Schools

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Winona State University

Katrina R. Green Reed, BLF  
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Professor  
University of Wisconsin-Stout

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Board of Regents  
University of Minnesota

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Eagan, MN  
(Retired)

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Health Planning and Management  
Resources, Inc.

John G. Mihelic, BSF  
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Jonathan R. Motl, BSF  
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Reynolds, Motl, Sherwood and  
Wright

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Student Referral Center  
Houston Independent School District
- Dwight W. Call, BSF  
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College Semester Abroad  
School for International Training  
World Learning, Inc.
- Joseph B. Caulfield, BSF  
Virginia, MN  
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Speare, Caulfield, Huber and Associates, P.A.
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- Earl D. Craig, BSF  
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- Stephanie D. Darsa, BLF  
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- James C. Dean, BSF  
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- Everette E. Dennis, BSF  
New York, NY  
Executive Director  
Freedom Forum, Media Studies Center
- Mark M. Dobson, BSF  
Plantation, FL  
Professor of Law  
Nova University Law School
- Lawrence N. Dukes, BSF  
Grand Rapids, MN  
Provost Itasca Community College  
Arrowhead Region
- Jonathan Elam, BLF  
Mound, MN  
City Administrator  
City of Maple Grove
- Gregory G. Fitch, BSF  
Moses Lake, WA  
President  
Big Bend Community College
- Harry Grammond, BSF  
(Address Unknown)
- John S. Greenwald, BLF  
Princeton Junction, NJ  
Senior Writer  
Time Magazine
- John F. Haines, BSF  
Fridley, MN  
(Retired)
- Kathryn C. Harper, BSF  
Minneapolis, MN
- Marita A. Heller, BLF  
Edina, MN  
Senior Vice President for Human Resources  
TCF Bank
- Janice M. Herseth, BSF  
Jamestown, ND  
Just Say No  
North Dakota Regional Office
- LaVerne Cleg Higgins, BLF  
Eugene, OR  
Graduate Fellow  
University of Oregon  
Graduate School of Management
- Judith B. Johnson, BLF  
Minneapolis, MN  
Director of Medical and Surgical Nursing  
North Memorial Medical Center
- Sharon E. Johnson, BLF  
Bismarck, ND  
Assistant Superintendent  
Instruction and Curriculum  
Bismarck Public Schools
- Martin D. Jonason, BSF  
Fargo, ND  
Artistic Director  
Fargo-Moorhead Community Theater
- Michael Jordan, BLF  
Apple Valley, MN  
Commissioner  
Department of Public Safety  
State of Minnesota
- Rita G. Kaplan, BSF  
Minneapolis, MN  
Assistant to the President  
Augsburg College
- Sheila I. Kaplan, BSF  
Kenosha, WI  
Chancellor  
University of Wisconsin, Parkside
- Jacqueline A. Kelley, BSF  
Pierre, SD  
Outreach Director  
Department of Nursing  
University of South Dakota
- Wayne L. Keplin, BLF  
Belcourt, ND  
Superintendent  
Turtle Mountain Community School
- Ronald E. Kowal, BSF  
Roseville, MN  
Director of Manufacturing/  
Purchasing  
Tennant Company
- Cheryl Kulas, BLF  
Bismarck, ND  
Director Indian Education  
North Dakota State Department  
of Public Instruction
- Alice L. Larson, BLF  
Plymouth, MN  
Chief Executive Officer  
South Lake Clinic  
Pediatrics West
- Donald R. Lloyd, BSF  
Rochester, MN  
President  
Minnesota Bible College
- Catherine A. Marienau, BLF  
Oak Park, IL  
Associate Professor  
Graduate Program Director  
DePaul University
- Margaret H. Michaud, BLF  
Eau Claire, WI  
Consultant  
Saint Bede Priory
- Marilee A. Miller, BLF  
Saint Paul, MN  
Associate Dean  
School of Nursing  
University of Minnesota
- Clyde W. Millerbernd, BSF  
Saint Paul, MN  
Electrician
- Ruth A. Olson, BSF  
Minneapolis, MN  
Consultant in Program Design and Evaluation in Arts and Education
- Richard L. Range, BSF  
Baldwin, WI  
Administrator  
Baldwin Community Memorial Hospital
- John G. Rupert, BLF  
Saint Paul, MN
- Kay K. Schallenkamp, BLF  
Whitewater, WI  
Provost  
Vice President for Academic Affairs  
University of Wisconsin-Whitewater
- Sandra G. Schley, BSF  
Minneapolis, MN  
Vice President  
Computer Law Systems, Inc.
- Joseph K. Selvaggio, BSF  
Minneapolis, MN  
President and Chief Executive Officer  
Project for Pride in Living (PPL)
- E. Ann Sidoti, BSF  
Coon Rapids, MN  
Dean  
Continuing Education and Extension  
Anoka Ramsey Community College
- Julie C. Stafford, BLF  
Chippewa Falls, WI  
Executive Director  
Cray Educational Alliance and Cray Academy
- Shirley A. Swain, BSF  
Duluth, MN  
Assistant Vice Chancellor of External Relations  
University of Minnesota-Duluth
- Kenneth J. Taylor, BLF  
Saint Paul, MN  
Executive Director  
Minnesota Food Association
- Kristine E. Werner, BSF  
(Address Unknown)
- Theresa E. Williams, BLF  
(Deceased)
- William F. Zelen, BSF  
Duluth, MN  
Investment Executive  
Piper Jaffray Company

## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

1981

Roberta T. Anderson, BSF  
Denair, CA  
Provost  
Vice President for Academic Affairs  
California State University-  
Stanislaus

Linda R. Bank, BLF  
Milton, MA  
Architect  
Shepley, Bulfinch, Richardson and  
Abbott

John W. Bluford, BSF  
Minnetonka, MN  
Deputy Administrator  
Hennepin County Medical Center

RobinRae S. Bofferding, BLF  
Fargo, ND  
Director  
Student Opportunity Program  
North Dakota State University

Marilyn Rose Buckingham, BSF  
Burnsville, MN  
Associate Dean of Instruction  
Inver Hills Community College

Gary L. Burkart, BLF  
(Address Unknown)

Oliver E. Byrum, BLF  
Minneapolis, MN  
Director of Planning  
City of Minneapolis

John F. Cunningham, BLF  
Woodbridge, VA  
Manager of Assessments  
Prince William County, VA

Hans Allyn Dahl, BSF  
Willmar, MN  
(Retired)

Cheryl P. Dickson, BSF  
Saint Paul, MN  
President  
Minnesota Humanities Commission

Joann R. Fannin, BLF  
Cambridge, MA  
Student  
Harvard Divinity School

J. Perry J. Forster, BSF  
Eden Prairie, MN  
Senior Vice President  
Carmichael-Lynch Advertising, Inc.

Monica G. Frakes, BLF  
(Address Unknown)

Fulton D. Gallagher, BSF  
Bemidji, MN  
Professor of Music  
Bemidji State University

William Gingold, BSF  
Urbana, IL  
Director  
Family Practice Research Clinical  
Assistant Professor  
College of Medicine University of  
Illinois

Lee A. Halgren, BSF  
Platteville, WI  
Acting Chancellor  
University of Wisconsin-Platteville

Raymond M. Herubin, BLF  
Minong, WI  
Detective of Vice and Narcotics  
Superior Police Department

Michael E. Hickey, BSF  
Columbia, MD  
Superintendent of Schools  
Howard County

David C. Johnson, BSF  
Morris, MN  
Chancellor  
University of Minnesota-Morris

Sharon Stewart Johnson, BSF  
Olympia, WA  
Director  
Washington Division of Mental Health  
State of Washington

Judy C. Jones, BLF  
Flandreau, SD  
Nurse Practitioner  
Flandreau Santee Sioux Tribal  
Clinic

Paula J. King, BLF  
Alexandria, MN  
Associate Professor of Management  
and Finance  
Saint Cloud State University

Jean H. Knaak, BLF  
Little Canada, MN  
President  
Convergent Systems, Inc.

Pamela Landers, BSF  
Nisswa, MN  
Regional Coordinator  
Minnesota Environmental  
Education Board

Harold B. Leppink, BSF  
Knife River, MN  
Executive Officer  
Saint Louis County and Lake  
County Health Department

Lonna R. Milburn, BLF  
Fairfield, ND  
Associate Professor College of  
Nursing  
University of North Dakota

Richard D. Muller, BSF  
Vermillion, SD  
Director of Development and  
Marketing  
South Dakota Public Broadcasting

Gerald A. Nelson, BLF  
Cheverly, MD  
Senior Marketing Manager  
MCI Telecommunications

Raymond A. Nelson, BSF  
Bemidji, MN  
Chair  
Professional Education Department  
Bemidji State University

Gordon C. Ortler, BSF  
Plymouth, MN  
Manager  
Nuclear Human Resources  
Northern States Power Company

Nancy Parlin, BSF  
New Richmond, WI  
Professor of Sociology  
University of Wisconsin-River Falls

David E. Payne, BSF  
Emporia, KS  
Vice President  
Academic Affairs  
Emporia State University

Kenneth B. Peterson, BLF  
Saint Paul, MN  
Director of Planning  
and Economic Development  
City of Saint Paul

Helen H. Popovich, BSF  
Big Rapids, MI  
President  
Ferris State University

F. Brandt Richardson, BLF  
Saint Paul, MN  
Deputy Administrator  
Dakota County

Gerald R. Ringhofer, BSF  
Roseville, MN  
Director of Business and Media  
Services  
Hamline University

E. Anne Saint Germaine, BLF  
Saint Paul, MN  
Administrator  
Health and Related Services  
Minneapolis Public Schools

Elizabeth A. Schilson, BSF  
Terre Haute, IN  
Professor  
Department of Counseling  
Indiana State University

Jacqui Shoholm, BSF  
Saint Paul, MN  
Director of Job Creation and  
Training  
Department of Planning and  
Economic Development  
City of Saint Paul

Dan Shroyer, BSF  
Reliance, SD  
Superintendent for Education  
Crow Creek/Lower Brule Agencies

Helen Smiley, BSF  
Macomb, IL  
Director Athletics for Operations  
Western Illinois University

James H. Spear, BSF  
Dryden, NY

Emily A. Staples, BLF  
Minneapolis, MN  
Hennepin County Commissioner

Susan K. Stevens, BSF  
Saint Paul, MN  
President  
The Stevens Group

Norma J. Streyle, BSF  
(Deceased)

Marilynn J. Taylor, BSF  
Saint Paul, MN  
Communications Consultant

Edith C. Travers, BSF  
(Address Unknown)

Leo L. Van Sambeek, BLF  
Hermosa, SD  
Resident Consultant  
RE/SPEC Inc.

Nancy B. Walters, BLF  
Saint Paul, MN  
Title II Grants Administrator  
Minnesota Higher Education  
Coordinating Board

Richard J. Welch, BLF  
Cambridge, MN  
Director  
Division of Health Promotion  
Minnesota Department of Health

Donna M. Whitcomb, BSF  
Sioux Falls, SD  
Director and Instructional Specialist  
Southeast Area Educational  
Cooperative

Rosemary E. Yaecker, BLF  
Hampton, NJ  
Staff Manager  
Process Re-engineering  
Global Business Communications  
Systems

Mary K. Ziegenhagen, BSF  
Burnsville, MN  
Communications Officer  
McKnight Foundation

Elisabeth Zinser, BLF  
Moscow, ID  
President  
University of Idaho

- Kathryn J. Ackland, BSF**  
Saint Paul, MN  
Market Representative  
File Management Systems  
Department  
3M Company
- Robert S. Badal, BSF**  
Moorhead, MN  
Dean of Arts and Humanities  
Moorhead State University
- Roxanne H. Bakula, BSF**  
Minneapolis, MN  
Director  
Marketing and Sales  
Agrimax
- Freeman T. Beasley, Jr., BLF**  
Oakdale, MN  
Producer  
USA Direct Inc.  
A Fingerhut Company
- Daniel P. Bergeland, BSF**  
Duluth, MN  
Regional Director for Northeast  
Minnesota  
Lutheran Social Service of  
Minnesota
- Douglas L. Bolen, BSF**  
Ninety Six, SC  
Assistant Commissioner  
Georgia Department of Technical  
and Adult Education
- Donald G. Bruce, BLF**  
McClean, VA
- Constance G. Bundy, BLF**  
Fridley, MN  
President  
C. G. Bundy Associates
- Thomas R. Carroll, BSF**  
Bloomington, MN  
Program Director  
National Weather Service
- George H. Copa, BLF**  
Saint Paul, MN  
Professor and Chair  
Vocational and Technical Education  
University of Minnesota
- Mildred L. Cox, BSF**  
Minneapolis, MN  
Associate Professor  
Metropolitan State University
- Hannah E. Dean, BSF**  
Van Nuys, CA  
Associate Chief  
Nursing Service/Research VAMC
- Deidre Dodge, BLF**  
Duluth, MN
- Glenn S. Dorfman, BLF**  
Shoreview, MN  
Staff Vice President  
Minnesota Association of Realtors
- Gary Downing, BSF**  
Burnsville, MN  
Pastor  
Discipleship and Evangelism  
Faith Covenant Church
- Jacquelyn Ernster, BLF**  
Yankton, SD  
President  
Mount Marty College
- Eileen R. Flory, BSF**  
Saint Paul, MN  
Coordinator of Informal Programs  
Science Museum of Minnesota
- Rex W. Gaskill, BSF**  
Minneapolis, MN  
Director and Professor  
Department of Forensics  
Normandale Community College
- Dennis L. Gaspar, BLF**  
Mission, SD  
Director of Federal Programs  
Todd County Schools
- Alice T. Gasque, BSF**  
Vermillion, SD  
Coordinator  
Women's Studies  
University of South Dakota
- Lee E. Grugel, BSF**  
Madison, WI  
Chancellor  
University of Wisconsin Centers
- Margaret J. Hegge, BLF**  
Volga, SD  
Distinguished Professor/Assistant  
Dean College of Nursing  
South Dakota State University
- Douglas L. Huff, BSF**  
Saint Peter, MN  
Professor of Philosophy  
Gustavus Adolphus College
- Geoffrey R. Hunt, BSF**  
Denver, CO  
Curator and Co-owner  
High Plains Museum Services
- Barbara A. Jabr, BSF**  
Saint Paul, MN
- Linda J. Jadwin, BSF**  
Minneapolis, MN  
Vice President for Corporate  
Communications  
Ceridian Corporation
- Jean Juennemann, BSF**  
New Prague, MN  
Chief Executive Officer  
Queen of Peace Hospital
- Daniel L. Klassen, BSF**  
Northfield, MN  
President and Chief Executive  
Officer  
Information Technology Design  
Associates, Inc.
- Delores K. Lennon-Paterson, BSF**  
Excelsior, MN  
Bus Driver  
Metropolitan Transit Commission
- James C. LiaBraaten, BLF**  
Marlborough, MA  
Director of Training and Technology  
Development  
Arrow Automotive Industries
- Karen S. Loechler Bowen, BSF**  
New Hope, MN  
Director of Operations  
Hennepin County Parks
- William L. Madsen, BLF**  
Roseville, MN  
Director  
Graduate Program in Counseling  
Psychology  
University of Saint Thomas
- Betty Malen, BLF**  
Seattle, WA  
Associate Professor  
College of Education  
University of Washington
- Monica M. Manning, BLF**  
Saint Paul, MN  
Executive Officer  
The Nova Group
- Timothy M. Matthewson, BSF**  
Arlington, VA  
Program Officer  
National Endowment for the  
Humanities
- James R. McCarville, BSF**  
Richmond, VI  
President  
World Links Consulting
- Judith L. McDonald, BSF**  
Bemidji, MN  
Dean  
College of Arts and Letters  
Bemidji State University
- Carl R. McKay, BLF**  
Fort Totten, ND  
Tribal Chairman  
Devils Lake Sioux Tribe
- Gerald F. Moran, BSF**  
Maplewood, MN  
Health Management Consultant
- Thomas T. Olsen, BLF**  
Evergreen, CO  
Geologist  
U.S. Department of the Interior
- Michael T. Osterholm, BSF**  
Edina, MN  
State Epidemiologist and Chief  
Acute Disease Epidemiology Section  
Minnesota Department of Health
- Pamela J. Parker, BLF**  
Minneapolis, MN  
Director  
Long Term Care Options Project  
Minnesota Department of Human  
Services
- Victor V. Pavlenko, BSF**  
Englewood, CO  
Vice President/Operations  
U.S. West Spectrum Enterprises  
International
- Charles R. Retts, BSF**  
Phoenix, AZ  
Supervisor  
Employee and Management  
Training  
Utilities Company
- Rhoda D. Robinson, BLF**  
Duluth, MN  
Transition Specialist  
Duluth Public Schools
- Jacqueline M. Roedler, BSF**  
Saint Paul, MN  
President  
Roedler and Delmont  
Communications Consultants
- Sue A. Schmitt, BLF**  
Grand Forks, ND  
Dean  
College for Human Resources  
Development  
University of North Dakota
- Robert J. Shellum, BLF**  
Plymouth, MN  
Police Captain  
City of Golden Valley
- Craig Solomonson, BLF**  
Cambridge, MN  
Design Analyst  
Minnesota Educational Computing  
Corporation
- Lawrence Sommer, BSF**  
Lincoln, NE  
Director  
Nebraska State Historical Society



## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

Patrick T. Stevens, BSF  
Saint Paul, MN  
President  
Stevens Unlimited

Connie M. Steward, BSF  
Sudbury, MA  
Senior Vice President  
The Forum Corporation

Dennis Tanner, BSF  
Muskogee, OK  
President  
Bacone College

Carol B. Truesdell, BSF  
Minneapolis, MN  
Executive Director  
Minneapolis Youth Trust

John R. Weddle, BSF  
Edina, MN  
Director  
Finance and Banking  
General Mills, Inc.

Donn L. Young, BSF  
Pueblo, CO  
Financial Planner  
Donn L. Young Financial  
Services, Inc., CLU, CHFC

## 1983

Julio Almanza, BLF  
Cottage Grove, MN  
Director of Planning and  
Data Base Management  
Saint Paul Public Schools

Lynne A. Alpert, BSF  
Minneapolis, MN  
General Manager/President  
Le Bonne Table, Inc. (New French  
Cafe)

Jean B. Anderson, BSF  
Minneapolis, MN  
Executive Director  
Cooperating Fund Drive

Robert J. Berdahl, BSF  
(Address Unknown)

Rosellen Bohlen, BLF  
Champaign, IL  
Nurse Practitioner  
Carle Clinic

Ronald W. Bowen, BLF  
Minneapolis, MN  
President  
Prairie Restorations, Inc.

William T. Brown, BSF  
Eau Claire, WI  
Professor of Psychology  
University of Wisconsin-Eau Claire

Diadra Decker, BLF  
Inver Grove Heights, MN  
Principal  
Decker Business Consultants

Dale L. Dinger, BSF  
Devils Lake, ND  
President and Chief Financial  
Officer  
First National Bank

Robert L. Ellingson, BLF  
Hopkins, MN  
Government Relation Manager  
Board of Public Defense  
State of Minnesota

Linda Feist, BSF  
(Address Unknown)

Linda F. Fullerton, BSF  
Saint Peter, MN  
Director of Food Service  
Gustavus Adolphus College

Lila J. George, BLF  
Bemidji, MN  
Assistant Professor of Social Work  
Bemidji State University

Joan M. Graffius, BSF  
Plymouth, MN  
Manager  
Software and Test Engineering  
Litton Laser Systems

George D. Halonen, BLF  
Cokato, MN  
Vice President  
Hutchinson-Willmar Regional  
Technical College

James M. Hannon, BLF  
Saint Paul, MN  
Principal  
S and J Integrated Management  
Services

Margot Hood-Rogers, BSF  
Sioux Falls, SD  
Assistant Dean for Continuing  
Education  
University of South Dakota

Bruce C. Jacobsen, BSF  
Grand Forks, ND  
Dean  
College of Fine Arts  
University of North Dakota

Phyllis L. Kahn, BLF  
Minneapolis, MN  
State Representative  
State of Minnesota

Donna K. Knight, BLF  
(Address Unknown)

Steven W. Laible, BSF  
New Brighton, MN  
Partner  
KPMG Peat Marwick

Kenneth A. Landro, BSF  
Golden Valley, MN  
Executive Director  
Saint Francis Health Care  
Foundation

Michael J. Lane, BSF  
Duluth, MN  
Director  
Glensheen

Dana C. Larson, BLF  
Saint Paul, MN  
Administrator of Market Research  
Northern States Power Company

Arlene I. Lehto, BLF  
(Address Unknown)

Charles N. Lentz, BSF  
Oregon, WI  
Executive Director  
Wisconsin Education Association  
Council

Richard J. Lovett, BSF  
(Address Unknown)

Omelan A. Lukasewycz, BSF  
Duluth, MN  
Associate Professor and Assistant  
Dean  
School of Medicine  
University of Minnesota-Duluth

Janet C. Lund, BSF  
Minneapolis, MN  
Director  
Legislative Coordinating Committee  
Minnesota Legislature

Mary K. Mahoney, BSF  
Oakdale, MN  
Director of Administration Services  
Associate Director  
Ramsey County Community  
Human Services Department

Mark J. Meister, BSF  
Needham, MA  
Executive Director  
Archaeological Institute of America

Jesseli M. Moen, BSF  
Plymouth, MN  
Program Supervisor  
Journey Home and Passage Home

A. Dwayne Nelson, BSF  
Stillwater, MN  
Laboratory Manager  
3M Company

Karen E. Pearson, BSF  
Douglas, AK  
Director  
Nutrition Services  
Alaska Department of Health and  
Social Services

Frank R. Pommersheim, BLF  
Vermillion, SD  
Professor of Law  
University of South Dakota Law  
School

Peggy A. Reichert, BSF  
Saint Paul, MN  
Deputy Planning Director  
City of Minneapolis

Donovan Rypkema, BLF  
Washington, DC  
Principal  
Real Estate Services Group

Susan Showalter, BLF  
Minneapolis, MN  
President  
Showalter and Company

Dorothy J. Simpson, BSF  
Saint Cloud, MN  
Vice President for University  
Relations  
Saint Cloud State University

James M. Sulerud, BSF  
Chaska, MN  
District Representative  
Lutheran Brotherhood

Carol J. Swenson, BSF  
(Address Unknown)

Mons A. Teig, BLF  
Plymouth, MN  
Associate Professor of Pastoral  
Theology and Ministry  
Luther Northwestern Theological  
Seminary

Robert A. Ubbelohde, BLF  
Chassell, MI  
President  
Suomi College

Margaret Walker, BSF  
Paris, France  
Director of Market Development  
National Computer Systems

Janis H. Weiss, BSF  
Saint Paul, MN  
Dean of Instruction  
North Hennepin Community  
College

Stephen B. Wellington, Jr., BLF  
Saint Paul, MN  
President  
Wellington Management, Inc.

Ronald Williams, BLF  
Calabasas, CA  
Executive Vice President  
Group Services  
Blue Cross of Southern California

Karen E. Wilson, BSF  
Saint Paul, MN  
Project Developer and  
Marketing Director  
McDonald Homes, Inc.

## 1984

Philip J. Anderson, BLF  
Grand Rapids, MN  
Director of Academic Services  
Higher Colleges of Technology

Mary E. Bruns, BSF  
Saint Paul, MN  
Assistant Coordinator  
Department of Human Services

Joyce A. Burr, BLF  
Minot, ND

Michael A. Callahan, BSF  
Amarillo, TX  
Executive Vice President  
Saint Anthony's Hospital

Marilyn A. Christenson, BLF  
Moorhead, MN  
Director  
Fairmont Retirement Living Center

James P. Corcoran, BLF  
Somerville, MA  
Associate Professor  
Journalism  
Simmons College

Susan J. Crockett, BLF  
Fayetteville, NY  
Dean  
School of Human Development  
Syracuse University

John L. Davis, BSF  
Plymouth, MN  
Executive Director  
North Central Career Development  
Center

Beverly S. Driscoll, BSF  
White Bear Lake, MN  
Assistant to the Commissioner  
Department of Revenue  
State of Minnesota

David J. Ericson, BLF  
Bloomington, MN  
Police Lieutenant  
Bloomington Police Department

Johnna D. Ferderber, BLF  
Ely, MN  
Catalog Producer  
The Boundary Waters Catalog  
Piragis Northwoods Company

Daniel N. Fritze, BLF  
Boca Raton, FL  
Manager  
World Wide Vendor Quality  
Conner Peripherals

Jacquelyn G. Fuller, BSF  
Lead, SD  
Mayor  
City of Lead

Shirley Halleen, BLF  
Sioux Falls, SD  
Consultant  
Public Relations and Development  
Good Samaritan Society

Jeanne Hanson, BSF  
Edina, MN  
Literary Agent

Kenneth E. Irmien, BLF  
Bismarck, ND  
Microbiology Supervisor  
Quain and Ramstad Clinic

Richard Kauffman, BSF  
Scottsdale, AZ  
Assistant Director  
of Business and Management  
Programs  
University of Phoenix

Michael T. Kauper, BSF  
Minneapolis, MN  
Partner and Co-Producer  
Turner-Kauper Family Day Care  
The Family Day Care Radio Show

Barry A. Kelner, BSF  
Minnetonka, MN  
Vice President  
Investments and Trust  
Norwest Bank Wayzata Office

Larry J. Kitto, BLF  
Saint Paul, MN  
President  
Management and Public Affairs  
Consultants

Dorrance W. Larson, BSF  
Brookings, SD  
Psychologist

Mary Jo Larson, BLF  
Arlington, MA  
Senior Research Associate  
Institute for Health Policy  
The Heller School  
Brandeis University

Ruth Ann Lorentzen, BLF  
(Address Unknown)

Alice K. Olson, BLF  
New York, NY  
Director  
Center for Continuing Education  
Sarah Lawrence College

Leo Patch, BLF  
Lakeland, MN

James A. Rice, BSF  
Minneapolis, MN  
Senior Vice President  
Health Span and  
President, Health Central  
International

Miriam L. Shark, BLF  
Norwalk, CT  
Senior Associate  
Annie E. Casey Foundation

Kathleen K. Smith, BLF  
(Deceased)

Raymond J. Spack, BSF  
Minneapolis, MN  
D.A.R.E. Coordinator  
Bureau of Criminal Apprehension  
State of Minnesota

Nancy H. Speer, BSF  
Scandia, MN  
Director of Development and  
External Relations  
Hubert H. Humphrey Institute  
of Public Affairs  
University of Minnesota

James E. Sperry, BSF  
Bismarck, ND  
Superintendent  
State Historical Society of  
North Dakota

James H. Storm, BSF  
Excelsior, MN  
Executive Director  
Loring Nicollet-Bethlehem  
Community Centers, Inc.

Mary Tingerthal, BLF  
Saint Paul, MN  
Vice President Special Projects  
Residential Funding Corporation

Ha H. Tuong, BSF  
Edina, MN  
Teacher  
Minneapolis Public Schools

Bernadine Watson, BSF  
(Address Unknown)

Barbara J. Whitmore, BSF  
Edmonds, WA  
Consultant

Bruce M. Williams, BSF  
Sioux Falls, SD  
Pastor  
Gloria Dei Lutheran Church

E. Penney Wilson, BLF  
Mission, SD  
Medical Social Worker  
Rosebud Indian Health Service  
Hospital

Kristin L. Wilson, BSF  
Inver Grove Heights, MN  
Vice President and Branch Manager  
Waterfield Financial Corporation

Janice Winchester Nadeau, BLF  
Stillwater, MN  
Marriage and Family Therapist  
Grief Clinical Specialist  
North West Youth and Family  
Services

Leroy A. Yarger, BSF  
Minot, ND  
Senior Pastor  
First Lutheran Church

## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

Helen Yates, BLF  
Eagan, MN  
Assistant Commissioner  
Health Administration  
Department of Human Services  
State of Minnesota

Holly YoungBear-Tibbetts, BSF  
Stevens Point, WI  
Assistant Professor  
Department of Geography and  
Geology  
University of Wisconsin-  
Stevens Point

Rodney Zemke, BLF  
River Falls, WI  
Vice President  
Springsted, Inc.

### 1985

David J. Albersman, BLF  
Golden Valley, MN

David W. Anderson, BLF  
Edina, MN  
Executive Vice President  
Grand Casinos, Inc.

Carol J. Birkland, BLF  
Chicago, IL  
Secretary  
Middle East and Ethiopia  
Evangelical Lutheran Church

Craig A. Boehlke, BSF  
Cottage Grove, MN  
Senior Pastor  
Christ the King Lutheran

Darryl W. Booker, BSF  
Duluth, MN  
Architect and Partner  
Damberg, Scott, Peck and  
Booker, Inc.

John L. Bungum, BSF  
Saint Peter, MN  
Associate Professor and Chair  
Department of Economics/Business  
Gustavus Adolphus College

Joy Bussert, BLF  
Minneapolis, MN  
Senior Pastor  
Diamond Lake Lutheran Church

Michael P. Conforti, BSF  
Saint Paul, MN  
Chief Curator/Bell Memorial  
Curator of Decorative Arts and  
Sculpture  
The Minneapolis Institute of Arts

John M. Davis, BSF  
Plymouth, MN  
Director  
Manufacturing and Design  
Engineering  
Tennant Company

Harold J. Galvin, BLF  
Minneapolis, MN  
President and Chief Executive  
Officer  
Cycle Software Services

Jean Goldsberry, BLF  
Newtonville, MA  
Director  
HIRE Enterprises

James D. Hainlen, BSF  
Stillwater, MN  
Orchestra Director and Coordinator  
for the Gifted and Talented Program  
Stillwater Public Schools

Cynthia M. Heelan, BSF  
Grand Rapids, MN  
Acting President  
Arrowhead Community College

William H. Heidcamp, BSF  
Saint Peter, MN  
Professor and Chair  
Department of Biology  
Gustavus Adolphus College

Schuyler O. Houser, BLF  
Saskatchewan, Canada  
Assistant Professor  
Saskatchewan Indian Federated  
College

Scott H. Husby, BLF  
Washington, DC  
Rare Book Conservator  
Smithsonian Institution

Judith M. Johnson, BLF  
(Address Unknown)

Diane K. Langemo, BLF  
Grand Forks, ND  
Professor of Nursing  
College of Nursing  
University of North Dakota

Edith M. Lohr, BLF  
Marlboro, MA  
President and Chief Executive  
Officer  
Lutheran Social Services of  
New England

Kenneth W. Melius, BSF  
Pierre, SD  
Executive Director  
South Dakota State Employees  
Organization

Ruth Ann Mickelsen, BLF  
Saint Paul, MN  
Associate General Counsel  
Medica

Mark G. Mishek, BSF  
Saint Paul, MN  
General Counsel  
HealthOne Corporation

Delwin K. Ohrt, BLF  
Lakeville, MN  
Vice President for Medical Affairs  
Medical Director  
Blue Cross and Blue Shield of  
Minnesota

Thomas D. Peacock, BLF  
Cloquet, MN  
Superintendent of Education  
Fond du Lac Reservation

Lawrence Pogemiller, BLF  
Minneapolis, MN  
Senator  
State of Minnesota

Wallace G. Rogers, BSF  
Eau Claire, WI  
Director of Planning and  
Development  
Eau Claire County

David W. Sam, BLF  
Brooklyn Center, MN  
Draftsman  
EMA, Inc.

Patricia S. Schaefer, BSF  
Minneapolis, MN  
Co-Principal  
Lake Country School  
Orrin Shane, BSF  
Saint Paul, MN  
Chief Curator  
Research and Collections Division  
The Science Museum of Minnesota

Thomas R. Smerling, BLF  
Washington, DC  
Senior Consultant  
National Democratic Institute for  
International Affairs

Gregory W. Solien, BSF  
Saint Cloud, MN  
District Court Administrator  
Seventh Judicial District

Thomas F. Stark, BSF  
(Deceased)

Wayne J. Stein, BLF  
Bozeman, MT  
Director Assistant Professor  
Center for Native American Studies

Gordon C. Thayer, BLF  
Minneapolis, MN  
President  
American Indian Housing  
Corporation

Mary T. Tjosvold, BSF  
Coon Rapids, MN  
Chief Executive Officer  
Mary T., Inc. Health Care and  
Residential Service

Robert Vanasek, BLF  
New Prague, MN  
President  
Minnesota High Technology Council

Mary Jane Whiteside, BLF  
Minneapolis, MN  
Associate Director  
University of Minnesota Alumni  
Association

Miriam Q. Williams, BSF  
Mendota Heights, MN  
Associate Vice President  
Academic Affairs  
University of Saint Thomas

Arba-Della Wohlfeil, BSF  
Sioux Falls, SD  
Executive Director  
Family Service, Inc.

**Nanette J. Boehm, BLF**  
Eau Claire, WI  
Certified Nurse Midwife  
Group Health Cooperative Highland  
Clinic

**Winston Borden, BSF**  
Saint Paul, MN  
President  
Minnesota Chamber of Commerce  
and Industry

**Mary Boyd, BSF**  
Saint Paul, MN  
Principal  
Area Learning Center  
Saint Paul Public Schools

**J. William Cadotte, BLF**  
Hayward, WI  
Executive Director  
Lac Courte Oreilles Tribal  
Government

**Brian E. Copp, BSF**  
River Falls, WI  
Assistant Dean and Professor of  
Sociology  
College of Arts and Sciences  
University of Wisconsin-River Falls

**Joseph C. Crawford, BSF**  
La Pointe, WI  
Attorney at Law  
Crawford Law Office

**Carl W. Cummins, BSF**  
Mendota Heights, MN  
Attorney At Law  
Cummins Law Firm

**James H. Day, BLF**  
Minneapolis, MN  
Senior Vice President  
Minnesota Private College Council  
Fund and Research Foundation

**Louis DeThomasis, FSC, BSF**  
Winona, MN  
President  
Saint Mary's College of Minnesota

**Mary Ann S. Dressel, BSF**  
Saint Paul, MN  
Professor of Natural Science  
Metropolitan State University

**Ruth S. Dzik, BSF**  
Wahpeton, ND  
Director  
Riveredge Hospice  
Saint Francis Medical Center

**Marilou D. Eldred, BSF**  
Saint Paul, MN  
Vice President and Academic Dean  
College of Saint Catherine

**Wayne Fisher, BLF**  
Baltimore, MD  
Co-Director  
Neuro Behavioral Unit  
Kennedy Krieger Institute

**Steven S. Foldes, BSF**  
Minneapolis, MN  
Manager of Program Research and  
Evaluation  
Minnesota Department of Human  
Services Health Care Management  
Division

**Marilyn G. Gayda, BSF**  
Minneapolis, MN  
Vice President Sales and Marketing  
Johnson Institute

**David M. Gring, BSF**  
Salem, VA  
President  
Roanoke College

**Alan L. Hans, BLF**  
Saint Paul, MN  
Senior Vice President  
Evensen Dodge, Inc.

**David A. Hanson, BLF**  
Boxborough, MA  
Senior Program Manager  
ENSR Consulting

**DeLorez T. Houle, BSF**  
Saint Paul, MN  
Social Worker III  
Ramsey County Community  
Human Services Department

**Kenton R. Kaufman, BLF**  
El Cajon, CA  
Director of Orthopedic Research  
Manager, Motion Analysis  
Laboratory  
Children's Hospital

**Kathleen A. Luetmer, BLF**  
Minneapolis, MN  
Postal Service Manager  
United States Postal Service

**James F. Miller, BSF**  
Minnetonka, MN  
City Manager  
City of Minnetonka

**Jackie M. Millslagle, BLF**  
Aberdeen, SD  
Assistant Dean of Business  
Administration  
Northern State College

**Mary M. Mooney, BSF**  
Bismarck, ND  
Chairperson  
Department of Nursing  
University of Mary

**Agnes Otting, BSF**  
West Germany,  
Hospital Administrator  
Franciscan Sisters

**Cecilia M. Pemberton, BLF**  
Bryn Mawr, PA

**Sondra J. Quinn, BSF**  
Orlando, FL  
Executive Director  
Orlando Science Center

**Christine E. Rud, BSF**  
(Address Unknown)

**Claudia Ryan, BLF**  
Minnetonka, MN  
Associate Director  
Minnesota Business Partnership

**Gene A. Scapanski, BLF**  
Saint Paul, MN  
Dean  
Divison of Pastoral Studies  
University of Saint Thomas

**Arne Selbyg, BLF**  
Bettendorf, IA  
Dean  
Augustana College

**Terrence K. Shelton, BLF**  
Madison, WI  
City Editor  
Wisconsin State Journal

**John Paul Smith, BLF**  
Nevis, MN  
District Court Judge  
Cass County Court House

**Kathleen Ann Speltz, BLF**  
Saint Paul, MN  
Public Affairs Consultant

**Jerry M. Stai, BSF**  
Minot, ND  
Vice President for Lending  
First American Bank and Trust

**Ruth G. Thomas, BSF**  
Saint Paul, MN  
Associate Professor and  
Division Head  
University of Minnesota

**Terry J. Thompson, BSF**  
Minneapolis, MN  
Vice President for Public Relations  
The Pillsbury Company

**Margaret E. Weber, BLF**  
Minneapolis, MN  
Development Consultant  
Margaret Weber Consulting

**Sharon L. Wickner, BLF**  
Rochester, MN  
Chemical Dependency Counselor  
Alcohol and Drug Dependency Unit  
Mayo Clinic

**Patricia S. Wilder, BSF**  
Saint Paul, MN  
Executive Director  
Northwest Hennepin Human  
Services Council

**May K. Y. Yue, BSF**  
(Address Unknown)

**Maurice J. Zaffke, BLF**  
Lynchburg, VA  
Associate Professor of Business and  
Government  
Liberty University

## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

1987

- Catherine Addy, BLF  
*(Address Unknown)*
- Jessica Bailey, BLF  
*(Address Unknown)*
- Jon E. Bathke, BSF  
Fairmont, MN  
Superintendent  
Granada/Huntley-East Chain District
- Robert A. Bushfield, BLF  
Grand Forks, ND  
Planning Director and Executive Director  
City of Grand Forks
- Linda Joyce Camp, BSF  
Saint Paul, MN  
Director  
City and County Purchasing Department  
City of Saint Paul
- Donald M. Cassata, BSF  
Bloomington, MN  
Chiropractor
- John W. Christian, BSF  
Sunnyvale, CA  
Director  
Parks and Recreation  
City of Sunnyvale
- Richard Y. Chuang, BSF  
Aberdeen, SD  
Dean  
College of Arts and Sciences  
Northern State University
- June H. Cicero, BSF  
River Falls, WI  
Director  
Continuing Legal Education  
Minnesota Supreme Court
- Edward Duren, Jr., BLF  
Roseville, MN
- David F. Ebnet, BSF  
Saint Cloud, MN  
Executive Director  
Stearns County Historical Society
- Neal C. Eddy, BSF  
Mitchell, SD  
Executive Vice President  
Dakota Wesleyan University
- Alva W. Emerson, BLF  
Minneapolis, MN  
Lieutenant, Associate Director  
Community Crime Prevention-SAFE  
Minneapolis Police Department
- Marilyn M. Erickson, BLF  
Edina, MN  
Director/Mediator  
Family Mediation Services, Inc.
- Anthony J. Filipovitch, BSF  
Mankato, MN  
Professor of Urban and Regional Studies  
Mankato State University
- Donald L. Frankenfeld, BLF  
Rapid City, SD  
Assistant Vice President  
E.F. Hutton and Company, Inc.
- Carol J. Freeman, BLF  
Minneapolis, MN  
Doctoral Student in Education  
University of Minnesota
- Dale E. Froelich, BSF  
Sioux Falls, SD  
President and Chief Executive Officer  
Business Aviation
- Thomas H. Frost, BLF  
Saint Paul, MN  
Assistant Attorney  
Hennepin County Attorney's Office
- Roy Garza, BSF  
Saint Paul, MN  
Executive Assistant to  
Commissioner  
Department of Employee Relations  
State of Minnesota
- Mary L. Helf, BSF  
Eugene, OR  
Trial Court Administrator  
Circuit and District Court  
Lane County
- Kay C. Hendrikson, BLF  
Saint Paul, MN  
Public Guardianship Administrator  
Minnesota Department of Human Services
- Brian L. Kaatz, BSF  
Sioux Falls, SD  
Assistant Director of Pharmacy  
Sioux Valley Hospital
- Judy B. Kemp, BSF  
Valley City, ND  
Vice President for Academic Affairs  
State University of North Dakota
- Philip Klees, BLF  
*(Address Unknown)*
- Anthony E. Kuznik, BSF  
Hibbing, MN  
Provost  
Hibbing Community College
- Stanley E. LaFontaine, BLF  
Rolla, ND  
Acting Director  
Job Training Partnership
- Leonard Lee, BSF  
White Plains, NY
- David C. Link, BLF  
Sioux Falls, SD  
Director of Data Processing  
Sioux Valley Hospital
- David A. Maggitt, BSF  
Golden Valley, MN  
General Agent  
State Farm Insurance
- James P. Mangan, BSF  
Minneapolis, MN  
Executive Director  
Working Group on Economic Dislocation
- Bette G. Midgarden, BSF  
Fargo, ND  
Assistant Vice President for Academic Affairs  
Moorhead State University
- Vivian J. Nelsen, BLF  
Minneapolis, MN  
Administrative Director  
Hubert. H. Humphrey Institute of Public Affairs  
University of Minnesota
- Timothy J. Ogren, BSF  
Minneapolis, MN  
Assistant Executive Director  
American Federation of Television and Radio Artists
- Helen C. Peltier, BLF  
Cordova, TN  
Team Leader  
Kimberly-Clark Corporation
- Richard T. Read, BSF  
Forest Grove, OR  
Archivist and Curator  
Pacific University
- Pamela J. Rezac, BSF  
Yankton, SD  
Vice President  
Health Care Services  
Presentation Health System
- C. Ford Runge, BLF  
Saint Paul, MN  
Professor of Agriculture and Applied Economics  
University of Minnesota
- Nancy Scanlan, BSF  
Chino Hills, CA  
Associate  
Greg Animal Hospital
- Mary Ellen Schmitter, BSF  
Moorhead, MN  
Dean of Graduate Studies  
Moorhead State University
- Peter L. Schmidt, BSF  
West Fargo, ND  
Senior Pastor  
Faith Lutheran Church
- Therese Sherlock, BSF  
Minneapolis, MN  
Administrative Editor and Partner  
Editorial Development Associates
- Loren Solberg, BLF  
Bovey, MN  
State Representative  
Math Teacher  
Minnesota House of Representatives  
Independent School District #316
- Francis W. Steindorf, BLF  
Madison, WI  
Consultant  
Department of Public Instruction  
State of Wisconsin
- Rajiv Tandon, BLF  
Bloomington, MN  
Director  
Venture Management Institute  
University of Saint Thomas
- Tom E. Trabin, BLF  
Richmond, CA  
Consultant  
Institute for Behavioral Healthcare
- Denison W. Tucker, BLF  
Madison, WI  
Executive Director  
Northwest Passage
- Steven R. Watson, BLF  
Edina, MN  
Director  
Government Programs  
National Computer Systems, Inc.
- Sister Thomas Welder, BSF  
Bismarck, ND  
President  
University of Mary
- Ernest C. Wynne, BSF  
Apple Valley, MN  
Physician  
Hennepin Faculty Associates

- Margaret Arzdorf-Schubbe, BLF**  
Afton, MN  
Consultant  
Afton Consultants
- Loretta Bad Heart Bull, BLF**  
Rapid City, SD  
Education and Training Specialist  
Indian Health Service  
Sioux San Hospital
- William Bradford, BLF**  
Palo Alto, CA  
Business Manager  
Theatre Works
- Joseph N. Bresette, BLF**  
Lac du Flambeau, WI  
Executive Director  
Great Lakes Inter-Tribal Council
- John L. Brown, BLF**  
Pierre, SD  
Attorney  
Riter, Mayer, Hofer and Riter
- Larry L. Brown, BSF**  
Austin, MN  
Manager of Distribution  
George A. Hormel and Company
- Gloria D. Brush, BSF**  
Duluth, MN  
Professor and Chair  
Department of Art  
University of Minnesota-Duluth
- Brian C. Champion, BSF**  
La Crosse, WI  
President and Chief Executive Officer  
Franciscan Health Care System
- Raymond Cross, BLF**  
(Address Unknown)
- Carolyn Clar DeCato, BSF**  
Pittsburgh, PA  
Student  
University of Pittsburgh  
Joseph Katz School of Business
- Robert T. Derus, BSF**  
Maple Grove, MN  
City Administrator  
City of Corcoran
- Karen J. Gillis, BLF**  
Dunseith, ND  
Principal  
BIA-Dunseith Day School
- Rita G. Goldhammer, BSF**  
Moundsvie, MN  
Executive Director  
Gillette Children's Hospital  
Foundation
- Esperanza Guerrero Anderson, BSF**  
Minneapolis, MN  
President and Chief Executive Officer  
Milestone Growth Fund
- Waldo A. Hagen, BLF**  
River Falls, WI  
Associate Director  
Physical Plant  
University of Wisconsin-River Falls
- Gail H. Hagerty, BSF**  
Burleigh County  
Judge  
Burleigh County
- Jane Howard, BSF**  
Tonka Bay, MN  
Director of Development  
The Blake School
- Jerome E. Johnson, BLF**  
Burnsville, MN  
Director  
Industrial Business Engineering  
Onan Corporation
- Marlys C. Johnson, BSF**  
Saint Peter, MN  
Executive Vice President  
Citizens' Scholarship Foundation of  
America, Inc.
- Knute Knudson, BLF**  
Washington, DC  
Deputy Chief of Staff  
Minnesota Department of Interior
- Rock J. LaManna, BSF**  
Saint Paul, MN  
Executive Vice President  
Vomela Specialty Company
- Timothy J. Langley, BLF**  
Sioux Falls, SD  
Attorney  
Nasser Law Offices, P.C.
- Alan A. Larson, BLF**  
Coral Springs, FL  
Director of Finance  
Citrix Systems, Inc.
- Roger G. Martin, BSF**  
Sioux Falls, SD  
Neonatal Nurse Practitioner  
Clinical Nurse Specialist  
Sioux Valley Hospital
- Robert C. Mazanec, BSF**  
Saint Paul, MN  
Department Director  
Metropolitan Council of the  
Twin Cities
- Timothy P. Mullner, BSF**  
(Address Unknown)
- Karen E. Nagle, BLF**  
Rochester, MN  
President  
Rochester Community College
- Keith B. Norton, BSF**  
Robbinsdale, MN  
Director of Organizing  
GCIU Local IM
- Gregory J. Peterson, BLF**  
Minneapolis, MN  
Vice President  
Padilla, Speer, Beardsley, Inc.
- Ronald A. Prasek, BSF**  
Bloomington, MN  
Senior Pastor  
Oak Grove Lutheran Church
- Josephine Reed-Taylor, BSF**  
Saint Louis Park, MN  
Dean of Students  
Minneapolis Community College
- Richard H. Smith, BSF**  
Jamestown, ND  
Academic Dean  
Jamestown College
- Alyce Spotted Bear, BLF**  
Ithaca, NY  
Doctoral Student  
Education Administration  
American Indian Program  
Cornell University
- Joyce E. Stenstrom, BLF**  
Red Wing, MN  
Human Factors Consultant
- LeRoy Stumpf, BLF**  
Thief River Falls, MN  
Senator  
State of Minnesota
- Robert L. Thomas, BLF**  
Sioux Falls, SD  
Attorney and Managing Director  
May, Johnson, Doyle, and  
Becker, P.C.
- Dennis Thompson, BLF**  
Mitchell, SD  
Assistant Vice President  
Norwest Bank of South Dakota, NA
- Erma Vizenor, BLF**  
Ponsford, MN  
Chief School Administrator  
Pine Point Public School  
District #025
- Herbert Yoskowitz, BSF**  
Wilmington, DE  
Rabbi  
Beth Shalom Congregation
- Steven J. Zellmer, BLF**  
Rapid City, SD  
President  
Dacotah Cement
- Judith K. Zivanovic, BSF**  
Manhattan, KS  
Associate Dean  
Director of Honors Program  
Department of Arts and Sciences  
Kansas State University

## Bush Leadership Fellows Program

(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

1989

Ira R. Adelman, BSF  
Saint Paul, MN  
Chair  
Professor  
Fisheries and Wildlife  
University of Minnesota

David O. Allen, BSF  
Saint Paul, MN  
Executive Director  
Resources for Child Caring

Pamela Baker, BLF  
Boston, MA  
Counsel  
Liberty Mutual Insurance Group

Willarene Beasley, BLF  
Roseville, MN  
Principal  
The Connection Center  
Minneapolis Public Schools

Virginia L. Belden, BSF  
Saint Paul, MN  
Partner  
Belden Hyatt

Patricia D. Berg, BSF  
Sunburg, MN  
Director  
Kandiyohi County Community  
Health Service

Tom M. Beyer, BSF  
Sparks, NV  
Chief Appellate Judge  
Chief Tribal Judge  
Court of Appeals  
Western Nevada

Valerie J. Broughton, BSF  
Duluth, MN  
Associate Vice Chancellor  
Academic Affairs  
University of Minnesota-Duluth

Carole A. Coffey, BLF  
Saint Paul, MN  
Clinical Psychologist  
Saint Paul Children's Hospital

Susan W. Crawford, BSF  
Inver Grove Heights, MN  
Associate Dean  
Institutional Effectiveness  
Minneapolis Community College

Sherry S. Davis, BSF  
Shorewood, MN  
Manager  
Corporate and Foundation Relations  
Minnesota Public Radio

Mark Dienhart, BSF  
Saint Paul, MN  
Senior Associate Director  
University of Minnesota

Christopher L. Dill, BSF  
Bismarck, ND  
Director  
Museum Division  
State Historical Society of  
North Dakota

Richard H. Fasnacht, BSF  
Mankato, MN  
Judicial District Administrator  
Blue Earth County Government  
Center  
Fifth District of the Minnesota  
Supreme Court

Vikki L. Fix, BLF  
Vermillion, SD  
Assistant Professor  
Computer Science Department  
University of South Dakota

Candis Hanson, BLF  
Sioux Falls, SD  
Group Process Specialist  
Meeting Management Services

Paul H. Harris, BLF  
Bayport, MN  
Senior Pastor  
Bethlehem Lutheran Church

Mary Kay Helling, BLF  
Brookings, SD  
Acting Department Head  
Department of Human  
Development and Family and  
Consumer Sciences  
University of South Dakota

Pamela J. Hill, BSF  
Detroit, MI  
Corporate Director of Development  
Henry Ford Health System

Jan K. Jenson, BSF  
Gordon, WI  
Specialist  
Instructional Grants and Projects  
Wisconsin Indianhead Technical  
College

Katherine A. Kinsman, BLF  
Rapid City, SD  
Vice President  
Helix Systems, Inc.

Mark S. Kirschbaum, BLF  
Eagan, MN  
Director of Nursing Practice and  
Evaluation  
Minneapolis Children's Medical  
Center

Lyle Koski, BLF  
Stacy, MN  
Director of Education  
North Branch Schools

Richard A. Krueger, BLF  
Staples, MN  
Information Management  
Consultant and State Representative  
State of Minnesota

Lanny Law, BSF  
New Brighton, MN  
Senior Pastor  
Oak Hill Baptist Church

Michael McCauley, BLF  
Owatonna, MN  
City Manager  
City of Waseca

Ellen K. McGovern, BSF  
Rapid City, SD  
Director  
Rapid City Regional Hospital  
School of Nursing

Claire McInerney, BSF  
Saint Paul, MN  
Associate Professor  
Department of Information  
Management  
College of Saint Catherine

Bruce Milhans, BLF  
Paris, France

Janice Mitchell, BSF  
Sioux Falls, SD  
Assistant Director  
Nutrition and Food Services  
Sioux Valley Hospital

Patricia Moen, BLF  
Saint Paul, MN  
Director of Planning and  
Policy Analysis  
Ramsey County Sheriff's  
Department

Linda F. Paulson Norderhaug,  
BSF  
Brookfield, WI  
Homemaker

Michael C. Ryan, BLF  
Warsaw, Poland  
Ministry of Privatization

Mary B. Schaefer, BLF  
Boston, MA  
President  
Schaefer and Associates

Stephanie Sorensen, BSF  
Farmington, PA  
Midwife  
Spring Valley Bruderhof

Kimberly R. Stokes, BLF  
Britt, MN  
Northern Minnesota Director  
for U.S. Senator Paul Wellstone

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

Jane E. Winston, BSF  
Eden Prairie, MN  
Manager  
Minority Supplier Development  
The Pillsbury Company

Sue Zabel, BLF  
Washington, DC  
Director of Congregation-  
Based Education  
Wesley Theological Seminary

- John A. Baule, BSF  
Yakima, WA  
Director  
Yakima Valley Museum
- Helen B. Bruce, BSF  
Minneapolis, MN  
Certified Nurse Midwife  
Ramsey Midwives Ramsey Clinic  
Saint Paul-Ramsey Medical Center
- Larry G. Burd, BLF  
Grand Forks, ND  
Educational Specialist  
University of North Dakota  
Medical Rehabilitation Hospital
- Darren D. Carroll, BSF  
Minneapolis, MN  
Organizer  
The Newspaper Guild
- James L. Davis, BSF  
Belcourt, ND  
Agency Superintendent for  
Education  
Bureau of Indian Affairs
- Loretta M. DeLong, BLF  
Belcourt, ND  
Middle School Teacher  
Turtle Mountain Day Treatment  
Program
- Michael G. Diedrich, BLF  
Rapid City, SD  
Attorney and State Senator
- Doris Giago, BLF  
Brookings, SD  
Assistant Professor  
South Dakota State University
- Ellen Glood, BSF  
Rapid City, SD  
Vice President  
Automated Maintenance Service
- Dwight A. Gourneau, BLF  
Rochester, MN  
Deputy Director  
American Indian Science and  
Engineering Society (AISES)
- Jean E. Hammink, BLF  
Minneapolis, MN  
Planning Specialist  
Department of Human Services  
Ramsey County
- Janette M. Hare, BSF  
Corvallis, OR  
Associate Professor and Extension  
Family Specialist  
Department of Human  
Development  
Oregon State University
- Judith K. Healey, BSF  
Minneapolis, MN  
President  
Executive Consulting
- Thomas L. Johnson, BLF  
Minneapolis, MN  
Attorney and Partner  
Gray, Plant, Mooty, Mooty and  
Bennett
- Bert Kae-Je, BSF  
Appleton, WI  
Executive Director  
Fox Valley Pastoral Counseling  
Center
- John H. Knight, BSF  
La Crosse, WI  
Academic Dean  
Viterbo College
- Laurie Kramer, BSF  
Minneapolis, MN  
Assistant Director  
Jewish Community Center
- Judith A. Lee, BSF  
Cavalier, ND  
Assistive Technology Consultant
- Paul K. Legler, BLF  
Belmont, MA  
Senior Policy Analyst  
Center for Social Policy  
Harvard University
- Don E. Lifto, BSF  
Mahtomedi, MN  
Superintendent  
Mahtomedi Public Schools
- Lee Luebbe, BSF  
Winona, MN  
Consultant and Trainer  
Luebbe Consulting Services
- Russell V. Luepker, BSF  
Minneapolis, MN  
Professor of Public Health  
and Preventive Medicine  
University of Minnesota
- Patrick Madden, BSF  
Hurley, WI  
Circuit Judge  
Wisconsin Courts
- Judy K. Magnuson, BSF  
Grand Forks, ND  
Director  
Magnuson Clinical Lab  
Consulting Services
- Helen I. Melland, BLF  
Grand Forks, ND  
Chair  
Nursing Professionalism  
Department  
College of Nursing  
University of North Dakota
- Gerald E. Monette, BLF  
Belcourt, ND  
President  
Turtle Mountain Community  
College
- Thomas V. Moss, BLF  
Saint Paul, MN  
Director  
Long Term Care Facilities Division  
Department of Human Services  
State of Minnesota
- Marsha J. Neff, BLF  
Moorhead, MN  
Doctoral Student  
Women's Studies and  
American Studies  
University of Minnesota
- Tom W. Pfeifle, BLF  
Rapid City, SD  
Manager  
Materials Laboratory  
RE/SPEC, Inc.
- Jon F. Pratt, BLF  
Minneapolis, MN  
Executive Director  
Minnesota Council of Nonprofits
- Judy A. Schuck, BSF  
Eden Prairie, MN  
Associate Dean of Students  
Minneapolis Community College
- Gayla L. Shoemaker, BSF  
Saint Paul, MN  
Associate Dean for the Institute for  
Library Education  
North Hennepin Community  
College
- Ann M. Shrader, BSF  
Edina, MN  
Vice President  
HealthEast-Midway Hospital
- Carolyn M. Torma, BLF  
Chicago, IL  
Continuing Education Director  
American Planning Association
- Jose E. Vega, BSF  
River Falls, WI  
Associate Professor  
College of Education  
University of Wisconsin-River Falls
- Richard W. Weise, BLF  
(Address Unknown)
- Janet R. Wiessner, BSF  
New Brighton, MN  
Deputy Commissioner  
Department of Employee Relations  
State of Minnesota
- John S. Wright, BLF  
Minneapolis, MN  
Associate Professor  
Department of Afro-American and  
African Studies  
University of Minnesota



(BLF = Long Awards – 4 to 18 months; BSF (formerly Bush Summer Fellowship) = Short Awards – 3 to 10 weeks)

1991

**Kathryn E. Anderson, BSF**  
*Eau Claire, WI*  
Assistant Professor  
School of Nursing  
University of Wisconsin-Eau Claire

**Jaochim M. Banda, BSF**  
*Hudson, WI*  
Unit Supervisor  
Management Information Systems  
Hennepin County Community  
Services

**Alta M. Bordeaux, BLF**  
*Saint Paul, MN*  
Prevention Coordinator  
Three Rivers Co-op

**Mary K. Brandl, BSF**  
*Minneapolis, MN*  
Instructor in Self Defense

**Donald J. Brunquell, BLF**  
*Saint Paul, MN*  
Director  
Office of Ethics  
Minneapolis Children's Medical  
Center

**John R. Chell, BLF**  
*Cambridge, MA*  
Assistant Commissioner  
Minnesota Pollution Control Agency

**Gary L. Cunningham, BLF**  
*Somerville, MA*  
Director of Compliance  
Massachusetts Turnpike Authority

**Elizabeth V. Cutter, BLF**  
*Minneapolis, MN*  
Assistant  
Hennepin County Attorney  
Hennepin County

**Rodney A. Danielson, BLF**  
*Hollywood, CA*  
Managing Partner  
Feldner and Danielson, Attorneys

**Daphne D. DePorres, BSF**  
*Saint Anthony, MN*  
Executive Director  
Saint Martin Institute for  
Organization, Change and Renewal

**Genie C. Dixon, BSF**  
*Minneapolis, MN*  
Consultant for Non-profit  
Organizations

**Ellen M. Engelhart, BLF**  
*Aberdeen, SD*  
Assistant Professor and Chair  
Department of Special Education  
Northern State University

**David F. Fisher, BSF**  
*Minneapolis, MN*  
Vice President and Associate  
General Counsel  
The Pillsbury Company

**Gilbert R. Friend-Jones, BSF**  
*Minneapolis, MN*  
Senior Minister  
Mayflower Church  
United Church of Christ

**Scott N. Heidepriem, BLF**  
*Sioux Falls, SD*  
Attorney and Managing Partner  
Johnson, Heidepriem, Miner and  
Marlow

**Christopher D. Herlinger, BLF**  
*New York, NY*  
Doctoral Student  
Union Theological Seminary

**Donald L. Jorgensen, BSF**  
*Hettinger, ND*  
District Judge  
State of North Dakota

**Donald E. Klassen, BSF**  
*Lake City, MN*  
President  
Performance Solutions, Inc.

**Joyce A. Lake, BLF**  
*Minneapolis, MN*  
Assistant Principal  
Folwell Middle School  
Minneapolis Public Schools

**Margo E. Maris, BSF**  
*Saint Paul, MN*  
The Canon to the Ordinary  
Episcopal Diocese of Minnesota

**Peter P. McDermott II, BSF**  
*Grand Rapids, MN*  
Treasurer  
Corporate Controller  
Blandin Paper Company

**Janet M. McNew, BLF**  
*Cold Spring, MN*  
Professor and Chair  
Department of English  
Saint John's University

**Donald G. Meyer, BSF**  
*White Bear Lake, MN*  
Vice President for Academic Affairs  
North Central Bible College

**Ken G. Nelson, BLF**  
*Minneapolis, MN*  
Senior Fellow  
College of Education  
University of Minnesota

**Bernard Oliver, BSF**  
*Pullman, WA*  
Dean  
College of Education  
Washington State University

**Sandra L. Pappas, BLF**  
*Saint Paul, MN*  
State Senator  
State of Minnesota

**Ann H. Rest, BLF**  
*New Hope, MN*  
State Representative  
House of Representatives  
State of Minnesota

**Mark W. Sather, BSF**  
*White Bear Lake, MN*  
City Manager  
City of White Bear Lake

**James H. Schlender, BLF**  
*Hayward, WI*  
Executive Administrator  
Great Lakes Indian Wildlife  
Commission

**Roger E. Schwinghammer, BSF**  
*Fargo, ND*  
Executive Director  
Catholic Family Service

**Stephen E. Scott, BLF**  
*Rockville, MD*  
Project Manager  
The Urban Institute

**Michael F. Sullivan, BSF**  
*Mahtomedi, MN*  
Vice President for Business Affairs  
Treasurer  
University of Saint Thomas

**Mao H. Thao, BLF**  
*Savage, MN*  
Practical Nurse II  
Division of Nursing  
Ramsey County Public Health

**Mark C. Thompson, BSF**  
*Apple Valley, MN*

**Alan J. Tuchtenhagen, BSF**  
*River Falls, WI*  
Director of Admissions  
University of Wisconsin-River Falls

**Ralph A. Wagner, BSF**  
*Rapid City, SD*  
Project Engineer  
RE/SPEC, Inc.

**Betty J. Webb, BLF**  
*Brooklyn Park, MN*  
Associate Superintendent  
Secondary Education  
Minneapolis Public Schools

**Donald P. Wharton, BSF**  
*Bismarck, ND*  
Special Assistant to the Chancellor  
North Dakota University System

**Jeff Zlonis, BLF**  
*Stillwater, MN*  
Senior Manager  
The Public Strategies Group

**Roland E. Barden, BSF**  
Moorhead, MN  
Vice President for Academic Affairs  
Moorhead State University

**Janet B. Blesener, BSF**  
Mendota Heights, MN  
Deputy Executive Director  
City of Saint Paul  
Public Housing Agency

**Deborah A. Ceglowski, BLF**  
Urbana, IL  
Doctoral Student  
Curriculum and Instruction  
University of Illinois-Urbana-  
Champaign

**David M. Childs, BSF**  
Minneapolis, MN  
City Manager  
City of New Brighton

**Kathleen A. Corak, BSF**  
Minot, ND  
Dean of Undergraduate Studies  
Minot State University

**Pamela J. Costain, BLF**  
Minneapolis, MN  
Executive Director  
Resource Center of the Americas

**James J. Costello, BLF**  
Tallahassee, FL  
Doctoral Student  
Florida State University

**Susan M. Coultrap-McQuin, BSF**  
Duluth, MN  
Acting Associate Dean  
Professor, Women's Studies  
College of Liberal Arts  
University of Minnesota

**Wayne Cox, BLF**  
Minneapolis, MN  
Executive Director  
Minnesota Citizens for Tax Justice

**Lori P. Dando, BLF**  
Saint Paul, MN  
Assistant County Attorney  
Dakota County

**Janet V. Ditmanson, BSF**  
Minneapolis, MN  
Assistant Academic Dean  
College of Saint Catherine

**Dee S. Elwood, BSF**  
Saint Paul, MN  
Executive Director  
Ronald McDonald House of  
the Twin Cities

**Rose A. Findlen, BSF**  
Madison, WI  
Dean of General Education  
Madison Area Technical College

**Fredricka L. Gilje, BLF**  
Jamestown, ND  
Associate Professor  
University of North Dakota

**Duane L. Gourneau, BLF**  
Grand Forks, ND  
Family Therapist  
Village Family Services

**Douglas N. Hastad, BSF**  
La Crosse, WI  
Dean College of Health,  
Physical Education and Recreation  
University of Wisconsin-La Crosse

**Thomas L. Hoch, BSF**  
Minneapolis, MN  
Deputy Executive Director  
Minneapolis Public Housing  
Authority

**Shelley N. Holl, BSF**  
New Orleans, LA  
Designer

**Carol R. Johnson, BLF**  
Golden Valley, MN  
Assistant to the Superintendent  
Minneapolis Public Schools

**Anne L. Kelly, BLF**  
United Kingdom  
Student Sloan Fellowship Master's  
Program  
London Business School

**Helen M. Klassen, BLF**  
Cambridge, MA  
Counselor and Learning  
Specialist  
Moorhead State University

**Howard D. Lee, BSF**  
Menomonee, WI  
Associate Dean  
School of Industry and Technology  
University of Wisconsin

**Cher T. Moua, BLF**  
Saint Paul, MN  
Pastor  
Hmong Faith Baptist Church

**Sharon L. Muret-Wagstaff, BLF**  
Cambridge, MA  
Assistant Director  
Pediatric Residency Program  
University of Minnesota

**Gwendolyn Onumah-Onikoro, BLF**  
Minneapolis, MN  
Social Worker  
Volunteers of America

**Bill Price, BLF**  
Minneapolis, MN  
Coordinator/Social Worker  
The Connection Center  
Minneapolis Public Schools

**Terry B. Schutten, BSF**  
Arden Hills, MN  
Executive Director  
Ramsey County

**Richard D. Sellers, BSF**  
Minneapolis, MN  
Director of Pastoral Care  
Abbott Northwestern Hospital

**Nancy L. Sorenson, BSF**  
La Crosse, WI  
Interim Dean  
College of Education  
University of Wisconsin-La Crosse

**Heather J. Steiner, BSF**  
Phoenix, AZ  
Administrator  
Chief Executive Officer  
Northwest Wisconsin  
Homecare, Inc.

**Leann S. Sterk, BSF**  
Rapid City, SD  
Neonatal Nurse Practitioner  
Rapid City Regional Hospital

**SueAnn P. Strom, BSF**  
Cape Girardeau, MO  
Vice President for Student Affairs  
Southeast Missouri State University

**Gabrielle W. Strong, BLF**  
Saint Paul, MN  
Planning Consultant  
Ain Dah Yung (Our Home) Shelter

**Janel Y. Sully, BLF**  
Vermillion, SD  
Law Student  
University of South Dakota

**Barbara Thirstrup Barnes, BSF**  
Rapid City, SD  
Manager of Governmental and  
Public Affairs  
Black Hills Corporation

**Theresa J. Wilson, BLF**  
Saint Paul, MN  
Advanced Analytical Chemist  
Minnesota Mining and  
Manufacturing

**Marcia Wolter Britton, BSF**  
Bismarck, ND  
Division Director Education and  
Interpretation State Historical  
Society of North Dakota

**Sharon L. Zabloutney, BSF**  
North Mankato, MN  
Associate Vice President and Dean  
College of Graduate Studies  
Mankato State University

# Bush Public School Superintendents Program

## 1976-77

---

Rodney F. Bergen  
Assistant Superintendent  
Moorhead Public Schools  
Moorhead, MN

Robert Boeckman  
Farmington, MN

Thomas A. Brodie, Jr.  
Elementary/Secondary Director  
Wayzata Public Schools  
Wayzata, MN

Donald N. Bungum  
Lindstrom, MN

Robert E. Carlson  
Superintendent  
Byron Public Schools  
Byron, MN

Donald G. Carter  
Account Executive  
Dean Witter Reynolds  
Burbank, CA

George A. Christenson  
Minneapolis, MN

Robert A. Fallon  
Superintendent  
South Bend Community School  
Corporation  
South Bend, IN

Stanley W. Gilbertson  
Bloomington, MN

Kenneth R. Helling  
Superintendent  
Kimball Public Schools  
Kimball, MN

Arlen A. Johnson  
Superintendent  
Kenyon Public Schools  
Kenyon, MN

Wallace G. Johnson  
Thermal, CA

Richard D. Johnston  
Alamosa, CO

William G. Kositzky  
Willmar, MN

Robert E. Krebsbach  
Superintendent  
Virginia Public Schools  
Virginia, MN

Dennis J. LaRoque  
Director of Special Services  
Bloomington Public Schools  
Bloomington, MN

Gale G. Lennon  
Clackamas, OR

Vernon R. Maack  
Alexandria, MN

Norman B. Maguire,  
(Deceased)

John B. McCallum  
Minnesota Lake, MN

Kenneth D. Pedersen  
Assistant Superintendent  
Stillwater Public Schools  
Stillwater, MN

Kenneth Queensland  
Blue Earth, MN

Percy F. Tornow  
Inver Grove Heights, MN

Harry N. Vakos  
Plymouth, MN

Arthur P. Zahorsky  
(Deceased)

## 1977-78

---

Robert W. Aarsvold  
Chatfield, MN

Gary J. Anderson  
Consultant  
CAP Gemini DASD  
Burnsville, MN

Dale E. Birkeland  
Superintendent  
Special Intermediate School  
District 916  
White Bear Lake, MN

Wayne E. Busse  
Lake Nebagamon, WI

Marcia C. Carthaus  
Director of Special Education  
Edina Public Schools  
Edina, MN

Louis J. Czarnowski  
Principal  
Albany Elementary  
Albany, MN

Jack W. Geckler  
(Deceased)

Byron L. Graves  
Bemidji, MN

Charles M. Hagen  
Bloomington, MN

John O. Hanson  
Director of Secondary Education  
ISD #196  
Rosemount, MN

Dale C. Hauch  
(Deceased)

Dale G. Jensen  
Executive Director  
Minnesota Association of School  
Administrators  
Saint Paul, MN

Thomas R. Kleppe  
Superintendent  
School District of New Richmond  
New Richmond, WI

Pius Lacher  
Superintendent  
Ceylon Public Schools  
Ceylon, MN

James S. Lamont  
Frazee, MN

Daniel B. Loritz  
Director of Governmental Relations  
State Capitol  
Saint Paul, MN

Vernon G. Lueth  
Pine River, MN

James O. Lund  
Edina, MN

Lowell H. Melbye  
Willmar, MN

Burton L. Nypen  
Superintendent  
Ortonville Public Schools  
Ortonville, MN

Robert D. Ramsey  
Associate Superintendent  
Saint Louis Park Schools  
Saint Louis Park, MN

James D. Sheehan  
Assistant Superintendent  
Rochester Public Schools  
Rochester, MN

Walter J. Simonson  
Superintendent  
Spring Valley Public Schools  
Spring Valley, MN

Russell F. Weisser  
Aurora, MN

Darold C. Williams  
Superintendent  
Chisago Lakes Public Schools  
Lindstrom, MN

## 1978-79

---

Donald T. Andersen  
*Superintendent*  
Melrose Public Schools  
Melrose, MN

Richard M. Baker  
*Port Charlotte, FL*

Loren L. Benson  
*(Deceased)*

Robert E. Block  
*Superintendent*  
Fergus Falls Public Schools  
Fergus Falls, MN

Michael T. Cullen  
Willmar, MN

Kenneth J. Doty  
*Superintendent*  
West Concord Public Schools  
West Concord, MN

Wilmer F. Fure  
Sauk Rapids, MN

James L. Gavenda  
*Administrative Assistant*  
Saint Louis Park Public Schools  
Saint Louis Park, MN

Larry E. Harris  
*Director*  
Student Welfare and  
Community Relations  
Minneapolis Public Schools  
Minneapolis, MN

Marshall S. Kaner  
Minneapolis, MN

Gordon T. LeBoutillier  
Sioux Falls, SD

Virgil D. Likness  
*Superintendent*  
Madison Public Schools  
Madison, MN

Darwin J. Lochner  
Janesville, MN

Ronald A. Luoma  
*Superintendent*  
Barnum Public Schools  
Barnum, MN

Ralph W. Martinsen  
*Superintendent*  
Comfrey Public Schools  
Comfrey, MN

Ellein C. McDaniel  
*Principal*  
Moreland Elementary School  
West Saint Paul, MN

Norman R. Miller  
*Superintendent*  
Luverne Public Schools  
Luverne, MN

Gladys P. Murray  
Roseville, MN

Roger M. Norsted  
*Superintendent*  
Dakota County Intermediate 917  
Rosemount, MN

Randall H. Patton  
Spicer, MN

Reynold J. Rehwaldt  
*Superintendent*  
ISD #196  
Rosemount, MN

Glen D. Shaw  
*Executive Director*  
Southwest and West Central ECSU  
Southwest State University  
Marshall, MN

Gary J. Thompson  
*Superintendent*  
Watertown-Mayer Public Schools  
Watertown, MN

Bennett L. Trochlil  
*Superintendent*  
Clinton Public Schools  
Clinton, IA

George P. Young  
*(Deceased)*

## 1979-80

---

Henry J. Bartel  
Windom, MN

Verle C. Conner  
*Superintendent*  
Elk Point Public Schools  
Elk Point, SD

Thomas W. Emery  
Mahtomedi, MN

Alan L. Fletcher  
*Director of Elementary/Secondary  
Education*  
Northeast Metro Intermediate #916  
White Bear Lake, MN

Jerome P. Furuseth  
*Counselor*  
Holy Trinity High School  
Winsted, MN

Richard R. Green  
*(Deceased)*

Robert L. Gross  
*Superintendent*  
Brainerd Public Schools  
Brainerd, MN

Donald F. Groth  
*Superintendent*  
Kasson-Mantorville Schools  
Kasson, MN

Jerald J. Huber  
*Superintendent*  
Marshall Public Schools  
Marshall, MN

Merton H. Johnson  
*Executive Director*  
Metro II-Education Service Center  
Saint Paul, MN

Richard T. Kuball  
*Management Services Assistant*  
Minnesota School Boards  
Association  
Saint Peter, MN

Robert L. Larson  
Grand Rapids, MN

Dwight H. Lindbloom  
*(Deceased)*

Lester L. Martisko  
*Executive Director*  
South Central ECSU  
North Mankato, MN

M. Darrell Miller  
*Superintendent*  
Buffalo Public Schools  
Buffalo, MN

Miles H. Miller  
*Superintendent*  
Caledonia Public Schools  
Caledonia, MN

Everett W. Mueller  
Winona, MN

James R. Neuman  
*Superintendent*  
Zumbrota Public Schools  
Zumbrota, MN

Ralph B. Norland  
Montevideo, MN

Richard B. Pearson  
Duluth, MN

Orville G. Ruud  
*Director of Computer Services*  
Bloomington Public Schools  
Bloomington, MN

Marvin F. Tenhoff  
Dodge Center, MN

Roland J. Utzinger  
Lakeland, FL

Donna Ford Vierow  
Saint Paul, MN

## Bush Public School Superintendents Program

### 1980-81

---

Kenneth A. Berg  
Roseville, MN

Patrick S. DeSutter  
Superintendent  
Norwood-Young America Public  
Schools  
Norwood, MN

Gretchen C. Grewe  
Assistant Superintendent  
Elk River Public Schools  
Elk River, MN

Donald E. Grinolds  
Grand Forks, ND

Gordon A. Hansen  
Wells, MN

Richard K. Harris  
Professor and Chairman  
Department of Education  
The Master's College  
Santa Clarita, CA

Francis R. Heinen  
Superintendent  
Waseca Public Schools  
Waseca, MN

Kanwar Habib Khan  
Foreign Services Officer  
American Embassy-Accra  
Department of State  
Washington, DC

Ronald A. Kleven  
Superintendent  
Springfield Public Schools  
Springfield, MN

Delmar J. Klundt  
Superintendent  
Cleveland Public Schools  
Cleveland, MN

Keith A. Kromer  
Principal  
Kenny Elementary School  
Minneapolis, MN

Michael P. Kuntz  
Superintendent  
Jackson Public Schools  
Jackson, MN

David R. Landswerk  
Superintendent  
Wayzata Public Schools  
Wayzata, MN

Lowell D. Larson  
Superintendent  
Richfield Public Schools  
Richfield, MN

LeRoy G. Mackove  
Superintendent  
Osakis Public Schools  
Osakis, MN

Gerald G. Mansergh  
Executive Director  
Metro ECSU  
Arden Hills, MN

Erma E. McGuire  
Saint Paul, MN

Ruth E. Randall  
Professor  
Department of Educational  
Administration  
University of Nebraska-Lincoln  
Lincoln, NE

Terry J. Schmidt  
Superintendent  
Milaca Public Schools  
Milaca, MN

Rosemary Schneiderhan  
Assistant Superintendent of  
Curriculum and Instruction  
Roseville Area Schools  
Roseville, MN

Daniel A. Skoog  
Woodbury, MN

Edward D. Thompson  
Superintendent  
Barnesville Public Schools  
Barnesville, MN

Jan L. Valletta  
(Address Unknown)

Mary Jo Weingarten  
Assistant Superintendent  
Elementary  
Stillwater Public Schools  
Stillwater, MN

Robert H. Willis  
Superintendent  
Watertown Public Schools  
Watertown, SD

### 1981-82

---

Darlene P. Bell  
Principal  
Pilot Knob Elementary  
Eagan, MN

Herbert Benz  
Superintendent  
Roseau Public Schools  
Roseau, MN

Richard Berge  
Superintendent  
Faribault Public Schools  
Faribault, MN

Elizabeth A. Bothereau  
Vice President of Consumer and  
Environmental Affairs  
Fingerhut Corporation  
Minnetonka, MN

Judith S. Coley  
Elementary Principal  
Montrose Elementary School  
Montrose, MN

Theodore Cunio  
Macomb, IL

Janet S. Davenport  
Governmental/Public Relations  
Director  
Anoka-Hennepin Schools  
Coon Rapids, MN

Donald R. Draayer  
Superintendent  
Minnetonka Public Schools  
Excelsior, MN

William L. Gaslin  
Superintendent  
North SaintPaul-Maplewood-  
Oakdale Schools  
Maplewood, MN

Chris L. Huber  
Superintendent  
Spring Lake Park Schools  
Minneapolis, MN

Randall Lambert  
(Deceased)

Kenneth Malkovich  
Mid-Range Special Education  
Cooperative  
Hibbing, MN

Glenn G. Matejka  
Management Services Assistant  
Minnesota School Boards  
Association  
Saint Peter, MN

John R. McClellan  
Superintendent  
Centennial Public Schools  
Circle Pines, MN

Daniel B. Mjolsness  
Red Wing, MN

Clyde R. Nelson  
Director of Elementary Education  
and K-12 Curriculum  
Franklin School  
Mankato, MN

Marvin F. Niedan  
Director  
Management and Information  
Service  
Southwest and West Central ECSU  
Marshall, MN

Reginald S. Nolin  
Superintendent  
Duluth, MN

Willard F. Olson  
Superintendent  
Lake City Public Schools  
Lake City, MN

Alan D. Osterndorf  
Superintendent  
Fond du Lac School District  
Fond du Lac, WI

Mary T. Phillips  
Vice Chancellor for Development  
Minnesota Community College  
System  
Saint Paul, MN

Howard C. Rosenwinkel  
Anoka, MN

Sara S. Tobey  
Marshall, MN

Donald K. Vellenga  
Superintendent  
Argyle Public Schools  
Argyle, MN

Carl I. Wahlstrom  
Superintendent  
Lakeville Public Schools  
Lakeville, MN

**1982-83**

Alvin G. Baas  
Dean of Instruction  
Cambridge Community College  
Center  
Cambridge, MN

Arthur L. Bruning  
Superintendent  
Hopkins Public Schools  
Hopkins, MN

Virginia L. Dixon  
Administrator of Alternative  
Schools  
Santa Cruz City Schools  
Santa Cruz, CA

Nancy L. Grimes  
Assistant Principal  
Apple Valley High School  
Rosemount, MN

Janet A. Hanauer  
(Address Unknown)

Charles E. Harwood  
Rochester, MN

Michael L. Hruby  
Superintendent  
Sandstone and Askov Public  
Schools  
Sandstone, MN

Antoninette F. Johns  
Superintendent  
McGregor Public Schools  
McGregor, MN

Harvey G. Kane  
Superintendent  
Montgomery-Lonsdale Schools  
Montgomery, MN

Charles E. Kyte  
Superintendent  
Northfield Public Schools  
Northfield, MN

Arlene Ledbetter  
Senior Vice President  
Skyvision, Inc.  
Fergus Falls, MN

Jack R. Loss  
Assistant Superintendent  
West Saint Paul Public Schools  
West Saint Paul, MN

Earl M. Mathison  
Granite Falls and Clarkfield Schools  
Granite Falls, MN

Willard L. Nelson  
Willmar, MN

James L. Redfield  
Tyler, MN

Harold B. Remme  
Superintendent  
Tracy Public Schools  
Tracy, MN

James C. Sargent  
Worden, MT

Wallace W. Schoeb  
Superintendent  
Deer River Public Schools  
Deer River, MN

James W. Schwartz  
Superintendent  
Carlton and Esko Public Schools  
Carlton, MN

Mary J. Sedin  
Principal  
Independent School District #709  
Duluth, MN

Gary E. Shaw  
Superintendent  
Kerkhoven-Murdock- Sunburg  
Schools  
Kerkhoven, MN

Leslie C. Sonnabend  
Superintendent  
Prior Lake Public Schools  
Prior Lake, MN

Dean L. Swanson  
Executive Director  
ECSU  
Rochester, MN

Carol J. Swenson  
Director of Personnel  
Anoka-Hennepin Public Schools  
Coon Rapids, MN

Curtis L. Thorstenson  
Metro Screen Printing  
Burnsville, MN

**1983-84**

Orlo C. Almlie  
Superintendent  
Willmar Public Schools  
Willmar, MN

Bruce R. Anderson  
Superintendent  
Moorhead Public Schools  
Moorhead, MN

Julie A. Bolton  
Park Rapids, MN

Barbara L. Bourne  
Hopkins, MN

Judith L. Brown  
Budget and Reports Coordinator  
Minneapolis Public Schools  
Minneapolis, MN

Gerald A. Brynildson  
Superintendent  
Forest Lake Public Schools  
Forest Lake, MN

Raymond J. Folstrom  
Superintendent  
Saint Peter-Le Sueur Public Schools  
Saint Peter, MN

Philip L. Foster  
Superintendent  
Sauk Centre Public Schools  
Sauk Centre, MN

Bridget B. Gothberg  
Director of Community Education  
Saint Louis Park Public Schools  
Saint Louis Park, MN

Sharon K. Grossbach  
Director  
Hennepin Technical College  
Eden Prairie, MN

J. Gary Hayden  
Chief Administrator  
Area Education Agency 4  
Sioux Center, IA

Richard T. Hegre  
Staples, MN

Clifford W. Holman  
Director of Instruction  
Centennial Public Schools  
Circle Pines, MN

Robert C. Jorstad  
Superintendent  
Stewartville Public Schools  
Stewartville, MN

Marilyn A. Marsh  
Director of Special Services  
Duluth Public Schools  
Duluth, MN

John M. J. Mattison  
Superintendent  
Wabasha-Kellogg Public Schools  
Wabasha, MN

Gerald L. McCoy  
Superintendent  
Eden Prairie Public Schools  
Eden Prairie, MN

William R. Nachatilo  
Superintendent  
Butte Public Schools  
Butte, MT

Milan W. Nelson  
Joint Special Education Director  
Minnetonka and Saint Louis Park  
Schools  
Excelsior, MN

Robert R. Ness  
Dassel, MN

John A. Noennig  
Superintendent  
Saint Francis Public Schools  
Saint Francis, MN

Burton M. Nygren  
Superintendent  
Mounds View Public Schools  
Saint Paul, MN

Robert O. Olson  
Elk River, MN

Warren J. Rolek  
Superintendent  
Saint Anthony-New Brighton Public  
Schools  
Saint Anthony, MN

Robert C. Volker  
(Deceased)

John V. Widvey  
Superintendent  
Battle Lake Public Schools  
Battle Lake, MN

## Bush Public School Superintendents Program

### 1984-85

---

DuWayne V. Balken  
*Executive Director*  
West Central ECSU  
Fergus Falls, MN

Eric J. Bartleson  
*Superintendent*  
Lake Crystal/Welcome Memorial  
Area Schools  
Lake Crystal, MN

Lee R. Brittenham  
*Superintendent*  
Yuba City Unified Schools District  
Yuba City, CA

Donna J. Carter  
*Keefe Company*  
Washington, DC

Ronald M. Carter  
*Superintendent*  
Intermediate School District #287/  
Hennepin Technical Centers  
Plymouth, MN

Robert C. Cavanna  
*Executive Director*  
Central ECSU  
Saint Cloud, MN

Barbara D. Devlin  
*Superintendent*  
Villa Park/Lombard #45  
Villa Park, IL

Roger C. Doucet  
*Superintendent*  
Holdingford Public Schools  
Holdingford, MN

F. Martin Duncan  
*Teacher/Administrator*  
Olivia Public Schools  
Olivia, MN

Carol J. Ericson  
*Superintendent*  
Roseville Area Schools  
Roseville, MN

Gary P. Farland  
*Director of Finance and Educational  
Analysis/District Data*  
Minnesota Department of Education  
Saint Paul, MN

David W. M. Frye  
*Administrator/Area Learning Center*  
Saint Paul Public Schools  
Saint Paul, MN

Robert G. Halvorson  
*Director of Special Education*  
Alexandria Public Schools  
Alexandria, MN

Kenneth N. Hanson  
*PER Facilitator*  
Southwest and West Central ECSU  
Willmar, MN

Waldo D. Larson  
*Superintendent*  
Princeton Public Schools  
Princeton, MN

Don E. Lifto  
*Superintendent*  
Mahtomedi Public Schools  
Mahtomedi, MN

Michael J. Lovett  
*Assistant Superintendent/  
Instruction and Human Resources*  
Minnetonka Public Schools  
Excelsior, MN

Stan F. Mack  
*Director of Personnel*  
Osseo Public Schools  
Osseo, MN

Ronald E. Maertens  
*Superintendent*  
Coleraine Public Schools  
Coleraine, MN

Janice K. Nuffer  
*Superintendent*  
Magnolia Public Schools  
Magnolia, MN

William C. Phillips  
*Principal*  
Southwest High School  
Minneapolis, MN

Katrina R. Reed  
*Associate Superintendent for  
Human Resources*  
Minneapolis Public Schools  
Minneapolis, MN

Dennis E. Rens  
*Superintendent*  
Fridley Public Schools  
Fridley, MN

Donald C. Ruble  
*Superintendent*  
Fairmont Public Schools  
Fairmont, MN

Conrad J. Rummel  
*Director of Curriculum and  
Instruction*  
Hopkins Public Schools  
Hopkins, MN

James R. Walker  
*Superintendent*  
North Branch Public Schools  
North Branch, MN

### 1985-86

---

Kenneth C. Bauman  
*Montevideo, MN*

Ronald P. Bratlie  
*Superintendent*  
Lake Park-Audubon Public Schools  
Audubon, MN

Robert R. Duncan  
*Superintendent*  
Thief River Falls Public Schools  
Thief River Falls, MN

Edward C. Foley  
*Plymouth, MN*

Elmer J. Frahm  
*Two Harbors, MN*

Curman L. Gaines  
*Superintendent*  
Saint Paul Public Schools  
Saint Paul, MN

Susan A. Hagstrum  
*Director of Instructional  
Services*  
Chaska, MN

Donn L. Hoffman  
*Superintendent*  
Litchfield Public Schools  
Litchfield, MN

William R. Juola  
*Director of Planning and Federal  
Programs*  
Duluth Public Schools  
Duluth, MN

Monica Kittock-Sargent  
*Worden, MT*

John E. Lobben  
*President*  
*Director of Vocational Education*  
Intermediate #287  
Hennepin Technical College  
Plymouth, MN

Thomas M. Lubovich  
*Superintendent*  
Belle Plaine Public Schools  
Belle Plaine, MN

Nancy R. Martin  
*Director of Educational Services*  
Mahtomedi Public Schools  
Mahtomedi, MN

Richard W. Morrison  
*Assistant Principal*  
Beaufort/Hilton Head Schools  
Burton, SC

Phillip N. Moye  
*Superintendent*  
Inver Grove Heights Public Schools  
Inver Grove Heights, MN

Rose Mary M. Perrault  
*Director of Community Education*  
Duluth School District  
Duluth, MN

Marian A. Plauda  
*Director of Special Education*  
White Bear Lake Public Schools  
White Bear Lake, MN

Les H. Potas  
*Superintendent*  
Benson Public Schools  
Benson, MN

Linda A. Ruberto  
*Superintendent*  
American Consulate Unit  
Dhahran Saudi Arabia

Harlan H. Sheely  
*White Bear Lake, MN*

Rosa A. Smith  
*Assistant Superintendent*  
Planning and Support Services  
Saint Paul Public Schools  
Saint Paul, MN

Nancy K. Spannaus  
*Director of Fiscal Planning and  
Administrative Services*  
Saint Louis Park Public Schools  
Saint Louis Park, MN

Edward F. Starke  
*Director*  
Alexandria AVTI  
Alexandria, MN

Bruce R. Thomas  
*Superintendent*  
Worthington Public Schools  
Worthington, MN

Leon G. Tuominen  
*Principal*  
East Central Middle School  
Askov, MN

**1986-87**

Edward C. Anderson  
*Superintendent*  
Aitkin Public Schools  
Aitkin, MN

David L. Clough  
*Superintendent*  
Chaska Public Schools  
Chaska, MN

Walter J. Conway  
*Superintendent*  
Saint James Public Schools  
Saint James, MN

Donald L. Danielson  
*Superintendent*  
Redfield Public Schools  
Redfield, SD

Neil D. Dietrich  
*Business Manager*  
Sauk Rapids Public Schools  
Sauk Rapids, MN

LeRoy F. Domagala  
*Superintendent*  
Adrian Public Schools  
Adrian, MN

Ramon S. Firnstahl  
*Inver Grove Heights, MN*

John E. Fredericksen  
*Superintendent*  
Jordan Public Schools  
Jordan, MN

Marlowe E. Halbur  
*Superintendent*  
Lac Qui Parle Valley Cooperative  
District  
Madison, MN

Jerry R. Hartley  
*Superintendent*  
Sauk Rapids Public Schools  
Sauk Rapids, MN

Daniel E. Mobilia  
*Superintendent*  
Saint Louis City Public Schools  
Virginia, MN

Allen W. Moen  
*Superintendent*  
Rockford Public Schools  
Rockford, MN

Mary Ann E. Nelson  
*Assistant Superintendent*  
Saint Louis Park Public Schools  
Saint Louis Park, MN

Cathryn T. Olson  
*Director of Employee  
Relations/Benefits*  
Anoka-Hennepin Public Schools  
Coon Rapids, MN

Sharon G. Paulson  
*Associacao Escola  
Graduada De Sao Paulo*  
Sao Paulo, Brazil

Leonard H. Sargent  
*Worden, MT*

Theodore H. Sauer  
*Director of Community Services*  
Hopkins Public Schools  
Hopkins, MN

David H. Shapley  
*Director of Finance and Personnel*  
Fridley Public Schools  
Fridley, MN

Carole E. Snyder  
*Assistant Director of Teaching and  
Learning*  
Saint Paul Public Schools  
Saint Paul, MN

Judith Strickler  
*Executive Director of  
Curriculum and Instruction*  
Eden Prairie Public Schools  
Eden Prairie, MN

Marv K. Swanson  
*Director of General Services*  
Stillwater Public Schools  
Stillwater, MN

Gary W. Swenson  
*Hutchinson Public Schools  
Hutchinson, MN*

James R. Techar  
*Superintendent*  
Babbitt Public Schools  
Babbitt, MN

Jim W. Tool  
*Superintendent*  
Delano Public Schools  
Delano, MN

Donald W. Wilke  
*Superintendent*  
Janesville-Waldorf-  
Pemberton School District  
Janesville, MN

**1987-88**

Kent A. Baldry  
*Superintendent*  
Onamia Public Schools  
Onamia, MN

Sandra J. Block  
*Two Harbors, MN*

Ted M. Bogda  
*Superintendent*  
Chief Bug-O-Nay-Ge-Shig School  
Leech Lake Reservation  
Cass Lake, MN

Daryl W. Bragg  
*Executive Director*  
South Central Education District  
Minnesota Lake, MN

Melvin Branch  
*(Address Unknown)*

R. Clifford Busch  
*Superintendent*  
Lester Prairie Public Schools  
Lester Prairie, MN

Patrick T. Flanagan  
*Superintendent*  
Braham Public Schools  
Braham, MN

Mable E. Gaskins  
*Vice President*  
School Operations and Marketing  
Education Alternatives, Inc.  
Minneapolis, MN

Donald W. Helmstetter  
*Superintendent*  
Blue Earth Public Schools  
Blue Earth, MN

J. Ronald Hennings  
*Superintendent*  
Chosen Valley Public Schools  
Chatfield, MN

James W. Hinck  
*Director*  
Carver-Scott Cooperative Center  
Chaska, MN

Charles J. Kinn  
*Superintendent*  
New Prague Public Schools  
New Prague, MN

John M. Klein  
*Superintendent*  
Dodge Center/Claremont  
Public Schools  
Dodge Center, MN

Joe H. Merseth  
*Superintendent*  
Frazee-Vergas Public Schools  
Frazee, MN

Judith H. Mollerus  
*Communications Coordinator*  
Saint Louis Park Public Schools  
Saint Louis Park, MN

John D. Nefstead  
*Vice President*  
Springsted, Inc.  
Saint Paul, MN

Linda Powell  
*Superintendent*  
Independent School District #281  
Robbinsdale, MN

Douglas M. Rossi  
*Superintendent*  
Brooklyn Center Public Schools  
Brooklyn Center, MN

Phillip M. Smith  
*Superintendent*  
Parkers Prairie Public Schools  
Parkers Prairie, MN

George A. Snyder  
*Associate Superintendent for  
Instruction*  
Rochester Public Schools  
Rochester, MN

Judy L. Sutter  
*Student Services Coordinator*  
Anoka-Hennepin Public Schools  
Anoka, MN

James A. Sydow  
*Assistant Executive  
Director/Services*  
Minnesota School Districts Data  
Processing Joint Board (TIES)  
Roseville, MN

Keith M. Togstad  
*Associate Professor*  
Concordia College  
Moorhead, MN

Larry J. Tompkins  
*Superintendent*  
Southland Public Schools  
Adams, MN



## Bush Public School Superintendents Program

### 1988-89

---

Martin J. Avelsgaard  
Superintendent  
Pequot Lakes Public Schools  
Pequot Lakes, MN

Bonnie Bray  
Consultant  
Minnesota Department of Education  
Saint Paul, MN

Sharon L. Cox  
Associate Director - Special Services  
North Saint Paul-Maplewood-  
Oakdale Public Schools  
Maplewood, MN

Richard D. Fish  
Superintendent  
Owatonna Public Schools  
Owatonna, MN

David M. Flannery  
Superintendent  
Elk River Public Schools  
Elk River, MN

Allen C. Frazier  
Superintendent  
Terryville, CT

Karen P. Gates  
Curriculum Director  
Sauk Rapids Public Schools  
Sauk Rapids, MN

Bruce R. Halgren  
Executive Director of Academic  
Services  
Wayzata Public Schools  
Wayzata, MN

Thomas V. Hoppe  
Superintendent  
Onamia Public Schools  
Onamia, MN

Sheldon D. Johnson  
Superintendent  
Monticello Public Schools  
Monticello, MN

Kenneth J. La Croix  
Superintendent  
Hastings Public Schools  
Hastings, MN

Brad L. Madsen  
Superintendent  
Dawson-Boyd Public Schools  
Dawson, MN

Judee G. McMullen  
Fridley, MN

Thomas E. McMullen  
Mobridge, SD

Thomas A. Nelson  
Superintendent  
Teton County District #1  
Jackson Hole, WY

Richard J. Pederson  
Superintendent  
Elgin-Millville Public Schools  
Elgin, MN

John V. Reishus  
Superintendent  
Warroad Public Schools  
Warroad, MN

Dennis M. Rettke  
Superintendent  
Morris Public Schools  
Morris, MN

Leo A. Ruberto  
Superintendent  
American Consulate Unit  
Dhahran  
Saudi Arabia

Kenneth E. Runberg  
Superintendent  
La Crescent Public Schools  
La Crescent, MN

Warren D. Schmidt  
Superintendent  
Glencoe Public Schools  
Glencoe, MN

John M. Sedey  
Director of Occupational Education  
and Special Projects  
Mounds View Public Schools  
Shoreview, MN

Russell O. Smith  
Superintendent  
Cloquet Public Schools  
Cloquet, MN

Ted L. Suss  
Assistant Administrator  
Minnesota State Academies for the  
Deaf and Blind  
Faribault, MN

John K. Tritabaugh  
Superintendent  
Atwater Public Schools  
Atwater, MN

### 1989-90

---

Dixie L. W. Anderson  
Regional Special Education Projects  
Supervisor  
Central Minnesota ECSU  
Saint Cloud, MN

Gloria J. Bjorkman  
Special Education Director/School  
Psychologist  
Thief River Falls Public Schools  
Thief River Falls, MN

Patricia L. Hanauer  
Superintendent  
Farmington, MN

Russell C. Hoeffner  
Superintendent  
Waterville-Elysian Public Schools  
Waterville, MN

Wade M. Karli  
Administrator  
Minnesota State Academies for the  
Deaf and Blind  
Faribault, MN

Philip J. Knoll  
Executive Director of Personnel and  
Administration  
Saint Francis Public Schools  
Saint Francis, MN

Tom L. Knoll  
Superintendent/Elementary  
Principal  
Cosmos Public Schools  
Cosmos, MN

Richard J. Larson  
Superintendent  
Crookston Public Schools  
Crookston, MN

Suzanne K. Larson  
Supervisor of Staff Development  
Osseo Area Schools  
Maple Grove, MN

Russell W. Martinson  
Superintendent  
Clarissa and Eagle Bend Public  
Schools  
Eagle Bend, MN

Crystal K. Meriwether  
Saint Paul, MN

Kent S. Nelson  
Superintendent  
Wonewoc School District  
Wonewoc, WI

Sharon A. Owens  
Director of Special Services  
Eden Prairie Public Schools  
Eden Prairie, MN

Phillip D. Penn  
Director of Personnel  
Saint Paul Public Schools  
Saint Paul, MN

James H. Petersen  
Director of Staff Relations  
Bloomington Public Schools  
Bloomington, MN

David H. Peterson  
Manager of Finance and Support  
South Washington County Schools  
Cottage Grove, MN

Lowell D. Schwalbe  
Superintendent  
Karlstad Public Schools  
Karlstad, MN

E. Keith Smelser  
Assistant to the Superintendent for  
Personnel Services  
Roseville Area Schools  
Roseville, MN

James L. Smith  
Superintendent  
Westonka Public Schools  
Mound, MN

Lonnie C. Smith  
Director of Management Services  
Austin Public Schools  
Austin, MN

John W. Staples  
Director of Special Services  
Spring Lake Park Schools  
Minneapolis, MN

Beverly A. Stofferahn  
Director of Curriculum and  
Instruction  
Faribault Public Schools  
Faribault, MN

Martha G. Tiede  
Executive Director of Instruction  
Mounds View Public Schools  
Saint Paul, MN

**1990-91**

Gerald A. Ackermann  
Assistant Superintendent  
Burnsville-Eagan-Savage-Public  
Schools  
Burnsville, MN

Darwin G. Bostic  
Superintendent  
Blooming Prairie Public Schools  
Blooming Prairie, MN

Ivan P. Eckstrom  
Superintendent  
Danube, Renville and Sacred Heart  
and Belview Public Schools  
Renville, MN

Judith A. Fletcher  
Director of Communications  
North Saint Paul-Maplewood-  
Oakdale Schools  
Maplewood, MN

Merle O. Gamm  
Executive Director/Business Services  
Eden Prairie Public Schools  
Eden Prairie, MN

Joyce A. Haskins  
Language Immersion School  
Golden Valley, MN

Daniel M. Hoverman  
Director of Special Services  
Mounds View Public Schools  
Saint Paul, MN

Kathleen R. Huyen  
Assistant Superintendent  
North Saint Paul-Maplewood-  
Oakdale Schools  
Maplewood, MN

Clifford R. Korkowski  
President  
Red Wing/Winona Technical  
College  
Winona Campus  
Winona, MN

Laverne R. Lageson  
Superintendent  
Big Lake Public Schools  
Big Lake, MN

Janet R. Magnuson  
Assistant Director  
Personnel Department  
Saint Paul Public Schools  
Saint Paul, MN

Robert H. Manning  
Director of Special Education  
Intermediate District #287  
Hennepin Technical College  
Plymouth, MN

Gerhard O.T. Meidt  
Superintendent  
Minnesota Public Schools  
Minnesota, MN

Karen A. Orcutt  
Director of Special Education  
Orono Schools District  
Long Lake, MN

Jerry W. Robicheau  
Director Elementary Education  
Cannon Valley Education District  
Faribault, MN

Donald B. Sension  
Director of Research, Evaluation  
and Information Systems  
Hopkins Public Schools  
Hopkins, MN

Jerald R. Shannon  
Director of Elementary Curriculum  
and Instruction  
Saint Paul Public Schools  
Saint Paul, MN

Michael J. Smith  
Superintendent  
Independent School District #253  
Goodhue, MN

James H. Stewart  
Director of Community Education  
Bloomington Public Schools  
Bloomington, MN

John J. Thein  
Assistant Superintendent  
Business Services  
Roseville Area Schools  
Roseville, MN

Jerry A. Wedlund  
Director Curriculum/  
Instruction Services  
Princeton Public Schools  
Princeton, MN

Linda Wood  
Principal  
Peter Hobart Primary Center  
Saint Louis Park, MN

**1991-92**

Daniel L. Brooks  
Superintendent/Secondary Principal  
Raporte Public Schools  
Laporte, MN

Susan J. Butler  
Director of Special Education  
Anoka-Hennepin Public Schools  
Anoka, MN

Howard L. Caldwell  
Superintendent  
Paynesville Public Schools  
Paynesville, MN

Kenneth A. Dragseth  
Superintendent  
Edina Public Schools  
Edina, MN

Linda G. Garrett  
Chapter 1 Curriculum Coordinator  
Saint Paul Public Schools  
Saint Paul, MN

Richard H. Guevremont  
Superintendent  
Hayfield Community Schools  
Hayfield, MN

Clarissa M. Hirsch  
Director of Special Education  
Roseville Area Schools  
Roseville, MN

Joseph A. Hobson  
Superintendent  
Pine City Public Schools and  
Technical College  
Pine City, MN

Raymond T. Hoheisel  
Superintendent  
Cambridge-Isanti Public Schools  
Cambridge, MN

James J. Johnson  
Vice President  
Red Wing/Winona Technical  
College  
Winona, MN

Diana L. Kasper  
Director of Community Services  
Saint Cloud Public Schools  
Saint Cloud, MN

Michael J. Lang  
Superintendent  
Eveleth and Gilbert Public Schools  
Gilbert, MN

Neal J. Lawson  
Assistant to Superintendent  
Fiscal Affairs  
Orono Public Schools  
Long Lake, MN

William R. Leto  
Telecommunications Coordinator  
Intermediate District #287  
Hennepin Technical College  
Plymouth, MN

Michael G. Looby  
Director  
Community Education and Services  
Westonka Public Schools  
Mound, MN

Jerald R. Nesland  
Superintendent  
New York Mills Public Schools  
New York Mills, MN

Carl H. Oberdorfer  
CESA 9  
Tomahawk, WI

Barbara L. Osthus  
Director of Food Service  
South Washington County Schools  
Cottage Grove, MN

Lois M. Rockney  
Director of Business Affairs  
West Saint Paul Public Schools  
West Saint Paul, MN

Ronald E. Ward  
Director of Administrative Services  
Shakopee Public Schools  
Shakopee, MN

Larry D. Werder  
Superintendent  
Browerville Public Schools  
Browerville, MN

Patricia A. Westman  
Building Coordinator  
Federal Programs  
Malung School  
Roseau, MN

Joan R. Wilkosz  
Special Projects Manager  
Secondary Vocational Education  
Minneapolis Public Schools  
Minneapolis, MN

# Bush Artist Fellowships Program

## 1976

---

Carole G. Fisher  
*Visual Arts*  
Minneapolis, MN

Gary Hallman  
*Visual Arts*  
Minneapolis, MN

James Moore  
*Literature*  
Saint Paul, MN

Stephanie B. Torbert  
*Visual Arts*  
Minneapolis, MN

Alvin D. Greenberg  
*Literature*  
Saint Paul, MN

Thomas M. McGrath  
*Literature*  
(Deceased)

## 1977

---

Joseph M. Breidel  
*Visual Arts*  
Minneapolis, MN

Andrew Leicester  
*Visual Arts*  
Minneapolis, MN

Galen Martini  
*Literature*  
Saint Joseph, MN

Cary A. Waterman  
*Literature*  
Le Center, MN

Philip H. Dacey  
*Literature*  
Lynd, MN

Louis R. (Cork) Marcheschi  
*Visual Arts*  
Burlingame, CA

Stuart Nielsen  
*Visual Arts*  
Minneapolis, MN

## 1978

---

Joe Aiken  
*Visual Arts*  
Minneapolis, MN

Susan Fiene  
*Visual Arts*  
Minneapolis, MN

Linda R. Klosky  
*Visual Arts*  
Santa Fe, NM

Richard W. Weise  
*Visual Arts*  
Minneapolis, MN

Robert Bly  
*Literature*  
Minneapolis, MN

Keith E. Harrison  
*Literature*  
Northfield, MN

Philip B. Ogle  
*Visual Arts*  
(Address Unknown)

James L. White  
*Literature*  
Minneapolis, MN

Alvaro Cardona-Hine  
*Literature*  
Truchas, NM

## 1979

---

Leif Brush  
*Visual Arts*  
Duluth, MN

Patricia Hampl  
*Literature*  
Saint Paul, MN

Lawrence B. Millman  
*Literature*  
Cambridge, MA

Steven R. Sorman  
*Visual Arts*  
Marine on Saint Croix, MN

Donald D. Celender  
*Visual Arts*  
Saint Paul, MN

Louis B. Jenkins  
*Literature*  
Duluth, MN

Thomas A. Rose  
*Visual Arts*  
Minneapolis, MN

Barbara E. Whipple  
*Literature*  
(Address Unknown)

Frank W. Gohlke  
*Visual Arts*  
Ashland, MA

## 1980

---

Carol Bly  
*Literature*  
Saint Paul, MN

James R. Byrne  
*Visual Arts*  
New York, NY

Robert P. Kearney  
*Literature*  
Minneapolis, MN

Mary K. Walker  
*Visual Arts*  
Minneapolis, MN

Jill Breckenridge  
*Literature*  
Saint Paul, MN

Jennifer Drewes  
*Visual Arts*  
(Address Unknown)

Stuart D. Klipper  
*Visual Arts*  
Minneapolis, MN

Charles K. Waterman  
*Literature*  
Saint Peter, MN

Peter Bundy  
*Visual Arts*  
Saint Paul, MN

Alvin D. Greenberg  
*Literature*  
Saint Paul, MN

Edith Rylander  
*Literature*  
Grey Eagle, MN

## 1981

---

Kinji A. Akagawa  
*Visual Arts*  
Afton, MN

Bruce Charlesworth  
*Visual Arts*  
Minneapolis, MN

Roger S. Jacoby  
*Visual Arts*  
(Deceased)

David Mura  
*Literature*  
Saint Paul, MN

Michael Dennis Browne  
*Literature*  
Minneapolis, MN

Richard Cole  
*Literature*  
Brooklyn, NY

Kay Kurt Jankofsky  
*Visual Arts*  
Duluth, MN

Timothy L. Solien  
*Visual Arts*  
Pelican Rapids, MN

Marisha A. Chamberlain  
*Literature*  
Saint Paul, MN

David Goldes  
*Visual Arts*  
Minneapolis, MN

Thomas M. McGrath  
*Literature*  
(Deceased)

## 1982

---

Paulette Bates Alden  
*Literature*  
Minneapolis, MN

William J. Holm  
*Literature*  
Minnesota, MN

James M. Moore  
*Literature*  
Saint Paul, MN

Madelon S. Sprengnether  
*Literature*  
Minneapolis, MN

Steven J. Beyer  
*Visual Arts*  
Philadelphia, PA

Edward Levine  
*Visual Arts*  
Boston, MA

Robert A. Schwartz  
*Visual Arts*  
Minneapolis, MN

Susan Welch  
*Literature*  
Minneapolis, MN

Natalie Goldberg  
*Literature*  
Sante Fe, NM

John M. Minczeski  
*Literature*  
Saint Paul, MN

## 1983

---

Laura A. Blaw  
*Visual Arts*  
Philadelphia, PA

Kathrine V. Green  
*Literature*  
Saint Paul, MN

JoAnn Verburg  
*Visual Arts*  
Saint Paul, MN

August Wilson  
*Literature*  
Saint Paul, MN

Martha Boesing  
*Literature*  
Minneapolis, MN

Andrew Leicester  
*Visual Arts*  
Minneapolis, MN

Cary A. Waterman  
*Literature*  
Minneapolis, MN

Gloria DeFilipps Brush  
*Visual Arts*  
Duluth, MN

Mary F. Rockcastle  
*Literature*  
Minneapolis, MN

Kristi Duckwall Wheeler  
*Literature*  
Saint Paul, MN

## 1984

---

Alan Burns  
*Literature*  
Oxford, England

Linda K. Gammell  
*Visual Arts*  
Saint Paul, MN

Richard C. Paske  
*Music Composition*  
Saint Paul, MN

Susan Marie Swanson  
*Literature*  
Saint Paul, MN

James P. Callahan  
*Music Composition*  
Saint Paul, MN

Eleanor J. Hovda  
*Music Composition*  
Minneapolis, MN

Phillip C. Rhodes  
*Music Composition*  
Northfield, MN

Jantje Visscher  
*Visual Arts*  
Minneapolis, MN

Carole G. Fisher  
*Visual Arts*  
Minneapolis, MN

Louis B. Jenkins  
*Literature*  
Duluth, MN

John A. Schlesinger  
*Visual Arts*  
New York, NY

Edward W. Wilson  
*Literature*  
Minneapolis, MN

Frank L. Gaard  
*Visual Arts*  
Minneapolis, MN

Lance E. Kiland  
*Visual Arts*  
Minneapolis, MN

Linda J. Shapiro  
*Choreography*  
Minneapolis, MN

## Bush Artist Fellowships Program

### 1985

---

Robert Bly  
*Literature*  
Minneapolis, MN

Maria Cheng  
*Choreography*  
Minneapolis, MN

Pierre H. Delattre  
*Literature*  
Dixon, NM

Ken Feingold  
*Visual Arts*  
New York, NY

Patricia W. Francisco  
*Literature*  
Minneapolis, MN

Phebe D. Hanson  
*Literature*  
Saint Paul, MN

Walter H. Howerton  
*Literature*  
River Falls, WI

Jacqueline K. Kielkopf  
*Visual Arts*  
Saint Paul, MN

Meridel Le Sueur  
*Literature*  
Hudson, WI

Harry M. (Mike) Lynch  
*Visual Arts*  
Minneapolis, MN

Charlie Maguire  
*Music Composition*  
Minneapolis, MN

Wendy M. Olson  
*Visual Arts*  
Minneapolis, MN

Eric N. Stokes  
*Music Composition*  
Minneapolis, MN

Colleen J. Tracy  
*Literature*  
Kasota, MN

Laurie S. Van Wieren  
*Choreography*  
Minneapolis, MN

### 1986

---

Frank Bigbear, Jr.  
*Visual Arts*  
Minneapolis, MN

Lee Blessing  
*Literature*  
Minneapolis, MN

Remo Campopiano  
*Visual Arts*  
New York, NY

Mary Easter  
*Choreography*  
Northfield, MN

Kathy Hemingway Jones  
*Visual Arts*  
Brooklyn, NY

Deborah Keenan  
*Literature*  
Saint Paul, MN

Roderick Massey  
*Visual Arts*  
Minneapolis, MN

David John Olsen  
*Music Composition*  
Saint Paul, MN

Jane Pejsa  
*Literature*  
Minneapolis, MN

John Snyder  
*Visual Arts*  
Minneapolis, MN

Sandra Spieler  
*Visual Arts*  
Minneapolis, MN

Georgia Stephens  
*Choreography*  
Minneapolis, MN

Janika Vandervelde  
*Music Composition*  
Saint Paul, MN

J. P. White  
*Literature*  
Minneapolis, MN

Steven Woodward  
*Visual Arts*  
Minneapolis, MN

### 1987

---

Norman Anderson  
*Visual Arts*  
Minneapolis, MN

Timothy Brady  
*Literature*  
Saint Paul, MN

John Engman  
*Literature*  
Minneapolis, MN

Patricia Hampl  
*Literature*  
Saint Paul, MN

Claude J. Hribal  
*Literature*  
Milwaukee, WI

Jon Klein  
*Literature*  
Seattle, WA

Mary LaChapelle  
*Literature*  
Minneapolis, MN

Homer G. Lambrecht  
*Music Composition*  
Lauderdale, MN

David Madzo  
*Visual Arts*  
Saint Paul, MN

Paul Schoenfield  
*Music Composition*  
Cleveland, OH

Rosalyn D. Schwartz  
*Visual Arts*  
Champaign, IL

Chris Sullivan  
*Visual Arts*  
Chicago, IL

William Weaver  
*Literature*  
Bemidji, MN

## 1988

---

Douglas Argue  
*Visual Arts*  
Minneapolis, MN

Barbara Field  
*Literature*  
Minneapolis, MN

William Krueger  
*Literature*  
Saint Paul, MN

David Mura  
*Literature*  
Saint Paul, MN

Bradley A. Bombardier  
*Music Composition*  
Duluth, MN

Davida Kilgore  
*Literature*  
Paris, France

Kevin Locke  
*Choreography*  
Mobridge, SD

John Olive  
*Literature*  
Minneapolis, MN

Kathleen Coskran  
*Literature*  
Minneapolis, MN

Kevin Kling  
*Literature*  
Minneapolis, MN

David Means  
*Music Composition*  
Northfield, MN

James Tittle  
*Visual Arts*  
Minneapolis, MN

Irve Dell  
*Visual Arts*  
Minneapolis, MN

Michael Kosch  
*Music Composition*  
New York, NY

Wendy Morris  
*Choreography*  
Minneapolis, MN

## 1989

---

Richard T. Brewer  
*Visual Arts*  
Minneapolis, MN

Mary Ellen Childs  
*Music Composition*  
Saint Paul, MN

Shana Kaplow  
*Visual Arts*  
Woodbury, MN

Monty Mickelson  
*Literature*  
Sante Fe, NM

Jeffrey E. Brooks  
*Music Composition*  
Minneapolis, MN

Helen DeMichiel  
*Visual Arts*  
Minneapolis, MN

Libby Larsen  
*Music Composition*  
Minneapolis, MN

Gregory Blake Smith  
*Literature*  
Northfield, MN

John Caddy  
*Literature*  
Forest Lake, MN

JonMarc Edwards  
*Visual Arts*  
Minneapolis, MN

Margaret Todd Maitland  
*Literature*  
Saint Paul, MN

Barton Sutter  
*Literature*  
Duluth, MN

Bruce Charlesworth  
*Visual Arts*  
Minneapolis, MN

Jean Alice Jacobson  
*Literature*  
Duluth, MN

Jay Meek  
*Literature*  
Grand Forks, ND

## 1990

---

Bruce Cutler  
*Literature*  
Saint Paul, MN

Gregory Green  
*Visual Arts*  
Saint Paul, MN

Andrew Leicester  
*Visual Arts*  
Minneapolis, MN

David Seals  
*Visual Arts*  
Rapid City, SD

Stephen M. Dahl  
*Visual Arts*  
Minneapolis, MN

Patricia Kirkpatrick  
*Literature*  
Saint Paul, MN

Adrian C. Louis  
*Literature*  
Pine Ridge, SD

Bill Simonett  
*Visual Arts*  
Minneapolis, MN

Susana di Palma Hauser  
*Choreography*  
Minneapolis, MN

Vesna Kittelson  
*Visual Arts*  
Minneapolis, MN

Paula Mann  
*Choreography*  
Minneapolis, MN

Timothy L. Solien  
*Visual Arts*  
Pelican Rapids, MN

David Allen Evans  
*Literature*  
Brookings, SD

Brett Laidlaw  
*Literature*  
Saint Paul, MN

Judy McGuire  
*Visual Arts*  
Minneapolis, MN

Michael Sommers  
*Visual Arts*  
Minneapolis, MN

## Bush Artist Fellowships Program

### 1991

---

Daniel Dennehy  
*Visual Arts*  
Minneapolis, MN

David Dwyer  
*Literature*  
Collegetown, MN

Lynn Geesaman  
*Visual Arts*  
Minneapolis, MN

Christie Hawkins  
*Visual Arts*  
Kasota, MN

Judith Katz  
*Literature*  
Minneapolis, MN

Ben Kreilkamp  
*Scriptworks*  
Minneapolis, MN

Ellen Lease  
*Music Composition*  
Minneapolis, MN

Vince Leo  
*Visual Arts*  
Minneapolis, MN

Margaret Miles  
*Literature*  
Minneapolis, MN

Aldo Moroni  
*Visual Arts*  
Avon, MN

Eric Mueller  
*Visual Arts*  
Minneapolis, MN

Edith Rylander  
*Literature*  
Grey Eagle, MN

Daniel K. Sturm  
*Music Composition*  
Saint Paul, MN

Eric Tretbar  
*Scriptworks*  
Minneapolis, MN

Karen M. Wirth  
*Visual Arts*  
Saint Paul, MN

### 1992

---

Ta-coumba Aiken  
*Visual Arts I*  
Saint Paul, MN

Sarah Bowker  
*Visual Arts I*  
Menomonie, WI

Susan Fiene  
*Visual Arts I*  
Minneapolis, MN

Katharine V. Green  
*Literature*  
Saint Paul, MN

James Henkel  
*Visual Arts I*  
Minneapolis, MN

Marianne Herrmann  
*Literature*  
Saint Louis Park, MN

Seitu Jones  
*Visual Arts I*  
Saint Paul, MN

Kathleen Laughlin  
*Visual Arts II*  
Minneapolis, MN

Keri Pickett  
*Visual Arts I*  
Minneapolis, MN

Suzan Pitt  
*Visual Arts II*  
Fountain City, WI

David Rathman  
*Visual Arts I*  
Saint Anthony, MN

Patrick Scully  
*Visual Arts II*  
Minneapolis, MN

Paul Shambroom  
*Visual Arts I*  
Minneapolis, MN

Chris Spotted Eagle  
*Visual Arts II*  
Minneapolis, MN

Ernest Whiteman  
*Visual Arts I*  
Saint Paul, MN

# Bush Medical Fellows Program

## 1979

---

Jo Eagle Anderson, M.D.  
*Le Sueur, MN*  
*Family Practice*

Norman Hagberg, M.D.  
*Montevideo, MN*  
*Family Practice*

John Knott, M.D.  
*Forest Lake, MN*  
*Family Practice*

Jon Wempner, M.D.  
*Waconia, MN*  
*Family Practice, Administration*

Frank Boyd, M.D.  
*Pipestone, MN*  
*Cardiology, General Practice*

George Jackish, M.D.  
*Red Wing, MN*  
*Internal Medicine*

Norma Schnabel, M.D.  
*Crookston, MN*  
*Pediatric Allergy*

## 1980

---

Charles Bean, M.D.  
*Waconia, MN*  
*Family Practice*

Curtis Johnson, M.D.  
*Winona, MN*  
*Pediatrics*

James Kvale, M.D.  
*Shaker Heights, OH*  
*Family Practice*

Rudy Tan, M.D.  
*Hastings, MN*  
*Surgery*

## 1981

---

John Allen, M.D.  
*Montevideo, MN*  
*Family Practice*

James Lehmann, M.D.  
*Waconia, MN*  
*Internal Medicine, Geriatrics*

David Olson, M.D.  
*Chesapeake, VA*  
*Psychiatry, Family Practice*

Ann Vogel, M.D.  
*New Ulm, MN*  
*Obstetrics, Gynecology,*  
*Family Practice*

Charles Eisenbeis, M.D.  
*Mankato, MN*  
*Obstetrics, Gynecology*

## 1982

---

Gerald Church, M.D.  
*Two Harbors, MN*  
*Family Practice*

Carlton Erickson, M.D.  
*Lindstrom, MN*  
*Family Practice*

Gregory Garnett, M.D.  
*Oxford, OH*  
*Family Practice*

Milton Seifert, Jr., M.D.  
*Wayzata, MN*  
*Family Practice*

George Crislip, M.D.  
*Cheyenne, WY*  
*Family Practice*

Bayard French, M.D.  
*Hibbing, MN*  
*Family Practice*

Roland Hammer, M.D.  
*River Falls, WI*  
*Family Practice*

## 1983

---

Gary Kohls, M.D.  
*Pequot Lakes, MN*  
*Family Practice*

Donald Pine, M.D.  
*Minnnetonka, MN*  
*Family Practice*

Ernest Swihart, Jr., M.D.  
*Mound, MN*  
*Pediatrics*

Michael Wilcox, M.D.  
*New Prague, MN*  
*Family Practice, Emergency*  
*Medicine*

Donald McIntyre, M.D.  
*Rugby, ND*  
*Internal Medicine*

Lawrence Ringhofer, M.D.  
*Cotton, MN*  
*Family Practice*

Thomas Weaver, M.D.  
*Saint Cloud, MN*  
*Family Practice*

Ronald Menk, M.D.  
*Mora, MN*  
*Family Practice*

Richard Stewart, M.D.  
*Alexandria, MN*  
*Pediatrics*

## 1984

---

Bruce Adams, M.D.  
*Golden Valley, MN*  
*Emergency Medicine, Family*  
*Practice*

Gordon Hovde, M.D.  
*Albert Lea, MN*  
*Family Practice*

Joseph McGrath, M.D.  
*Wabasha, MN*  
*Family Practice*

Joseph Powell, M.D.  
*New Richmond, WI*  
*Family Practice*

Keith Foster, M.D.  
*Mandan, ND*  
*Internal Medicine, Addiction*  
*Medicine*

James Hover, M.D.  
*Aitkin, MN*  
*Family Practice*

Jerry Petersen, M.D.  
*Wayzata, MN*  
*Family Practice*

Donald Skjei, M.D.  
*Williston, ND*  
*Family Practice*



## Bush Medical Fellows Program

### 1985

---

Chester Anderson, M.D.  
Hutchinson, MN  
Family Practice

Jerry Greene, M.D.  
Castle Point, NY  
Administration, Internal Medicine

Philip Olson, M.D.  
Willmar, MN  
Internal Medicine

Joseph Springer, M.D.  
Durand, WI  
Family Practice

Garfield Brown, M.D.  
Ashland, WI  
Surgery

Gerald Kavanaugh, M.D.  
Fargo, ND  
Cardiology

Charles Pelton, M.D.  
Aberdeen, SD  
Family Practice

John Stransky, M.D.  
Watertown, SD  
Family Practice

Robert Burgfechtel, M.D.  
Minnertonka, MN  
Administration, Family Practice

Delwin Ohrt, M.D.  
Lakeville, MN  
Administration, Pathology

Gerald Sailer, M.D.  
Hettinger, ND  
Family Practice

Rick Weber, M.D.  
Staples, MN  
Family Practice

### 1986

---

Jerome Blake, M.D.  
Sioux Falls, SD  
Developmental Pediatrics

Dave Ellison, M.D.  
Pelican Rapids, MN  
Emergency Medicine

Barbara LeTourneau, M.D.  
Saint Paul, MN  
Medical Management

Roger Schauer, M.D.  
Grand Forks, ND  
Family Practice

Robert Cumming, M.D.  
Saint Cloud, MN  
Administration

Alan R. Johnson, M.D.  
Pelican Rapids, MN  
Family Practice

Ronald E. Rehmann, M.D.  
Coon Rapids, MN  
Family Practice

Paul Spilseth, M.D.  
Stillwater, MN  
Family Practice, Administration

Richard Dinter, M.D.  
Hibbing, MN  
Internal Medicine

Marianne Kanning, M.D.  
Shakopee, MN  
Family Practice

Albert F Samuelson, M.D.  
Bismarck, ND  
Psychiatry

### 1987

---

Reuben J. Bareis, M.D.  
Rapid City, SD  
Internal Medicine

Michael J. DeBevec, M.D.  
Grand Marais, MN  
Family Practice

Deane Johnson, M.D.  
Park Rapids, MN  
Family Practice

Robert Welch, M.D.  
Victoria, MN  
Administration, Emergency  
Medicine, Occupational  
Medicine, Family Practice

Brian C. Campion, M.D.  
La Crosse, WI  
Administration, Cardiology

Bernard Gerber, M.D.  
Aberdeen, SD  
Surgery

Marvin Kolb, M.D.  
Kansas City, MO  
Pediatrics

Eunice Davis, M.D.  
Roseville, MN  
Administration, Developmental  
Pediatrics

James Haemmerle, M.D.  
Menomonie, WI  
Orthopedics

Richard Mulder, M.D.  
Ivanhoe, MN  
Family Practice

### 1988

---

Lowell Barr, M.D.  
Albert Lea, MN  
Pediatrics

Glenn Kerr, M.D.  
Loma Linda, CA  
Family Practice

Michael Neren, M.D.  
Saint Paul, MN  
Pulmonary Medicine

David Westgard, M.D.  
La Crosse, WI  
Family Practice

Edward Ehlinger, M.D.  
Minneapolis, MN  
Public Health

John Kludt, M.D.  
Duluth, GA  
Family Practice, Administration

Paul Sanders, M.D.  
Cambridge, MN  
Administration, Family Practice

Blake Williamson, M.D.  
Kansas City, MO  
Family Practice, Administration

Warren Gollhofer, M.D.  
Spearfish, SD  
Family Practice

William Manahan, M.D.  
Mankato, MN  
Family Practice

Peter Smyth, M.D.  
Glencoe, MN  
Internal Medicine

**1989**

---

Robert O. Aby, M.D. Worthington, MN Internal Medicine	Gary Fifield, M.D. Minneapolis, MN Pediatrics, Administration	Phil Gross, M.D. Ross, CA Orthopedics	Louis Sonstegard, M.D. Orono, MN Family Practice
Arden Anderson, M.D. Brainerd, MN Family Practice	William Goodall, M.D. Elk River, MN Emergency Medicine, Family Practice	Nathaniel Payne, M.D. Minneapolis, MN Neonatology	Barbara Yawn, M.D. Rochester, MN Family Practice
Robert Bartron, M.D. Watertown, SD Surgery	Patrick Greenwood, M.D. Owatonna, MN Family Practice	George Pope, M.D. River Falls, WI Family Practice	
Charles Fazio, M.D. Saint Cloud, MN Administration	David Griffin, M.D. Eagan, MN Pediatrics, Administration	Jon Rice, M.D. Grand Forks, ND Family Practice	

**1990**

---

Vicki Anderson, M.D. Cloquet, MN Family Practice	Daniel Groebner, M.D. New Ulm, MN Internal Medicine	Nina Kostraba, M.D. Duluth, MN Emergency Medicine, Oncology	William Read, M.D. Eau Claire, WI Pediatrics
Dennis J. Driscoll, M.D. Forest Lake, MN Family Practice	Alan Kenien, M.D. Fargo, ND Pediatric Endocrinology	Bruce Lushbough, M.D. Brookings, SD Family Practice	Randall Vollertsen, M.D. Rochester, MN Rheumatology
Mary Alice Gillispie, M.D. Fargo, ND Family Practice	Rhonda Ketterling, M.D. Rugby, ND Internal Medicine	Mukhtar Nandra, M.D. Crosby, ND Surgery	

**1991**

---

Blanton Bessinger, M.D. Saint Paul, MN Administration, Pediatric Cardiology	Donald Evans, M.D. Merrill, WI Family Practice	Donald Jenny, M.D. Fargo, ND Cardiology	Rodney Ludwig, M.D. Fargo, ND Internal Medicine
Philip Dahlberg, M.D. La Crosse, WI Nephrology	James Evans, M.D. Northfield, MN Family Practice	Peter Kernahan, M.D. Saint Paul, MN Surgery	Dennis Stevens, M.D. Sioux Falls, SD Neonatology
Leena Devaraj, M.D. Blue Earth, MN Pathology	Samuel Hall, M.D. Shoreview, MN Internal Medicine, Toxicology	Jim Langland, M.D. Thief River Falls, MN Internal Medicine	Loren Tschetter, M.D. Sioux Falls, SD Hematology, Oncology

**1992**

---

Barry Bershaw, M.D. Burnsville, MN Family Practice	Daniel Goodwin, M.D. Grand Forks, ND Family Practice	Becky Kleager, M.D. River Falls, WI Obstetrics, Gynecology	John Ottenbacher, M.D. Selby, SD General Medicine
Mark Butterbrodt, M.D. Minneapolis, MN Pediatrics	Robert Jeddloh, M.D. Minneapolis, MN Emergency Medicine	Clark Likness, M.D. Watertown, SD Family Practice	Albert Sheldon, M.D. Waverly, MN Psychiatry
Anthony Giefer, M.D. North Mankato, MN Family Practice	Lawrence Kaplan, M.D. Saint Paul, MN Gastroenterology	Dennis Nolan, M.D. Winona, MN Internal Medicine	Daniel Whitlock, M.D. Minneapolis, MN Pediatric Chronic Pain

# Bush Principals Program

## 1986-87

John E. Barnett  
*Principal*  
Mankato West Senior High  
Mankato, MN

Barbara Bellair  
*Principal*  
Roosevelt High  
Minneapolis, MN

Fred Brown  
*Principal*  
Wabasha Kellogg  
Elementary/Middle  
Wabasha, MN

Norm Bussian  
*Principal*  
Wabasha Senior High  
Wabasha, MN

Terence Churchill  
*Principal*  
Lincoln Elementary  
Duluth, MN

Dan Danielson  
*Administrative Director*  
The Marsh  
Minnetonka, MN

Don Dulski  
*Principal*  
Moorhead Senior High  
Moorhead, MN

Mary Hertogs  
*Principal*  
Sonnesyn Elementary  
New Hope, MN

Jerry Hoff  
*Principal*  
Princeton Junior High  
Princeton, MN

Rick Houston  
*Principal*  
Pine City Elementary  
Pine City, MN

James W. Johnson  
*Principal*  
Rocori Senior High  
Cold Spring, MN

Shirley Kaiser  
*Principal*  
J.J. Hill School  
Saint Paul, MN

Jerry F. Larson  
*Principal*  
Apollo Senior High  
Saint Cloud, MN

Jerry Lerom  
*Principal*  
Fred Moore Junior High  
Anoka, MN

Dennis R. Litfin  
*Principal*  
Foley Senior High  
Foley, MN

Mary Mackbee  
*Director of Secondary*  
Saint Paul Public Schools  
Saint Paul, MN

John F. McGee  
*Head of School*  
The Marshall School  
Duluth, MN

Joan McGinty, C.S.J.  
*Principal*  
IMH - Saint Luke's School  
Saint Paul, MN

Charles G. Mykleby  
*Principal*  
Eisenhower Elementary  
Hopkins, MN

Thomas W. O'Reilly  
*Vice President*  
Community Intervention  
Minneapolis, MN

David Paschka  
*Principal*  
Lakeview Elementary  
Albert Lea, MN

Ted Pollard  
*(Retired)*  
Duluth, MN

Neil Sandberg  
*(Retired)*  
Minneapolis, MN

Clifford Schlosser  
*(Retired)*  
Willmar, MN

Terry Schultz  
Minneapolis, MN

Harry Stock  
*Principal*  
Jefferson Elementary  
New Ulm, MN

Kathleen B. Townsend  
*Assistant Elementary Director*  
Educational Service Center  
Maple Grove, MN

Joanne Ventura-Czeswik  
*Principal*  
Webster Magnet Elementary  
Saint Paul, MN

Jack Youngstrom  
*Principal*  
Winona Senior High  
Winona, MN

## 1987-88

Thomas Blair  
*Principal*  
Sauk Rapids High  
Sauk Rapids, MN

Barbara Bocian  
*Principal*  
Bel Air Elementary  
New Brighton, MN

Robert Bogart  
*Principal*  
Brooten Belgrade Elrosa Elementary  
Brooten, MN

Maria Calderon  
*Principal*  
J.J. Hill Montessori  
Saint Paul, MN

Ann DeGree  
*Principal*  
Como Park Elementary  
Saint Paul, MN

Fred Dietrich  
*(Retired)*  
Saint Paul, MN

Scott Douglas  
*Principal*  
Hutchinson Senior High  
Hutchinson, MN

Dennis Drummond  
*Principal*  
Perham Public Schools  
Perham, MN

Nancy Enger  
*Dean of Students*  
Faribault Junior High  
Faribault, MN

Terrance Fenne  
*Principal*  
Tipigaq School  
Point Hope, AK

Roger Field  
*Principal*  
Washington Elementary  
Rochester, MN

Walter Fischer  
*Principal*  
Carlton High  
Carlton, MN

Ann Kastler  
*Principal*  
Southview Elementary  
Rosemount, MN

Dean LaFrenz  
*Assistant Principal*  
Champlin Park High  
Champlin, MN

Terry Moriarty  
*Principal*  
Southwest Junior High  
Albert Lea, MN

Michael Mrachek  
*Principal*  
Montgomery-Lonsdale Elementary  
Montgomery, MN

Howard Murray  
*Principal*  
Probstfield Elementary  
Moorhead, MN

Russell Peterson  
*Principal*  
Mahtomedi Middle  
Mahtomedi, MN

Duane Ramberg  
*Assistant Principal*  
Folwell Middle  
Minneapolis, MN

Donald Rautio  
*Principal*  
Adams Elementary  
Coon Rapids, MN

Vincent Ross  
*Assistant Superintendent*  
Hutchinson Public Schools  
Hutchinson, MN

Linda Saukkonen  
*Principal*  
Clear Springs Elementary  
Minnetonka, MN

William Schrankler  
*Principal*  
Randolph Heights Elementary  
Saint Paul, MN

Greg Spath  
*Principal*  
Hills-Beaver Creek High  
Hills, MN

Kent Stever  
*Principal*  
Jefferson Senior High  
Bloomington, MN

Fred Storti  
*Principal*  
Brimhall Elementary  
Roseville, MN

Thomas Wilson  
*Principal*  
Eagan High  
Eagan, MN

Ann Zweber  
*Principal*  
Coon Rapids Senior High  
Coon Rapids, MN

## 1988-89

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John E. Bell  
*Assistant Principal*  
Anwatin Junior High  
Minneapolis, MN

Bob Hogenson  
*Principal*  
Washington Kosciusko Elementary  
Winona, MN

Nan Mizuhata  
*Assistant Principal*  
Jefferson High  
Bloomington, MN

Kathryn Schultz  
*Principal*  
Elton Hills Elementary  
Rochester, MN

Denis A. Biagini  
*Principal*  
Technology Learning Center  
Robbinsdale, MN

William F. Kazee  
*(Deceased)*

Roger A. Peterson  
*Principal*  
Concord Elementary  
Edina, MN

Douglas Schuster  
*Principal*  
Field Elementary  
Minneapolis, MN

Judith L. Brandon  
*Principal*  
Washington Elementary  
Mankato, MN

Paul J. Leverentz  
*Principal*  
Saturn Elementary School  
Saint Paul, MN

Thomas E. Rolloff  
*Principal*  
Farmington Senior High  
Farmington, MN

Luz Maria Serrano  
*Principal*  
Adams Spanish Immersion  
Saint Paul, MN

Patricia Erlandson  
*Principal*  
Creek Valley Elementary  
Edina, MN

Stephan P. Lund  
*Principal*  
Brookside Middle  
Albert Lea, MN

Shelton M. Rucker  
*Principal*  
Susan B. Anthony Junior High  
Minneapolis, MN

Joan A. Sorenson  
*Principal*  
Como Senior High  
Saint Paul, MN

Kenneth D. Greener  
*Principal*  
Minnehaha Academy  
Minneapolis, MN

John W. Lyngdal  
*Principal*  
Central Middle  
Eden Prairie, MN

Eddie R. Ryshavy  
*Principal*  
Glen Lake Elementary  
Minnetonka, MN

Terry Tofte  
*Curriculum Director*  
Rosemount Public Schools  
Rosemount, MN

Roger W. Hahn  
*(Retired)*  
Orlando, FL

Beth Mason Mackey  
*Principal*  
McKinley Elementary  
Ham Lake, MN

Marvin D. Schubbe  
*Principal*  
Watertown-Mayer  
Watertown, MN

Shirley Vaux  
*Assistant Principal*  
Edina High  
Edina, MN

Milton J. Hoff  
*Assistant Professor*  
University of North Dakota  
Grand Forks, ND

Marie McCarthy  
*Principal*  
Saint John's School  
Duluth, MN

Eleanor R. Schultz  
*Administrator of Customized Learning*  
Minneapolis Technical College  
Minneapolis, MN

## 1989-90

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Paul R. Anderson  
*Principal*  
Hawthorne Elementary  
Albert Lea, MN

Karl Brungardt  
*Principal*  
Mounds View High  
Arden Hills, MN

Helen Giessen, O.S.B.  
*Principal*  
Saint Rose School  
Proctor, MN

Jerold E. Horgen  
*Principal*  
Northeastern Education District  
Buffalo, MN

Joseph J. Baisley  
*Principal*  
Cannon Falls Secondary  
Cannon Falls, MN

Neil E. Carpenter  
*Principal*  
Madelia High  
Madelia, MN

Shannon B. Griffin  
*Assistant Principal*  
Washburn Senior High  
Minneapolis, MN

Daniel F. Kelley  
*Principal*  
Rice Lake Elementary  
Lino Lakes, MN

Kathleen C. Basiago  
*Principal*  
Orchard Lake Elementary  
Lakeville, MN

Jeffery C. Elavsky  
*Assistant Principal*  
Wayzata Senior High  
Plymouth, MN

Mary Griffin  
*(Address Unknown)*

Joann C. Knuth  
*Principal*  
Highland High  
Saint Paul, MN

Arnette Bell  
*Principal*  
Oak Point Intermediate  
Eden Prairie, MN

Debra R. Fincham  
*Principal*  
Oak Grove Intermediate  
Bloomington, MN

Edward P. Henderson  
*Principal*  
Waterville-Elysian Elementary  
Waterville, MN

Margaret Lincoln  
*(Retired)*  
Minneapolis, MN

## Bush Principals Program

Robert J. Pacha  
Principal  
Riveriew Elementary  
Grand Rapids, MN

Nadya E. Parker  
Principal  
Saint Paul Central High  
Saint Paul, MN

Robert J. Schmidt  
Principal  
John F. Kennedy High  
Bloomington, MN

Jane M. Schuck  
Principal  
West Junior High  
Mankato, MN

Michael M. Spanier  
Principal  
Sartell Middle  
Sartell, MN

Susan L. Thomas  
Assistant Principal  
North Community High  
Minneapolis, MN

Robert H. Voecks  
Principal  
Monticello High  
Monticello, MN

Gwendolyn L. Walker  
Associate Principal  
Burnsville Senior High  
Burnsville, MN

Martha W. Ward  
(Deceased)

Richard A. Wippler  
Principal  
Mahtomedi High  
Mahtomedi, MN

Jay H. Youmans  
Principal  
Pine Island Elementary  
Pine Island, MN

Vint Zabel  
Principal  
Meeker/McLeod Education District  
Glencoe, MN

### 1990-91

Alton Boonstra  
Principal  
Jefferson Elementary  
Willmar, MN

Mary K. Boyd  
Principal  
Saint Paul Area Learning Center  
Saint Paul, MN

Thomas Brekke  
Assistant Principal  
Mankato West High  
Mankato, MN

John K. Clark  
Principal  
Sauk Rapids Middle  
Sauk Rapids, MN

Edward Donahue  
Assistant Principal  
John F. Kennedy High  
Bloomington, MN

Richard Edinger  
Assistant Principal  
Fergus Falls Middle  
Fergus Falls, MN

F. Joseph Geisen  
Principal  
The Marshall School  
Duluth, MN

John G. Greupner  
Principal  
Wayzata East Junior High  
Plymouth, MN

David Groth  
Principal  
Irondale High  
New Brighton, MN

Dorothy Jenum  
Principal  
E. N. Nordgaard Elementary  
Glenwood, MN

Louis Kanavati  
Assistant Principal  
Central High  
Saint Paul, MN

Colleen Kimbro, F.S.E  
Principal  
Queen of Peace  
Cloquet, MN

James LeDuc  
Assistant Principal  
Highland Senior High  
Saint Paul, MN

Carol Lozon  
Assistant Principal  
Austin Senior High  
Austin, MN

Yasmin Lucas-Rivera  
Assistant Principal  
Murray Junior High  
Saint Paul, MN

Richard W. Lundgren  
Principal  
Eagle Valley High  
Eagle Bend, MN

Walt Lyszak  
Principal  
Park Senior High  
Cottage Grove, MN

Frederic H. Meyer  
Assistant Principal  
Roosevelt High  
Minneapolis, MN

Richard Miller  
Principal  
Pullman Elementary  
Saint Paul Park, MN

Joseph Purvis  
Principal  
Hall Montessori  
Minneapolis, MN

Mary K. Schepman  
Executive Director  
Intergenerational Innovations  
Edmonds, WA

Diane Schwinghammer  
Principal  
Polwell Elementary  
Rochester, MN

Joan Sipe, C.S.J.  
Principal  
Saint Anne's School  
Wabasso, MN

Henry Snyder  
Principal  
Sunnyside Elementary  
New Brighton, MN

Corrine Spector  
Principal  
Cook High  
Cook, MN

Kristin Teberg  
Assistant Principal  
Central High  
Duluth, MN

Barbara Whiting  
Principal  
Highland Elementary  
Columbia Heights, MN

Patricia Wilhelm  
Assistant Principal  
Hazel Park Academy  
Saint Paul, MN

### 1991-92

Susan M. Anderson  
Principal  
Tanglen Elementary  
Minnnetonka, MN

Everett Arnold  
Principal  
Bemidji High  
Bemidji, MN

Linda Bauer  
Teacher  
ISD #2 Hill City  
Hill City, MN

John R. Eggers  
Director  
Envisioning Your Future  
Bemidji, MN

Carole Ann Fargo  
Principal  
O.H. Anderson Elementary  
Mahtomedi, MN

Kathryn Gagnon  
Assistant Principal  
AGAPE  
Saint Paul, MN

Michael G. Garaghty  
Teacher  
Lakeville High  
Lakeville, MN

Sandra Guyan  
Principal  
Riverside School and Northwest  
Juvenile Training Center  
Bemidji, MN

Patricia A. Hinze  
Teacher  
Robert Asp School  
Moorhead, MN

Sherryl L. Johnson  
Teacher  
Taylors Falls  
Taylors Falls, MN

Merlyn Kruse  
Principal  
Saint Croix Lutheran High  
West Saint Paul, MN

Jolene Landwer  
Principal  
Janesville Elementary  
Janesville, MN

Arlys Larson  
Principal  
Cowern Elementary  
North Saint Paul, MN

Rodney Lofquist  
Principal  
North Branch Middle  
North Branch, MN

Donna J. Montgomery  
Principal  
Mendota Elementary  
West Saint Paul, MN

Karen A. Norell  
Principal  
Montgomery High  
Montgomery, MN

Lyle A. Odland  
Principal  
Washington Junior High  
Saint Paul, MN

Thomas D. Olin  
Assistant Principal  
Central High  
Saint Paul, MN

Lowell E. Olson  
Teacher  
Apollo High  
Saint Cloud, MN

Jeffrey Raison  
Principal  
Dowling Urban  
Environmental Learning  
Minneapolis, MN

Elbert R. Ross III  
Assistant Principal  
Central Senior High  
Saint Paul, MN

Diane S. Schimelfenig  
Teacher  
Tanglen Elementary  
Minnetonka, MN

Cheryl Schmidt  
Principal  
Chokio-Alberta High  
Alberta, MN

Paul M. Schullo  
Principal  
Hilltop Elementary  
Mound, MN

Linda Trevorrow  
Teacher  
Patrick Henry High  
Minneapolis, MN

Donna J. Williams  
Principal  
Lincoln Elementary  
Elk River, MN

Nancy C. Wondrasch  
Associate Principal  
Winona Senior High  
Winona, MN

John R. Zierdt  
Principal  
Spring Valley Elementary  
Spring Valley, MN

## 1992-93

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Janine Aaker  
Teacher  
Niccollet Junior High School  
Burnsville, MN

Judith Birmingham  
Assistant Superintendent  
Anoka-Hennepin Educational  
Service Center  
Coon Rapids, MN

Janice Carter  
Teacher  
Harding High  
Saint Paul, MN

Irma Coleman  
Principal  
Ridgeview Elementary  
Bloomington, MN

Stan Corey  
Principal  
Upsala Elementary  
Upsala, MN

William Dunn  
Principal  
Highland Park Secondary  
Saint Paul, MN

Wayne Haasl  
Principal  
Woodbury High  
Woodbury, MN

James Herzog  
Principal  
Owatonna Senior High  
Owatonna, MN

Art Indelicato  
Principal  
Sanford Middle  
Minneapolis, MN

James Inwards  
Assistant Principal  
Park High  
Cottage Grove, MN

Richard Janezich  
Principal  
Brooklyn Center High  
Brooklyn Center, MN

Cynthia Jindra  
Principal  
Northeast Educational  
Virginia, MN

Judith Johnson  
Principal  
Henry Sibley High  
West Saint Paul, MN

Sharon Kabes  
Principal  
Spring Valley High  
Spring Valley, MN

Nancy Katzmarek  
Assistant Principal  
Cleveland Middle  
Saint Paul, MN

Nancy Kluck  
Principal  
Lake Crystal and Vernon Center  
Lake Crystal, MN

Kenneth Litzau  
Principal  
Nayahshing Elementary  
Onamia, MN

Sharon MacDonald  
Social Worker  
Hopkins High  
Minnetonka, MN

Mary J. Syfax Noble  
Assistant Principal  
Webster Open School  
Minneapolis, MN

B. Lanie Odette  
Teacher  
Sauk Rapids Middle  
Sauk Rapids, MN

Luis Enrique Ortega  
Assistant Principal  
Southwest Secondary  
Minneapolis, MN

Craig Paulson  
Principal  
Cambridge Middle  
Cambridge, MN

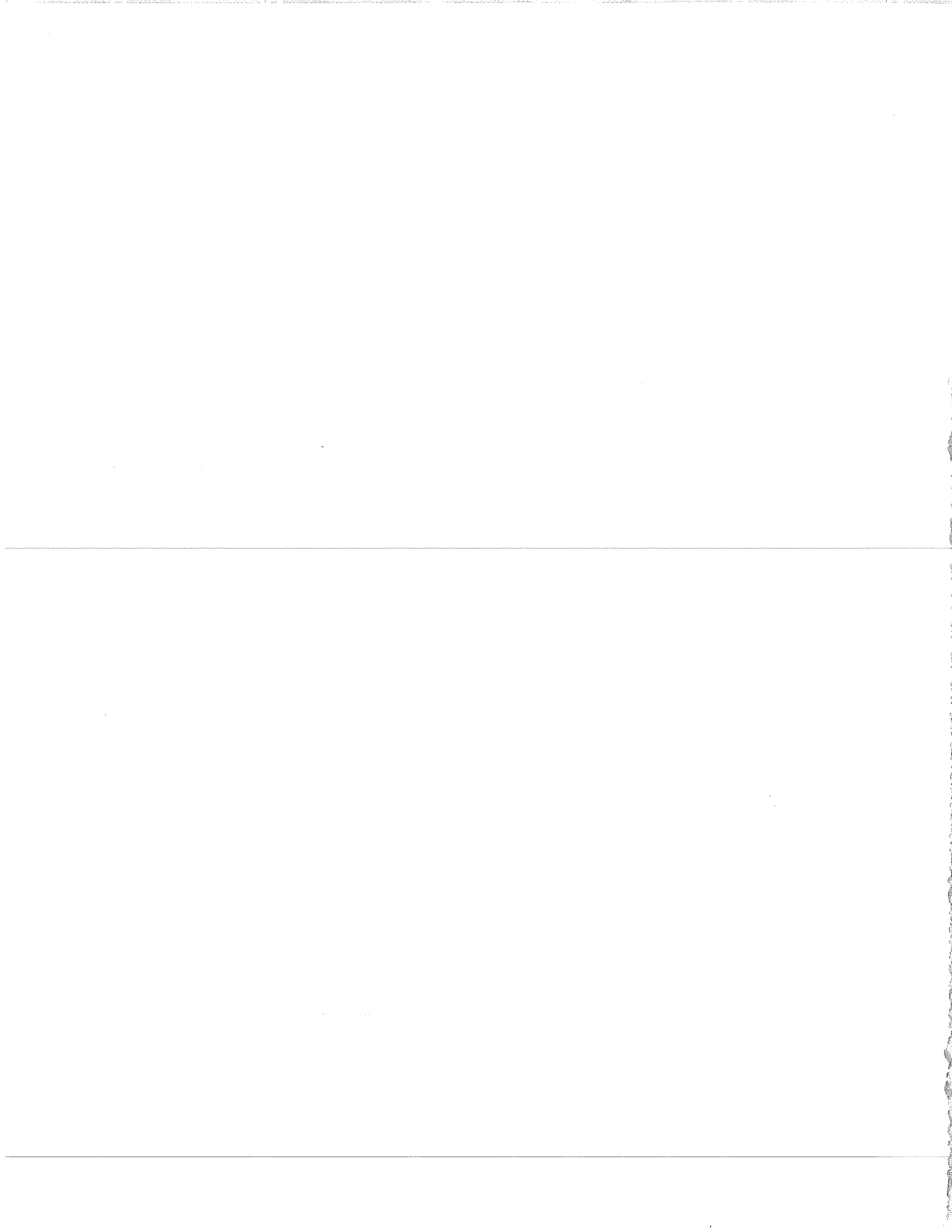
George Peper  
Teacher  
Willmar Senior High  
Willmar, MN

Gary W. Peterson  
Principal  
Turtle Lake Elementary  
Shoreview, MN

Duane H. Udstuen  
Principal  
Minnetonka Intermediate  
Excelsior, MN

Steven Wiltermuth  
Teacher  
Lincoln Elementary  
Elk River, MN

Rebecca Yarlott  
Principal  
Hale Elementary  
Minneapolis, MN



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 less likely to be approved than others:
    - 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 welcomes 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.

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## **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:

## Grantmaking Policies and Procedures

A copy of the organization'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 The Bush 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 or activity 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 or activity 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 or activity.
- 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.

## Grantmaking Policies and Procedures

When a grant is made, the recipient is asked 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 1992	Amount Paid 1992	Unpaid Balance 1992
<b>Arts and Humanities</b>				
<b>Literature</b>				
Black Hills Special Services Cooperative Sturgis, South Dakota <i>To support the Prairie Winds writers' project</i>	\$ 12,500	\$ —	\$ 5,000	\$ —
Coffee House Press Minneapolis <i>To support staff expansion of this literary small press</i>	42,000	—	—	9,000
<i>To support an inventory financing fund</i>	50,000	50,000	50,000	—
The Loft, Inc. Minneapolis <i>To support a marketing plan in order to assist in broadening the Loft's audience</i>	80,000	—	35,000	—
<b>Music</b>				
Minnesota Opera Company Minneapolis <i>To assist the New Music Theater Ensemble to become a separate non-profit organization</i>	12,500	12,500	12,500	—
<i>For operating support for the 1992-93 season</i>	100,000	100,000	100,000	—
Minnesota Orchestral Association Minneapolis <i>For operating support for the 1991-92 season</i>	227,000	227,000	227,000	—
Saint Paul Chamber Orchestra Society Saint Paul <i>For operating support for the 1992-93 season</i>	215,000	215,000	215,000	—
<b>Theater</b>				
Guthrie Theater Foundation Minneapolis <i>To help endow and renovate the Theater</i>	2,000,000	—	1,000,000	—
<i>Operating support for the 1991-92 and 1992-93 seasons</i>	450,000	—	230,000	—
Illusion Theater and School, Inc. Minneapolis <i>To support the development of a new play for the Theater's prevention program</i>	90,000	—	40,000	—
Northern Sign Theatre Minneapolis <i>For organizational development for this company, whose productions are presented in spoken English and American Sign Language</i>	21,200	—	8,700	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Ordway Music Theatre Saint Paul <i>To develop new, multi-cultural programs for family audiences</i>	\$ 50,000	\$ 50,000	\$ 50,000	\$ —
Penumbra Theatre Saint Paul <i>For continued operating support during the Theatre's transition to an independent nonprofit organization</i>	30,000	—	30,000	—
<i>For continued operating support of Penumbra Theater</i>	80,000	80,000	40,000	40,000
Playwrights' Center, Inc. Minneapolis <i>For capital improvements at the Center's building in Minneapolis</i>	25,000	—	25,000	—
Southern Theater Foundation Minneapolis <i>For program support</i>	40,000	—	15,000	—
Theatre de la Jeune Lune Minneapolis <i>Toward a capital campaign to purchase and renovate a building for the company's use</i>	276,000	—	276,000	—
<i>To support the company's first two seasons in its new theater building</i>	60,000	60,000	35,000	25,000
<b>Visual Arts</b>				
Minneapolis Society of Fine Arts Minneapolis <i>To support the exhibitions program</i>	375,000	—	125,000	250,000
Walker Art Center Minneapolis <i>To support its endowment</i>	850,000	—	425,000	—
<i>To support the exhibitions program</i>	472,500	—	157,500	—
<b>Other</b>				
Artspace Projects, Inc. Minneapolis <i>To study feasibility of a program to assist capital projects in the arts in Minnesota, North Dakota, and South Dakota</i>	30,000	30,000	30,000	—
COMPAS, Inc. Minneapolis <i>To support Native Arts Circle</i>	40,000	40,000	40,000	—

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Independent Feature Project - North Minneapolis <i>To support staff expansion</i>	\$ 12,500	\$ 12,500	\$ 7,500	\$ 5,000
Intermedia Arts of Minnesota, Inc. Minneapolis <i>To begin the Asian-American Renaissance Program</i>	7,500	7,500	7,500	—
Lake Superior Museum of Transportation and Industry Duluth, Minnesota <i>For staff development</i>	23,000	23,000	11,500	11,500
Minnesota State Arts Board Saint Paul <i>To support a technical assistance program for local arts agencies in Minnesota</i>	44,800	44,800	—	44,800
Rapid City Fine Arts Council, Inc. Rapid City, South Dakota <i>To support cultural planning in Rapid City</i>	33,250	33,250	33,250	—
South Dakotans for the Arts Deadwood, South Dakota <i>To consolidate the administration of three state-wide arts service organizations in South Dakota</i>	26,000	—	5,000	—
<i>To support a program for rural arts presenters</i>	38,000	38,000	15,000	23,000
Saint Louis County Heritage and Arts Center Duluth, Minnesota <i>To assist in studying the feasibility of renovating and expanding The Depot</i>	15,000	—	15,000	—
Visual Arts Information Service Saint Paul <i>For program support</i>	5,000	5,000	5,000	—
The Works Minneapolis <i>Toward the development of touring exhibits about technology</i>	100,000	—	—	100,000
<b>TOTAL</b>		<b>\$1,028,550</b>	<b>\$3,271,450</b>	<b>\$ 508,300</b>

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
<b>Education</b>				
<b>Elementary and Secondary Education</b>				
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	\$ —	\$ 258,000	\$ 97,720
Native American Rights Fund Boulder, Colorado <i>To develop an education code for public schools on the Rosebud Indian Reservation in South Dakota</i>	90,000	—	45,000	—
North Dakota LEAD Center Bismarck, North Dakota <i>For a management training program for elementary and secondary school principals in North Dakota</i>	120,000	—	20,000	—
St. Joseph's Indian School Chamberlain, South Dakota <i>To begin a residential program for Indian high school girls</i>	132,300	132,300	40,625	91,675
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	—	478,550	70,500
1992 grant	598,130	598,130	452,924	145,206
<i>To plan a new mid-career training program for school administrators</i>	37,737	37,737	37,737	—
University of North Dakota Grand Forks, North Dakota <i>Toward a pilot program to reduce attrition among beginning teachers in North Dakota's rural schools</i>	223,948	—	53,671	—
<b>Higher Education</b>				
<i>Capital Challenge Grants to UNCF Colleges (In cooperation with The William and Flora Hewlett Foundation)</i>				
Clafin College Orangeburg, South Carolina	250,000	250,000	—	250,000
Fisk University Nashville, Tennessee	300,000	300,000	—	300,000
Livingstone College Salisbury, North Carolina	385,000	385,000	—	385,000

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Rust College Holly Springs, Mississippi	\$ 125,000	\$ 125,000	\$ —	\$ 125,000
Shaw University Raleigh, North Carolina	875,000	875,000	—	875,000
<i>Capital Challenge Grants to Minnesota and Dakota Private Colleges</i>				
Augsburg College Minneapolis	900,000	900,000	—	900,000
College of Saint Benedict Saint Joseph, Minnesota	492,000	492,000	—	492,000
College of Saint Catherine Saint Paul	703,500	703,500	350,000	353,500
College of Saint Scholastica Duluth, Minnesota	412,500	—	412,500	—
Saint John's University Collegeville, Minnesota	1,000,000	—	500,000	500,000
University of Mary Bismarck, North Dakota	345,000	345,000	—	345,000
<i>Faculty Development Planning Grants to UNCF Colleges (In cooperation with The William and Flora Hewlett Foundation)</i>				
Claflin College Orangeburg, South Carolina	10,000	10,000	10,000	—
LeMoyne-Owen College Memphis, Tennessee	10,000	10,000	10,000	—
<i>Faculty Development Program Grants to UNCF Colleges (In cooperation with The William and Flora Hewlett Foundation)</i>				
Fisk University Nashville, Tennessee	105,000	—	35,000	35,000
Florida Memorial College Miami, Florida	210,000	—	70,000	—
Hampton University Hampton, Virginia	390,000	—	130,000	130,000
Johnson C. Smith University Charlotte, North Carolina	210,000	—	70,000	—
Rust College Holly Springs, Mississippi	105,000	105,000	35,000	70,000
Saint Augustine's College Raleigh, North Carolina	210,000	—	70,000	—
Spelman College Atlanta, Georgia	210,000	—	70,894	66,481
Talladega College Talladega, Alabama	105,000	105,000	35,000	70,000
Tougaloo College Tougaloo, Mississippi	104,959	—	34,986	—
Voorhees College Denmark, South Carolina	105,000	105,000	35,000	70,000
Xavier University of Louisiana New Orleans, Louisiana	210,000	—	70,000	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
<i>Faculty Development Planning Grants in Minnesota and the Dakotas</i>				
Kilian Community College Sioux Falls, South Dakota	\$ 10,000	\$ 10,000	\$ 10,000	\$ —
Macalester College Saint Paul	10,000	10,000	10,000	—
Presentation College Aberdeen, South Dakota	10,000	10,000	10,000	—
<i>Faculty Development Program Grants in Minnesota and the Dakotas</i>				
Augsburg College Minneapolis	180,000	—	59,250	—
Augustana College Association Sioux Falls, South Dakota	180,000	—	60,000	58,000
Bethany Lutheran College Mankato, Minnesota	75,000	—	25,000	25,000
Bethel College and Seminary Saint Paul	180,000	—	60,000	60,000
Black Hills State University Spearfish, South Dakota	360,000	—	120,000	—
Carleton College Northfield, Minnesota	180,000	180,000	61,230	118,770
College of Saint Catherine Saint Paul	180,000	—	72,000	58,000
College of Saint Scholastica Duluth, Minnesota	180,000	—	50,302	—
Concordia College Saint Paul	180,000	—	60,000	—
Concordia College Moorhead, Minnesota	180,000	180,000	63,000	117,000
Dakota State University Madison, South Dakota	75,494	—	25,558	—
Dakota Wesleyan University Mitchell, South Dakota	75,000	—	25,000	25,000
Gustavus Adolphus College Saint Peter, Minnesota				
1991 grant	120,000	—	60,000	—
1992 grant	240,000	240,000	105,390	134,610
Hamline University Saint Paul	180,000	—	73,400	76,500
Jamestown College Jamestown, North Dakota	75,000	—	25,000	25,000
Mayville State University Mayville, North Dakota	75,000	75,000	25,000	50,000
Minneapolis College of Art and Design Minneapolis	75,000	—	25,000	25,000
Minnesota Community College System Saint Paul	710,511	—	262,189	280,934

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Minnesota Private College Research Foundation Saint Paul	\$ 610,920	\$ —	\$ 203,920	\$ 214,690
Minnesota State University System Saint Paul	648,789	648,789	214,608	434,181
Minot State University Minot, North Dakota	300,000	—	100,000	—
Mount Marty College Yankton, South Dakota	73,625	—	24,540	24,540
North Dakota State Board of Higher Education Bismarck, North Dakota	301,507	—	115,789	95,163
North Dakota State University Fargo, North Dakota	300,000	—	100,000	100,000
Northern State University Aberdeen, South Dakota	180,000	180,000	60,000	120,000
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>	264,350	—	80,583	—
<i>For an evaluation of the joint faculty     development program</i>	34,500	—	11,500	—
Saint Mary's College Winona, Minnesota	240,000	240,000	—	240,000
Saint Olaf College Northfield, Minnesota	300,000	—	100,000	200,000
Sioux Falls College Sioux Falls, South Dakota	77,850	—	25,650	22,200
South Dakota State University Brookings, South Dakota	300,000	—	100,000	100,000
University of Mary Bismarck, North Dakota	175,890	—	57,870	58,760
University of Minnesota Minneapolis	600,000	—	200,000	200,000
University of North Dakota Grand Forks, North Dakota	299,961	—	99,987	—
University of Saint Thomas Saint Paul	200,000	200,000	101,200	98,800
University of South Dakota Vermillion, South Dakota	300,000	—	100,000	100,000
Valley City State University Valley City, North Dakota	180,000	180,000	60,000	120,000
<i>Grants to Tribally Controlled Indian Colleges</i>				
Blackfeet Community College Browning, Montana <i>Faculty development program</i>	75,000	75,000	25,000	50,000

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Deganawidah-Quetzalcoatl University Davis, California <i>Faculty development program</i>	\$ 50,000	\$ —	\$ 25,000	\$ —
Fort Berthold Community College New Town, North Dakota <i>Toward construction of a library and classroom building</i> <i>Faculty development program</i>	200,000 50,000	— 50,000	54,825 25,000	— 25,000
Fort Peck Community College Poplar, Montana <i>Faculty development planning</i>	10,000	10,000	10,000	—
Little Big Horn College Crow Agency, Montana <i>Faculty development planning</i>	10,550	10,550	10,550	—
Little Hoop Community College Fort Totten, North Dakota <i>Faculty development program</i>	75,000	—	25,000	25,000
Navajo Community College Tsaile, Arizona <i>Faculty development program</i>	120,000	—	40,000	—
Oglala Lakota College Kyle, South Dakota <i>Faculty development program</i> <i>Toward construction of a new classroom building on the Pine Ridge Reservation</i>	10,000 250,000	10,000 250,000	10,000 —	— 250,000
Salish Kootenai Community College, Inc. Pablo, Montana <i>Faculty development program</i>	90,000	90,000	30,000	60,000
Sinte Gleska College Center Rosebud, South Dakota <i>Faculty development program</i>	90,000	90,000	30,000	60,000
Sisseton Wahpeton Community College Sisseton, South Dakota <i>Faculty development program</i>	75,000	75,000	25,000	50,000
Standing Rock Community College Fort Yates, North Dakota <i>Faculty development planning</i> <i>To help expand its library</i>	10,000 100,000	10,000 100,000	10,000 100,000	— —
United Tribes Technical College Bismarck, North Dakota <i>Faculty development program</i>	75,000	75,000	25,000	50,000



Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
<b>Other Higher Education</b>				
The Bush Foundation Saint Paul <i>To evaluate Bush-Hewlett program of faculty development grants in historically black private undergraduate colleges</i>	\$ 192,040	\$ —	\$ 4,470	\$ 187,570
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	220,000
University of Minnesota Minneapolis <i>Toward continuation of a program to recruit minority students into graduate teacher-preparation programs</i>	423,701	—	135,257	288,444
<i>To expand an interpreter training program for non-English speaking populations</i>	141,970	141,970	141,970	—
<i>Toward a program to provide increased teaching experience and training for doctoral students</i>	470,345	470,345	161,358	308,987
University of North Dakota Grand Forks, North Dakota <i>To provide funds to plan and implement a tribal court training program</i>	118,387	118,387	118,387	—
<b>Mathematics and Science Programs for Girls and Minorities</b>				
American Association for the Advancement of Science Washington, D.C. <i>To support a math/science training program with Girl Scout councils in Minnesota, North Dakota, and South Dakota</i>	417,755	—	150,400	—
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	413,510	—	413,510
College of Saint Scholastica Duluth, Minnesota <i>To support a regional program to increase female and minority representation in mathematics and science careers</i>	189,476	—	94,146	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
North Valley Multi-District Vocational Center Grafton, North Dakota <i>To support the Dakota EQUALS program</i>	\$ 143,500	\$ 143,500	\$ 143,500	\$ —
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	198,274	71,203	127,071
Turtle Mountain Community College, Inc. Belcourt, North Dakota <i>For a math/science program for Indian elementary and secondary school students</i>	108,211	108,211	108,211	—
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	160,000	50,000	110,000
<i>To support the EQUALS MORE OPTIONS mathematics program</i>	176,387	176,387	176,387	—
Youth and Family Services, Inc. Rapid City, South Dakota <i>To support the introduction of Operation Smart curriculum in public schools of western South Dakota</i>	113,631	113,631	113,631	—
<b>Other Education</b>				
Minnesota SPAN Association Minneapolis <i>To support a loan fund for college students studying abroad in the SPAN program</i>	30,000	—	—	30,000
The Saint Paul Foundation Saint Paul <i>Toward an evaluation of its program to improve the school success of minority children</i>	75,000	75,000	—	75,000
<b>TOTAL</b>		<b>\$10,597,221</b>	<b>\$ 8,392,148</b>	<b>\$10,934,812</b>
<b>Health</b>				
Apple Tree Dental Minneapolis <i>To expand dental services for nursing home residents</i>	75,000	75,000	45,000	30,000

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Block Nurse Program Saint Paul <i>To expand neighborhood-based models of senior care</i>	\$ 158,901	\$ —	\$ 81,099	\$ —
City of Minneapolis Minneapolis <i>Toward a program of coordinated services to improve pregnancy outcomes for low-income women</i>	69,990	—	69,990	—
Community Clinic Consortium Saint Paul <i>To expand a quality assurance program</i>	53,144	—	16,624	13,520
Family Practice Center, Inc. Sioux Falls, South Dakota <i>To plan a rural family practice residency training program</i>	85,937	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	—	107,615
Health Education Development System, Inc. Fort Meade, South Dakota <i>To develop a training program for a consortium of nursing homes</i>	60,310	60,310	60,310	—
North Dakota Alliance for the Mentally Ill, Inc. Minot, North Dakota <i>For program expansion</i>	45,000	45,000	30,000	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	147,994	76,872	71,122
Northwest Suburban Youth Service Bureau New Brighton, Minnesota <i>To continue support for a teen health clinic</i>	60,000	60,000	35,000	25,000
Northwestern Mental Health Center, Inc. Crookston, Minnesota <i>Toward the construction of a new outpatient center</i>	50,000	50,000	50,000	—
Ramsey County Public Health Department Saint Paul <i>Toward a nurse training program for Southeast Asians</i>	129,614	129,614	77,263	52,351

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Union Hospital Society of Mayville, North Dakota Mayville, North Dakota <i>To start a continuing nursing education consortium for rural hospitals</i>	\$ 98,390	\$ —	\$ 98,390	\$ —
University of Minnesota Minneapolis <i>To study causes of rising health care costs in Minnesota</i>	216,580	—	94,874	47,736
<i>To start a day treatment program for chronically mentally ill Southeast Asians</i>	271,225	—	85,744	58,770
University of North Dakota Grand Forks, North Dakota <i>For an AIDS prevention program on North Dakota Indian reservations</i>	412,006	—	118,588	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	—	64,438	66,962
West River Mental Health Center, Inc. Rapid City, South Dakota <i>Toward the costs of constructing and renovating buildings for residential and outpatient mental health programs</i>	150,000	150,000	150,000	—
<b>TOTAL</b>		<b>\$ 911,470</b>	<b>\$1,154,192</b>	<b>\$ 579,675</b>

## Human Services

### Youth and Family

Anishinabe Council of Job Developers, Inc. Minneapolis <i>Toward a youth employment program</i>	56,663	56,663	26,919	29,744
Arrowhead Regional Development Commission Duluth, Minnesota <i>To expand the Partners Intergeneration Program</i>	60,000	60,000	40,000	20,000
Aurora/Saint Anthony Area Block Club, Inc. Saint Paul <i>To establish a role-modeling program for Black youth</i>	37,500	—	12,500	—
Boys' Club of Rapid City, Inc. Rapid City, South Dakota <i>To add a new director of individual services staff position</i>	45,000	—	10,000	—

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Catholic Charities of the Diocese of Saint Cloud Saint Cloud, Minnesota <i>Toward a program for children experiencing divorce</i>	\$ 20,000	\$ 20,000	\$ 10,000	\$ 10,000
Central NoDak Development Corporation Bismarck, North Dakota <i>Toward a human service agency capital project</i>	25,000	(25,000)	—	—
Children's Defense Fund Saint Paul <i>To support programs in Minnesota</i>	110,000	110,000	45,000	65,000
Children's Home Society of Minnesota Saint Paul <i>To establish an African-American Teenage Pregnancy Prevention Project</i>	75,000	—	25,000	15,000
Children's Home Society of South Dakota Sioux Falls, South Dakota <i>Toward construction of a food service building for a residential center for young abused children</i>	125,000	125,000	125,000	—
East Central Mediation & Agricultural Resource Center Mora, Minnesota <i>Support of family mediation service in rural area of Minnesota</i>	44,466	—	44,466	—
Episcopal Community Services, Inc. Minneapolis <i>Toward construction of new housing for disturbed youths</i>	122,000	—	32,000	30,000
Face to Face Health and Counseling Service, Inc. Saint Paul <i>To purchase and renovate a building</i>	200,000	200,000	—	200,000
Family Alternatives, Inc. Minneapolis <i>To support an adoption program for African-American children</i>	30,000	30,000	30,000	—
Family Service of Greater Saint Paul Saint Paul <i>To expand programs for persons suffering grief and loss</i>	55,984	—	20,000	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Friends of PACER Minneapolis <i>Toward a capital fund campaign to purchase a building for an educational program to assist disabled children</i>	\$ 50,000	\$ —	\$ 50,000	\$ —
Friends of the Minneapolis Public Library Minneapolis <i>To expand the Franklin Learning Center</i>	35,000	—	20,000	—
Greater Minneapolis Council of Churches Minneapolis <i>To expand congregations concerned for children</i>	90,000	90,000	40,000	50,000
<i>To help establish a mentoring program for older Native American youth</i>	45,000	45,000	30,000	15,000
Greater Minneapolis Day Care Association Minneapolis <i>For a child care referral project</i>	184,775	184,775	99,818	84,957
Home of the Good Shepherd Saint Paul <i>Toward start-up of a transitional living program for elderly homeless women</i>	56,690	56,690	37,705	18,985
Homeward Bound, Inc. New Hope, Minnesota <i>Toward construction of residences for severely disabled youth</i>	105,000	—	—	55,000
Independent School District #38 Red Lake, Minnesota <i>To expand a pregnancy prevention and parenting project for teenagers</i>	50,000	—	10,000	—
Khmer Association of Minnesota, Inc. Saint Paul <i>To expand a program linking Cambodian families and the schools</i>	40,000	40,000	20,000	20,000
Lutheran Social Service of Minnesota Minneapolis <i>Toward a capital campaign</i>	346,000	—	346,000	—
Minneapolis American Indian Center Minneapolis <i>To support a program for youth and elders</i>	25,000	—	15,000	10,000
Minneapolis Youth Diversion Program Minneapolis <i>To support a program to eliminate inappropriate sexual behavior among children</i>	60,000	—	30,000	—

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Minnesota American Indian Chamber of Commerce Minneapolis <i>Program to develop business training for Indian youths</i>	\$ 49,449	\$ —	\$ 16,647	\$ 17,357
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	—	25,000
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
Resources for Adoptive Parents Minneapolis <i>Toward support of a counseling program for post-adoption families</i>	25,000	—	10,000	—
Resources for Child Caring, Inc. Saint Paul <i>Toward a training program for child care professionals</i>	41,123	41,123	41,123	—
South Communities Counseling Services Cottage Grove, Minnesota <i>To help renovate a building</i>	45,000	45,000	45,000	—
Southeastern North Dakota Community Action Agency Fargo, North Dakota <i>Toward renovation of a building</i>	15,300	15,300	15,300	—
State of Minnesota, State Planning Agency Saint Paul <i>To implement an interagency adolescent pregnancy prevention program</i>	300,000	—	106,640	100,000
The Salvation Army Duluth, Minnesota <i>Toward renovation of a building for a transitional living facility for homeless families</i>	45,000	45,000	—	45,000
The Salvation Army Omaha, Nebraska <i>To construct a building in Mitchell, South Dakota</i>	105,000	—	105,000	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
University of Minnesota Minneapolis <i>To develop a Center for Advanced Studies in Child Welfare Practice, Policy, and Research</i>	\$ 485,735	\$ 485,735	\$ 241,203	\$ 244,532
Vietnamese Social Services of Minnesota Saint Paul <i>Toward a program for political prison camp survivors and their families</i>	36,000	36,000	24,000	12,000
<b>Domestic Violence</b>				
Family Violence Network Lake Elmo, Minnesota <i>To support an interagency program to assist homeless abused women</i>	65,724	—	21,908	18,908
Red Horse Lodge Fort Thompson, South Dakota <i>Toward renovation of a building for a battered women's shelter</i>	21,448	21,448	21,448	—
Sexual Violence Center of Hennepin County Minneapolis <i>Toward a capital fund campaign to purchase a building</i>	75,000	(75,000)	—	—
Simpson Transitional Housing Minneapolis <i>Toward support for a transitional housing program for homeless women with children</i>	10,000	10,000	10,000	—
Tender Hearts Against Family Violence, Inc. Fort Yates, North Dakota <i>Toward purchase of a building for a battered women's shelter and for operating support</i>	105,000	105,000	—	105,000
Women's Advocates, Inc. Saint Paul <i>Toward a capital project to expand a battered women's shelter</i>	40,000	40,000	40,000	—
<b>Rehabilitation for Adults</b>				
Ability Building Center, Inc. Rochester, Minnesota <i>Toward building repair for a sheltered workshop</i>	10,000	10,000	10,000	—
Advocating Change Together, Inc. Saint Paul <i>Toward its Citizens in Action project</i>	30,100	—	11,250	—



## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Alliance for the Mentally Ill of Minnesota Saint Paul <i>To support program expansion in rural Minnesota</i>	\$ 49,000	\$ 49,000	\$ 33,000	\$ 16,000
Arrowhead Center on Problem Drinking, Inc. Virginia, Minnesota <i>To purchase a building for several social service agencies</i>	30,000	30,000	30,000	—
Black Hills Workshop and Training Center, Inc. Rapid City, South Dakota <i>To purchase training equipment for a sheltered workshop</i>	150,000	—	150,000	—
Community Involvement Programs Minneapolis <i>For a training program for handicapped people</i>	87,900	87,900	52,900	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
Eden Programs, Inc. Minneapolis <i>For a capital project serving chemically dependent women and their children</i>	74,720	74,720	74,720	—
Functional Independence Training, Inc. Minneapolis <i>To expand its volunteer program</i>	30,000	30,000	15,000	15,000
Human Service Agency Watertown, South Dakota <i>To purchase equipment for an employment training program for disabled adults</i>	84,580	84,580	84,580	—
Human Services Research and Development Center Saint Paul <i>Continued support for a pilot study to redesign services to disabled persons</i>	212,045	212,045	105,220	106,825
Independent School District #625 Saint Paul <i>To support an education program for hearing-impaired Southeast Asian refugees</i>	70,000	—	30,000	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Juel Fairbanks Chemical Dependency Services Saint Paul <i>Toward construction of a new residence for clients</i>	\$ 100,000	\$ 100,000	\$ —	\$ 100,000
Laura Baker School Association Northfield, Minnesota <i>Toward a capital fund campaign for a residential treatment center for developmentally disabled persons</i>	30,000	—	30,000	—
Mille Lacs Band of Chippewa Indians Onamia, Minnesota <i>Toward a chemical dependency aftercare program</i>	60,000	—	30,000	—
Minnesota Association of Rehabilitation Facilities Saint Paul <i>To establish a statewide training system</i>	187,860	187,860	96,580	91,280
Minnesota Indian Primary Residential Treatment Center, Inc. Sawyer, Minnesota <i>Toward a building expansion project</i>	10,000	—	10,000	—
Minnesota Institute on Black Chemical Abuse Minneapolis <i>Toward renovation of a building in Saint Paul</i>	10,000	—	10,000	—
Multi Resource Centers, Inc. Minneapolis <i>To renovate a building for an employment program</i>	45,000	45,000	—	45,000
National Head Injury Foundation, Minnesota Association Saint Paul <i>For program expansion</i>	95,000	—	20,000	—
North Dakota Scottish Rite Childhood Language Disorder Center Bismarck, North Dakota <i>Toward program start up</i>	48,500	48,500	18,500	30,000
Northern Hills Training Center Spearfish, South Dakota <i>To expand a building for a workshop for handicapped people</i>	35,350	—	35,350	—

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Occupational Development Center, Inc. Thief River Falls, Minnesota <i>Toward construction of a new building in Roseau, Minnesota</i>	\$ 40,000	\$ —	\$ 40,000	\$ —
Outcomes, Inc. Saint Paul <i>Start-up support for homes for autistic children and adults</i>	60,000	—	60,000	—
Planned Parenthood of Minnesota Saint Paul <i>To help relocate its Brooklyn Park Clinic</i>	35,000	35,000	35,000	—
Scottish Rite Foundation of Duluth Duluth, Minnesota <i>To expand a clinic for children with language disorders</i>	24,590	24,590	14,590	10,000
Tasks Unlimited, Inc. Minneapolis <i>For a capital project to assist mentally ill adults</i>	10,000	10,000	10,000	—
Union Gospel Mission Association of Saint Paul Saint Paul <i>To help construct a transitional housing facility for chemically dependent men</i>	150,000	—	150,000	—
<b>Law and Corrections</b>				
Mediation Center for Dispute Resolution Saint Paul <i>For education and outreach programs</i>	50,000	—	5,000	—
Minnesota Citizens Council on Crime and Justice Minneapolis <i>To support the Council's capital campaign</i>	75,000	75,000	75,000	—
Minnesota Supreme Court Saint Paul <i>To support a study of racial bias on the judiciary</i>	50,000	—	25,000	—
Northwest Minnesota Legal Services Corporation Moorhead, Minnesota <i>To help establish a regional branch office in Alexandria, Minnesota</i>	64,560	64,560	64,560	—
Refugee and Immigrant Resource Center Saint Paul <i>Toward its Cambodian Legal Services Project</i>	110,000	—	35,000	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Southern Minnesota Regional Legal Services, Inc. Saint Paul <i>Toward its refugee asylum project</i>	\$ 113,115	\$ —	\$ 57,915	\$ —
<b>Other Human Services</b>				
Agape Alternative Gap Education, Inc. Bagley, Minnesota <i>To assist in purchase of a community education center for low-income and minority people</i>	25,000	25,000	25,000	—
Association for the Advancement of Hmong Women in Minnesota Minneapolis <i>To expand the First Steps for Women program</i>	80,600	—	31,400	—
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	—	250,000
Centre for Asians and Pacific Islanders Minneapolis <i>Toward purchase and renovation of a community center</i>	150,000	—	—	150,000
Family and Children's Service Minneapolis <i>Toward a capital fund campaign for programs for low-income families</i>	250,000	—	250,000	—
Family Service, Inc. Sioux Falls, South Dakota <i>Toward operating support for a multi-service agency</i>	45,000	—	15,000	10,000
Hmong Youth Association of Minnesota Saint Paul <i>Toward its Higher Education Encouragement Project</i>	75,000	75,000	30,000	45,000
Jewish Community Relations Council of Minnesota Minneapolis <i>To support its prejudice reduction program: "A World of Difference"</i>	60,000	60,000	35,000	25,000
Lutheran Social Services of North Dakota Fargo, North Dakota <i>For a capital campaign</i>	200,000	—	200,000	—

## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Management Assistance Project for Nonprofits, Inc. Saint Paul <i>To start a computer consulting service for nonprofit agencies</i>	\$ 75,000	\$ —	\$ 25,000	\$ —
Minneapolis Federation for Jewish Service Minneapolis <i>Toward a training and employment program for Soviet refugees</i>	75,000	75,000	50,000	25,000
Minnesota Lawyers International Human Rights Committee Minneapolis <i>For its refugee and asylum project</i>	70,000	70,000	30,000	40,000
North Dakota Scottish Rite Childhood Language Disorder Center Fargo, North Dakota <i>To start a center for children with speech and language disorders</i>	80,000	—	15,000	—
Phillips Community Development Corporation Minneapolis <i>For an economic development project</i>	32,000	32,000	20,000	12,000
Rapid City Foundation Rapid City, South Dakota <i>For a health and human services plan for Rapid City</i>	11,790	(11,790)	(11,790)	—
The Salvation Army Brainerd, Minnesota <i>Building renovation for a social service center</i>	50,000	—	50,000	—
Senior Citizen Centers of Greater Minneapolis, Inc. Minneapolis <i>To expand its dayelders program for low income seniors</i>	148,000	—	40,000	20,000
Senior Housing, Inc. Saint Paul <i>To expand its home equity conversion program for the elderly</i>	60,000	—	25,000	—
Twin Cities Habitat for Humanity, Inc. Minneapolis <i>To hire a social worker</i>	15,000	15,000	15,000	—
United Way of Minneapolis Area Minneapolis <i>To develop a data base of human service agencies in the Twin Cities</i>	135,800	135,800	90,500	45,300

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
United Way of the Saint Paul Area Saint Paul				
<i>Toward support for a community development fund</i>	\$ 140,000	\$ —	\$ 20,000	\$ —
<i>To support Saint Paul Families First, a housing program for homeless, chemically dependent women with children</i>	100,000	100,000	25,000	75,000
Vietnamese Social Services of Minnesota Saint Paul				
<i>Toward its project for former prisoners of war</i>	24,000	—	7,115	—
<b>TOTAL</b>		<b>\$3,782,499</b>	<b>\$4,224,067</b>	<b>\$2,562,388</b>

### Miscellaneous

#### Public Broadcasting

Fresh Air, Inc. Minneapolis				
<i>To support costs for relocating this public radio station</i>	35,000	—	2,500	—
Friends of South Dakota Public Broadcasting Vermillion, South Dakota				
<i>To improve community outreach and membership development</i>	120,000	—	70,000	50,000
Independent School District #492 Austin, Minnesota				
<i>To support marketing activities for KSMQ-TV in Rochester, Minnesota</i>	66,892	66,892	—	66,892
Minnesota Public Radio Saint Paul				
<i>To match increased membership income in 1991-92</i>	150,000	—	150,000	—
Northern Community Radio Grand Rapids, Minnesota				
<i>To support the development of the Superior Radio Network</i>	16,400	16,400	16,400	—
Northern Minnesota Public Television, Inc. Bemidji, Minnesota				
<i>For a marketing research survey</i>	27,337	27,337	27,337	—
Twin Cities Public Television, Inc. Saint Paul				
<i>To support program development on KTCL, Channel 17</i>				
1991 grant	230,000	—	115,000	—
1992 grant	92,000	92,000	92,000	—

Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
<b>Environment</b>				
Citizens for a Better Environment Minneapolis <i>To support a program to prevent toxic waste contamination</i>	\$ 34,454	\$ —	\$ 14,454	\$ —
International Coalition for Land/Water Stewardship in the Red River Basin Moorhead, Minnesota <i>To match net increased membership contributions in 1991-92</i>	33,800	—	33,800	—
Land Stewardship Project Marine on Saint Croix, Minnesota <i>To support the development of the Sustainable Farming Association</i>	45,000	—	15,000	—
Project Environment Foundation Saint Paul <i>Toward a project to prevent water pollution in Minnesota from toxic substances</i>	25,000	25,000	25,000	—
<b>Tribal Court Law Libraries</b>				
Crow Creek Sioux Tribe Fort Thompson, South Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	80,178	80,178	80,178	—
Devils Lake Sioux Tribe Fort Totten, North Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	97,557	97,557	97,557	—
Mille Lacs Band of Chippewa Indians Onamia, Minnesota <i>Toward purchase of tribal court law library materials and equipment</i>	83,474	83,474	83,474	—
Oglala Sioux Tribe Pine Ridge, South Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	56,264	56,264	56,264	—
Rosebud Sioux Tribe Rosebud, South Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	50,721	50,721	50,721	—
Sisseton-Wahpeton Sioux Tribe Agency Village, South Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	93,871	93,871	93,871	—

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
Standing Rock Sioux Tribe Fort Yates, North Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	\$ 41,861	\$ 41,861	\$ 41,861	\$ —
Three Affiliated Tribes New Town, North Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	118,422	118,422	118,422	—
Turtle Mountain Band of Chippewa Indians Belcourt, North Dakota <i>Toward purchase of tribal court law library materials and equipment</i>	97,667	97,667	97,667	—
<b>Other Miscellaneous Grants</b>				
American Farmland Trust Washington, D.C. <i>To support a program to assist Minnesota communities in land use planning</i>	77,600	77,600	37,800	39,800
Charities Review Council of Minnesota, Inc. Minneapolis <i>To support research activities</i>	25,000	—	10,000	—
Dakota Plains Legal Services Mission, South Dakota <i>Toward capital project to expand space for legal library</i>	50,000	50,000	50,000	—
The Foundation Center New York, New York <i>For support of its programs</i>	150,000	150,000	50,000	100,000
Independent Sector Washington, D.C. <i>To support Independent Sector's programs</i>	45,000	45,000	—	45,000
Minnesota Newspaper Foundation Saint Paul <i>To start a computer news bank for rural newspapers</i>	46,986	—	8,922	—
Urban Coalition of Minneapolis Saint Paul <i>To support an analysis of census data for metropolitan area neighborhoods</i>	193,000	193,000	80,000	113,000
<b>TOTAL</b>		<b>\$1,463,244</b>	<b>\$1,518,228</b>	<b>\$ 414,692</b>



## Grants to Institutions

Organization and Purpose	Initial Grant	Appropriated 1992	Amount Paid 1992	Unpaid Balance 1992
<b>Fellowship Programs</b>				
<b>Bush Leadership Fellow Programs</b>				
<i>To provide mid-career study and internship opportunities for selected residents of Minnesota, North Dakota, South Dakota, and western Wisconsin</i>				
1989 Program	\$ 1,054,000	\$ (190,354)	\$ 6,293	\$ —
1990 Program	1,057,000	—	78,132	203,764
1991 Program	1,043,000	—	420,951	236,519
1992 Program	1,043,000	—	333,872	709,128
1993 Program	1,146,200	1,146,200	—	1,146,200
<b>TOTAL</b>		<b>\$ 955,846</b>	<b>\$ 839,248</b>	<b>\$ 2,295,611</b>
<b>Bush Artist Fellowships Program</b>				
<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>				
1988 Program	453,600	901	901	—
1989 Program	453,600	—	8,930	605
1990 Program	495,000	—	25,989	4,791
1991 Program	495,000	—	194,710	37,255
1992 Program	495,000	—	154,322	340,678
1993 Program	495,000	495,000	—	495,000
<b>TOTAL</b>		<b>\$ 495,901</b>	<b>\$ 384,852</b>	<b>\$ 878,329</b>
<b>Bush Medical Fellows Program</b>				
<i>To provide mid-career study opportunities for primary care physicians in Minnesota, North Dakota, South Dakota, and western Wisconsin</i>				
1986 Program	430,000	(1,000)	—	—
1987 Program	450,000	(1,000)	—	—
1988 Program	1,015,000	10,244	18,244	—
1989 Program	538,000	—	22,949	105,275
1990 Program	538,000	—	99,360	152,430
1991 Program	538,000	—	192,902	223,749
1992 Program	552,000	—	83,467	468,533
1993 Program	611,500	611,500	—	611,500
<b>TOTAL</b>		<b>\$ 619,744</b>	<b>\$ 416,922</b>	<b>\$ 1,561,487</b>
<b>TOTAL FELLOWSHIP PROGRAMS</b>		<b>\$ 2,071,491</b>	<b>\$ 1,641,022</b>	<b>\$ 4,735,427</b>
<b>GRAND TOTAL</b>		<b>\$19,854,475*</b>	<b>\$20,201,107</b>	<b>\$19,735,294</b>

\*This is the net total appropriated during the 1992 fiscal year. It represents net new appropriations of \$20,147,474 less net cancellations of \$292,999.

Treasurer's Report  
Independent Auditors' 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, 1992, was \$16,584,000, a decrease of \$2,886,000 over 1990-91. Total expenses were \$4,516,000 for the year.

The market value of the Foundation's assets increased from \$428,333,000 at November 30, 1991, to \$450,145,000 at November 30, 1992. As of November 30, 1992, the cash and investments portfolio of the Foundation consisted of:

	Percent
Cash and interest bearing deposits	.2
Money market trusts and short-term investment funds	9.8
Corporate, foreign and U.S. Government and Government Agency bonds and notes	14.8
Common stocks and equity-related preferred stocks	58.0
Foreign stocks	4.2
Real Estate	6.6
Guaranteed Investment Contracts	4.1
Venture capital investments	2.3
<b>TOTAL</b>	<b>100.0</b>

The Foundation staff will provide a schedule of investments held as of November 30, 1992, for any reader who wishes it.

New grant appropriations, net of cancellations, were \$19,854,000 in the year, a decrease of \$1,000 from 1990-91. Grant payments of \$20,201,000 were up from \$19,528,000, and grant commitments payable were down from \$20,082,000 at November 30, 1991 to \$19,735,000 at November 30, 1992.

The investment managers employed by the Board of Directors as of November 30, 1992 are:

Alliance Capital Management Corporation, Minneapolis, Minnesota  
Boston Safe Deposit and Trust Company, Boston, Massachusetts  
(Master Custodian)  
Cigna Capital Advisors, Inc., Hartford, Connecticut  
Dietche & Field Advisors, Inc., New York, New York  
John Hancock Venture Capital Management, Inc., Boston, Massachusetts  
Investment Advisers, Inc., Minneapolis, Minnesota  
JMB Institutional Realty Corporation, Chicago, Illinois

Jundt Associates, Inc., Minneapolis, Minnesota  
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  
Wright Investors' Service, Bridgeport, Connecticut

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.

Richard D. McFarland  
*Treasurer*

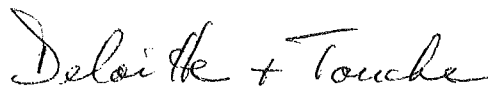
## Independent Auditors' Report

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, 1992 and 1991 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, 1992 and 1991 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 8, 1993

## The Bush Foundation Balance Sheets, November 30, 1992 and 1991

Assets	Notes	1992 (In thousands of dollars)	1991
CASH AND INTEREST-BEARING DEPOSITS		\$ 929	\$ 3,433
INVESTMENTS, principally at quoted market value:	1		
Money market trusts and short-term investment funds		43,207	44,387
Corporate, foreign, and U.S. government and government agency bonds and notes, amortized cost of \$65,785,000 in 1992 and \$59,489,000 in 1991		65,851	61,625
Common stocks and equity-related preferred stocks, cost of \$216,140,000 in 1992 and \$210,733,000 in 1991		256,723	225,286
Foreign stocks, cost of \$20,026,000 in 1992 and \$19,966,000 in 1991		18,572	19,216
Real estate, cost of \$32,046,000 in 1992 and \$35,176,000 in 1991		29,046	35,865
Insurance contracts		18,300	22,300
Venture capital investments, cost of \$8,828,000 in 1992 and \$7,961,000 in 1991		10,283	9,217
<b>TOTAL INVESTMENTS</b>		<b>441,982</b>	<b>417,896</b>
DIVIDENDS AND INTEREST RECEIVABLE		6,142	6,859
RECEIVABLE FOR SECURITIES WITH SETTLEMENTS PENDING		673	
FEDERAL EXCISE TAX RECEIVABLE		290	32
FURNITURE, EQUIPMENT, AND OTHER ASSETS		129	113
<b>TOTAL ASSETS</b>		<b><u>\$450,145</u></b>	<b><u>\$428,333</u></b>
<b>Liabilities and Fund Balances</b>			
ACCOUNTS PAYABLE		\$ 525	\$ 541
PAYABLE FOR SECURITIES WITH SETTLEMENTS PENDING			2,552
ACCRUED AND OTHER LIABILITIES		67	77
ACCRUED FEDERAL EXCISE TAXES - DEFERRED	2	723	365
GRANTS SCHEDULED FOR PAYMENT IN FISCAL YEAR:	1		
1992			13,058
1993		13,754	5,168
1994		4,418	1,815
1995		1,258	41
1996		305	
<b>Total unpaid grants</b>		<b>19,735</b>	<b>20,082</b>
FUND BALANCE		429,095	404,716
<b>TOTAL LIABILITIES AND FUND BALANCES</b>		<b><u>\$450,145</u></b>	<b><u>\$428,333</u></b>

See notes to financial statements

Financial Statements

**Statements of Revenues, Expenses, and Changes in Fund Balances  
For The Years Ended November 30, 1992 and 1991**

	Notes	1992	1991
		<i>(In thousands of dollars)</i>	
INVESTMENT INCOME:			
Dividends		\$ 4,008	\$ 6,373
Interest		10,583	10,079
Other		1,993	3,018
<b>Total investment income</b>		<b>16,584</b>	<b>19,470</b>
EXPENSES:			
Investment expenses	3	(2,299)	(2,335)
Administrative expenses	3	(2,322)	(2,117)
Federal excise tax - current	2	105	(768)
<b>Total expenses</b>		<b>(4,516)</b>	<b>(5,220)</b>
<b>Net</b>		<b>12,068</b>	<b>14,250</b>
INVESTMENT GAINS - NET:			
Net realized gains on investment transactions		12,780	22,667
Unrealized appreciation in market value of investments, net of deferred federal excise tax provision (benefit) of \$358 and \$365 in 1992 and 1991, respectively		19,385	33,628
<b>Total investment gains</b>		<b>32,165</b>	<b>56,295</b>
GRANTS APPROPRIATED - NET OF CANCELLATIONS		(19,854)	(19,855)
<b>INCREASE IN FUND BALANCE</b>		<b>24,379</b>	<b>50,690</b>
<b>FUND BALANCE AT BEGINNING OF YEAR</b>		<b>404,716</b>	<b>354,026</b>
<b>FUND BALANCE AT END OF YEAR</b>		<b><u>\$429,095</u></b>	<b><u>\$404,716</u></b>

*See notes to financial statements.*

**Statements of Changes in Financial Position  
For The Years Ended November 30, 1992 and 1991**

	1992	1991
	<i>(In thousands of dollars)</i>	
FUNDS PROVIDED (APPLIED):		
Total investment income	\$ 16,584	\$ 19,470
Total expenses	(4,516)	(5,220)
Total investment gains	32,165	56,295
Grants appropriated - net of cancellations	(19,854)	(19,855)
Increase in fund balance	24,379	50,690
(Decrease) increase in grants payable	(347)	358
(Decrease) increase in accounts payable and accrued liabilities	(26)	129
Net change in securities settlements pending	(3,225)	7,720
Decrease in dividends and interest receivable	717	1,101
Increase in federal excise taxes - net	100	937
Other	(16)	4
INCREASE IN CASH AND INVESTMENTS	21,582	60,939
CASH AND INVESTMENTS AT BEGINNING OF YEAR	421,329	360,390
CASH AND INVESTMENTS AT END OF YEAR	<u>\$442,911</u>	<u>\$421,329</u>

*See notes to financial statements.*



### 1 Accounting Policies

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

*Investments* The investments are recorded at quoted market value or at cost which approximates 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 \$293,000 in 1992 and \$327,000 in 1991.

### 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 met these requirements in 1992 and 1991. The 1992 current tax is based on the 1% tax rate and includes a benefit of \$380,000 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, it must distribute, within one year after the end of each fiscal year, 5% of the average market value of its assets as defined. The Foundation has complied with distribution requirements through November 30, 1992.

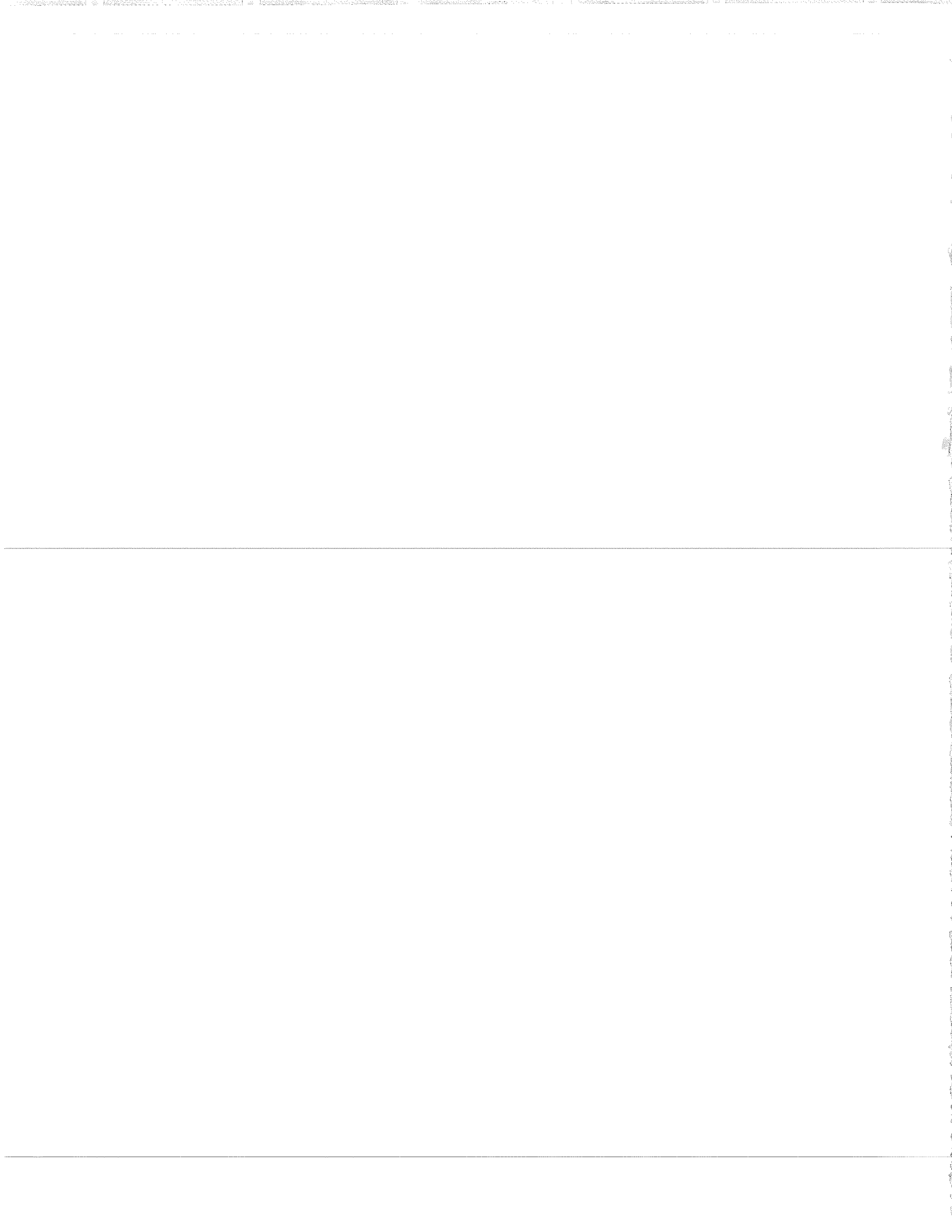
### 3 Investment and Administrative Expenses

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 1992 and 1991 are as follows (in thousands of dollars):

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
<b>Total</b>	<b><u>\$2,299</u></b>	<b><u>\$2,322</u></b>	<b><u>\$4,621</u></b>
<b>1991</b>	<b>Investment</b>	<b>Administrative</b>	<b>Total</b>
Salaries and staff benefits	\$ 193	\$ 903	\$1,096
Investment management	2,022		2,022
Program management		367	367
Consulting fees	3	338	341
Other administrative expenses	117	509	626
<b>Total</b>	<b><u>\$2,335</u></b>	<b><u>\$2,117</u></b>	<b><u>\$4,452</u></b>

#### **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 1992 and 1991 was \$109,000 and \$103,000, respectively.



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Jane Kretzmann, *Program Associate*  
Sarah Lutman, *Program Associate*  
Elizabeth Pegues, *Program Associate*<sup>2</sup>

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Shirley A. Swenson, *Secretary*

*General Counsel*  
Frank Hammond  
Briggs & Morgan  
Saint Paul, Minnesota

<sup>1</sup>Appointed in 1992  
<sup>2</sup>Retired in 1992

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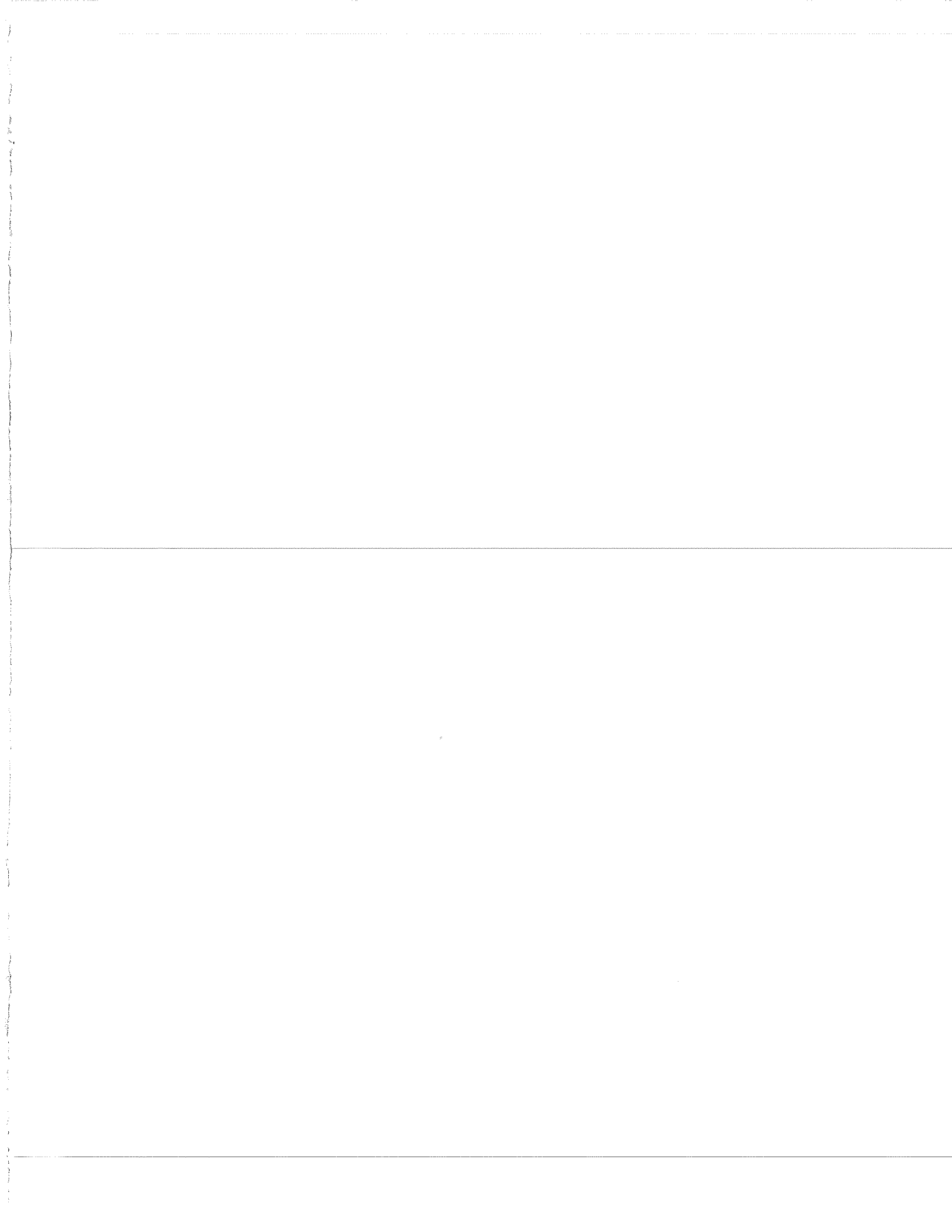
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