

Bush Foundation

Giving **STRENGTH**

for Vibrant Communities and Vital Leadership



Volume 2, Issue 2

September 2005

The positive development of individuals and families is a major goal of the Bush Foundation's strategic plan. Addressing the needs of immigrants and refugees is key to achieving this goal, especially in the areas of health, education and employment. However, our strategy goes deeper than attention to a newcomer's immediate needs. We strive to help them remove barriers to full participation in the civic, economic and cultural life of their new communities.

In this issue of *Giving Strength*, we examine the role that the Bush Foundation has chosen to play in the lives of foreign-born residents in our rapidly diversifying region. Every week, at least 50 new immigrants arrive in Minnesota, and the urban centers of North and South Dakota are also learning how to cope with the challenges and appreciate the gifts brought by this new population. Liliana Silvestry, executive director of the Welcome Center in Austin, Minnesota, can attest to the fact that immigrants come to rural areas as well.

Also in this issue, foreign-born artist and leadership fellows describe their experiences—how they work to help their cultural communities and how the immigrant/refugee experience has inspired them to take leadership roles. We also spotlight American-born leadership and medical fellows who have dedicated themselves to improving the lives of immigrants and refugees.

Immigrants and refugees, as well as those who aspire to work with them, are found on our lists of 2005 fellows and selection panelists. Finally, the Gallery reflects their experience in both words and pictures.

We welcome your comments on any of the stories, people, images or organizations featured in *Giving Strength*. To comment, email us at givingstrength@bushfoundation.org, telephone Mary Bensman at (651) 227-0891 or write to us.



Untitled, Lake Street, 1999

On the cover, Patricia Walker, M.D. (BMF'95) examines an elderly Hmong woman in the Wat Tham Krabok refugee camp in Thailand. The Hmong are just one group of immigrants who now call Minnesota and the Dakotas home. You can learn more about Dr. Walker's work to improve the health of newcomers on page 18.

At left, photographer Wing Young Huie (BAF'96) gives us a glimpse of how a Somali child, shown with her mother, is adjusting to the American way of life. More images by Huie appear in the Gallery, which begins on page 31.

Cover photography by Paula Bronstein/Getty Images

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Bush Foundation

Giving Strength is published three times a year by the Bush Foundation. We welcome your comments.

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Calendar

September 2005

Large Cultural Organizations Development Fund I letters of intent deadline (1st)
Medical Fellows applications available
Leadership and Artist Fellows information meetings

October 2005

Leadership Fellows applications due (14th)
Artist Fellows applications due (21st & 28th)
Medical Fellows alumni meeting

November 2005

Grant proposal deadline for March consideration (1st)
Bush Foundation Board of Directors meets (10th)
Preliminary Regional Arts Development Program II applications deadline (15th)

December 2005

Ecological health letters of inquiry deadline (15th)
Large Cultural Organizations Development Fund II guidelines published

January 2006

Regional Arts Development Program II applicants for full proposals selected (15th)

February 2006

Leadership and Artist Fellows finalists selected

March 2006

Grant proposal deadline for July consideration (1st)
Medical Fellows applications deadline (1st)
Bush Foundation Board of Directors meets (7th)
Medical Fellows finalists selected

April 2006

Large Cultural Organizations Development Fund II letters of intent deadline (1st)
Ecological health letters of inquiry deadline (15th)
Leadership Fellows finalists' seminar
Leadership Fellows announced
Artist Fellows final panel meets

May 2006

Medical Fellows finalists' seminar
Bush Foundation Board of Directors mini retreat
Artist and Medical Fellows announced

July 2006

Grant proposal deadline for November consideration (1st)
Bush Foundation Board of Directors meets

August 2006

Ecological health letters of inquiry deadline (15th)
Artist Fellows applications available
Leadership and Artist Fellows information meetings

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Connie S. Thompson
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“Immigrant and refugee groups contribute greatly to the diversity and richness of our region, and we are pleased to document some of their accomplishments here.”

During the past couple of years we’ve taken our direction from a strategic plan approved by the Board in 2002. The particulars of that plan have been largely fulfilled, and the accomplishments provide a framework for an expanded agenda for the next iteration of the strategic plan, 2005 to 2008. The accomplishments include:

- Reviews and reauthorizations of major programs.
- Review of our work in rural areas to meet our goal of “covering the region.”
- Consideration of major strategic human services priorities.
- A new emphasis on learning and dissemination of information gleaned by our experience and evaluations over the years.

The strategic planning process began with a Board and program staff retreat in May during which participants identified major themes or goals for the next three years. We are currently working with a task force of directors and program staff to develop the larger strategic framework within which operational plans can be made. The task force will be chaired by Director Kathryn Tunheim and staffed by our new strategic planning officer, June Noronha (below right).

June has been the associate dean for multicultural education at the College of Saint Catherine. Prior to that role, she directed the College’s Office of

Bush Foundation President Anita M. Pampusch



International and Minority Programs and International Admissions. She has consulted widely, served on numerous boards and undertaken a large number of planning activities locally, nationally and internationally. In her new role at the Foundation, she will oversee the strategic planning program and implementation and also work with program staff and myself to coordinate program development, evaluations and research activities. June began her work at the Foundation in July.

Born in Kenya, June understands well the immigrant experience, which we feature in this issue of the magazine. Immigrant and refugee groups contribute greatly to the diversity and richness of our region, and we are pleased to document some of their accomplishments here.

A handwritten signature in black ink that reads "Anita M. Pampusch". The signature is written in a cursive, flowing style.

Anita M. Pampusch
President



June Noronha, the Bush Foundation's first strategic planning officer, began work in July 2005.

The Bush Foundation's purpose is to make grants that strengthen vital leadership and vibrant communities. It was founded by Archibald and Edyth Bush in 1953; Bush was a top executive of the 3M Company. The Foundation makes grants three times a year in the areas of arts and humanities, ecological health, education, and health and human services to nonprofit organizations in Minnesota, North Dakota and South Dakota. The Foundation makes grants to individuals through its three fellowship programs and also supports fully accredited tribal colleges and historically Black private colleges and universities throughout the country.



The Bush Foundation Perspective on Immigrants and Refugees

The region's changing demographics

In Minnesota . . .

- The vast majority of Minnesota immigrants (78 percent) speak a language other than English at home.
- Only 37 percent of immigrants are U.S. citizens—it's a difficult process and besides, they might be going back to their countries when things are safer.
- Nearly 20 percent live in poverty.

In North Dakota . . .

- The foreign-born population increased 29 percent during the 1990s, accounting for 80 percent of the state's overall population increase during the decade.
- In the past 10 years, the state has resettled 6,000 refugees from 15 countries, including Bosnia, Sudan, Iraq and Somalia.
- Of the 17,000 foreign-born residents noted in the 2000 Census, an estimated 2,500 were illegal.

In South Dakota . . .

- Foreign-born residents totaled 13,000 in 2003, an addition of about 760 immigrants a year since the 2000 Census. During the same three years, there was an annual population loss of about 460 native-born residents.
- One in 10 immigrants was born in Mexico.

Sources: 2000 Census and Federation of American Immigration Reform

A wonderful crisis, a challenging opportunity

By Mary Bensman

While Minnesota in particular has been a destination for immigrants for many decades, it now hosts a higher percentage of immigrants (30 percent) who are refugees than any other state in America. More than 240,000 Minnesotans are listed in the 2000 Census as foreign born, and an estimated 13,000 legal immigrants enter the state each year. Many come because they already have family members here, but they also may have heard that crime rates are lower and that the schools, the economy and social services are better than those in New York, Los Angeles or Chicago.

Grasping the opportunity

New families are giving a boost to many small towns traumatized by population losses in the past decades. For example, Rush City, Minnesota, has experienced a 1,070 percent growth in population from 1990 to 2000. In the urban areas, aging neighborhoods and empty storefronts are being replaced with vibrant businesses humming with entrepreneurs selling everything from dinner, to groceries, to hairdos and high-tech services, both to their neighbors and adventurous suburbanites.

Leaders are emerging as well. In 2005, Minnesota legislators include those with Hmong, Indian and Hispanic heritages.



Meeting the challenge

As of 1998, the Bush Foundation had made nearly \$5 million in grants to immigrant/refugee programs, making it an important area for human services funding for the Foundation. Since then, many of Minnesota's other major foundations—the McKnight, Bremer, Saint Paul and Minneapolis Foundations—have shifted their focus to work with this population. Also since 1998, the Bush Foundation has intentionally hired two minority program officers to engage in human services work with a better understanding of the perspective of the grantees; both happen to be immigrants, one from Mexico and another from Malaysia.

To date, the Foundation has granted over \$18.5 million to benefit immigrants and refugees, including \$9.5 million to minority-led organizations. It has also awarded fellowships to numerous foreign-born individuals and many American-born fellows who have gone on to have an impact on the lives of newcomers to this country.

The stories on the following pages profile some remarkable individuals and organizations who have risen to the challenge of coming to America.

Photographs courtesy of the Welcome Center



Welcome to Austin, Minnesota

It's a hot Sunday afternoon in August, and even the neighborhood dogs look lively as sounds of exotic music fill the air around Todd Park in Austin, Minnesota. Musical groups from China, the Middle East, Africa, Scotland and Mexico have come together to celebrate the cultures of Austin's newcomers and entertain its old-timers with music, food and, possibly, friendship. How does an ethnic festival like this happen in a small city (population 23,000) located amid the cornfields of southern Minnesota?

Ask Liliana Silvestry (left), executive director of Austin's Welcome Center, Inc. She'll tell you that the town, home to Hormel Foods (Minnesota's only Fortune 500 company outside the Twin Cities metro area), realized early on it needed to attract new residents to support its rapidly aging population and take on the jobs they had left at Hormel and its offshoot, Quality Pork Processing.



New workers came in droves, doubling in numbers between 1990 and 2000. But they were different from the old-timers—from other countries, of other races, speaking languages other than English. They were young and had families. Most were from Latino, Croatian, African/Sudanese and Asian communities. By 2002, the non-white population of Austin had increased 342 percent, and minority children made up 26 percent of the first-grade class.

Austin Mayor Bonnie Rietz and executives from Hormel Foods, along with other concerned citizens, recognized that the community couldn't cope with this dramatic

Bush Foundation Grants in Action

demographic change without additional resources—help for newcomers and old-timers alike. At the same time, they realized that the newcomers provided an opportunity for Austin to create a new and inclusive culture. In 2000, these civic leaders developed the Welcome Center, with a mission to connect newcomers to the resources and information they needed to become part of the community and to provide programs and services that promote self-sufficiency and multicultural understanding.

The Center serves newcomers in Mower County, but surrounding counties also benefit from the services. In 2004, it provided 9,000 services to approximately 2,500 people, and the demand for services keeps growing. Silvestry said that people are coming to them from northern Iowa and other places outside their service area, drawn by the Center's bilingual staff and wide range of services (see sidebar). "The word has spread; we don't ask questions," she said. "They trust us. We aren't advocates for any one ethnic group. Our goal is to bridge the community and make sure the rights of the new residents are respected."

Yet the needs are changing, Silvestry said. "Five years ago we focused only on the newcomers—the people headed for Hormel. Turnover was high, and people could find a job in a day. When we were founded, our main goal was to work with families to help them integrate faster and connect them with resources in the community—housing, health care, Adult Education. Single men would come first and get a job the same day. Now there is a list of 600 people waiting to get a job, so the families come too and wait along with the men."

There has also been an increase in Sudanese immigrants in the last five years. Some have been in this country for awhile. They come to Austin because they hear they can get a job. "But unless they have a certain type of education, they will have trouble finding a job because the meat packing jobs aren't here as they used to be," Silvestry said. The challenge is to train them for the jobs that do exist. This means clerical and nursing assistant positions in the new nursing and assisted living facilities that have sprung up to serve the growing numbers of elderly residents.



A rough passage

The Welcome Center has had its share of challenges along the way. A member of the Austin Human Rights Commission, Silvestry said they were shaken by threatening letters from a "hate" group. Now every month there is an article in the newspaper about minority rights—the past few have explained the Human Rights Commission, outlined housing needs and discussed the seeds of discrimination.

Silvestry believes that the community often does not make the connection between poverty and problems like crime, alcoholism and violence and is too ready to blame the newcomers rather than address the problems. In response, the Human Rights Commission will sponsor a community forum to discuss these issues in the fall.

Calmer waters

Silvestry also has had some notable successes. Collaboration with other agencies providing services to newcomers has benefited everyone. As an example, adult ESL classes were only provided by the school district during the day. "We try not to duplicate services," she said, "but we saw a need for evening



classes for people who were working during the day or had childcare issues and began to offer them.” However, Adult Education recently volunteered to take over these classes after moving into a new location. “It made sense for them to do it because they could also provide transport, which made it more accessible.”

Housing is another example of how the Welcome Center collaborates. The Housing Redevelopment Authority (HRA) is working with the Center to increase the number of homeowners among the newcomers. There are currently more than 350 vacant homes in Austin. HRA will provide each eligible family with a down payment and 60 mortgage payments. The Welcome Center will identify the eligible families, explain the benefits of owning versus renting, educate the potential buyers, train them in financial literacy and help them learn how to build and maintain credit.

“The services we provide are unique,” Silvestry said. “We are a bilingual, bicultural nongovernmental social service agency; we are there to help people break barriers, connect them to community resources and to help them move to their next level.” She is convinced that this kind of program is successful when towns such as Austin and Willmar have mayors who are visionary leaders.

Currently, the Welcome Center is collaborating with the downtown revitalization council to bring new life to their downtown. Many storefronts are vacant due to the weak economy and to malls hosting national chain stores at the edges of the city. But the council has invited residents and newcomers to participate in envisioning what they want to see downtown. With help from the Southeast Minnesota Initiative Fund, together they will plan a new downtown with a hoped-for Mexican bakery, ice cream parlor, retail stores, new restaurants with an international flavor and opportunities for entrepreneurs from around the world. ☉

Austin newcomers (like Cindy Hernandez Maldonado and her mother; Cira Maldonado, above left) participate in classes at the Welcome Center that range from language to finance. Above right, Priscilla Benites, a Welcome Center assistant and Spanish interpreter, works with a client. At the annual Ethnic Festival (below left), performers and vendors come from all cultural backgrounds.



A year in the life of the Welcome Center

In 2003, the Welcome Center provided services to 2,950 individuals, 591 of whom were new to the Center.

Services for newcomers

Translation/interpretation/language classes.....	1,055
Employment/job search.....	389
Housing/finance/IRS assistance.....	379
Police/court/immigration assistance.....	193
K-12 schooling assistance.....	144
Medical.....	139
Unemployment/DMV/Social Security assistance.....	78
Human rights.....	9
Miscellaneous clerical support/general information.....	1,765

Services for agencies

Translation/interpretation.....	392
Referrals.....	149
Consulting/collaboration.....	57

Services for the community

Speakers.....	33
Cultural diversity workshops.....	12

Client race/ethnicity

Latino.....	75%
Vietnamese.....	13%
Sudanese.....	6%
Bosnian.....	3%
Caucasian.....	2.5%
African-American.....	0.5%

“People tell me we are brilliant at selecting for failure. According to our guidelines, all the factors that predict success have been selected out.”

Mihailo Temali, Executive Director, Neighborhood Development Center

Fellowship pays off in new ideas that bring old neighborhoods to life

Encountering a great idea is like jumping off a diving board to Mihailo Temali (BLF’98). He takes it, flies with it and then wholeheartedly splashes into the pool to make it work. President of Western Initiatives for Neighborhood Development and executive director of the Neighborhood Development Center (NDC), which he also founded, Temali has jumped again and again since 1990, energetically devoting his career to creating new models of economic development for the people and communities with the fewest opportunities to participate in prosperity.

The son of European refugees who fled communism and spent their careers working with inner-city kids, he comes naturally to being a champion for the underdog. “Commitment to community and respect of all persons was an unspoken assumption in my family,” he stated in his fellowship application.

Starting with redevelopment of the Midtown Business Center (encompassing 20 businesses) in the Frogtown area of Saint Paul, a magnet for Southeast Asian refugees in the 1970s and 80s, and the Latino-influenced Rice Street neighborhood, Temali said he was always interested in finding ways to improve neighborhoods on a scale that could happen quickly enough to sustain a developer’s enthusiasm, while at the same time changing the public’s perception to a positive one. Since then he has shepherded neighborhood redevelopment and business corridor projects such as Mercado Central (45 businesses), the Wilder Kitchen Incubator (20 businesses) and Plaza Latino (10 businesses). Current projects include the key corners of University Avenue and Dale Street in Saint Paul and Plaza Verde on Lake Street in Minneapolis.

NDC has also become partners with the Latino Economic Development Center and the African Development Center to renovate the former Sears Tower on Lake Street. The project, Midtown Global Market, opens in 2006. It will occupy 72,000 square feet of space and offer fresh and deli foods, specialty groceries, crafts and household goods that reflect the diverse cultures of Minnesota’s immigrant communities. Another partner, the Powderhorn Phillips Cultural Wellness Center, will manage the cultural and human relations components of

this large collection of ethnic and mainstream entrepreneurs and customers.

One-by-one not fast enough

Temali is full of questions: “How do you turn around a community, not just a business? How do you build a strategy and a mechanism that is effective, while staying true to community values and process? And do them more than one-by-one?” His fellowship program of self-study and international travel to Chile, Bolivia and Peru provided him with some answers and many “jumping-off” places.

Studying with Harvard economist Michael Porter, author of *The Competitive Advantage of the Inner City*, Temali learned to look at inner-city neighborhoods in a larger context. Porter’s process of mapping inner-city neighborhood businesses by size, management ability and market advantage gave Temali the inspiration to create his own model. He felt that in most inner-city economic development, the bulk of the energy was spent on start-up businesses that might only employ a few people. While such strategies are important, he believes devoting some time to building the capacity of the second-stage businesses and strengthening the anchor/mature businesses could result in quicker and more sustainable economic results for the community—more jobs, more money, thus more demand for goods and services.

“We work with the top 20 percent of the businesses, the top performers who will prove themselves as they go. Some rise up faster than others. NDC will work with them to take the next step,” Temali said. “Sometimes more space is the second step, more customers—building the business beyond the neighborhood. Sometimes it’s more education to learn to manage better and control the costs.”

To build capacity, Temali developed training through NDC for micro-entrepreneurs that is offered in their native languages. Business basics include marketing, financial analysis, site selection, customer service, pricing and much more. Financial backing is also hard to get for small, risky businesses, so NDC provides both



Mihailo Temali (BLF'98)

a micro-enterprise loan program and a profit-based financial tool tailored to Islamic business people. Technical assistance with most aspects of an established business is also available. Recently, NDC added a real estate development arm to the array of its services.

Inner-city neighborhoods a niche

Temali said, “Everyone we deal with needs us because the private and public sectors have already passed them by. Our work is extremely hard—80 percent are people with little income, no business experience, no credit. They want to establish businesses in rough neighborhoods. People tell me we are brilliant at selecting for failure. According to our guidelines, all the factors that predict success have been selected out.”

But that doesn't mean that inner-city neighborhoods have no advantages. He noted they have dense populations, locations convenient to downtowns and financial centers, land can be less expensive and labor is plentiful. “It was our niche, but now the rest of the world is trying to cater to the explosively growing immigrant community—now Spanish-language radio is advertising for banks. Demographics are hard to ignore.”

What is Temali's vision for the future? His eyes light up as he thinks about what this “jump” will feel like. “A huge diversity of small- and medium-size businesses owned by the residents, people of color, immigrants, that leads to an energetic and diverse community fabric and economic life. Not a big box world. Rather, a powerful universe of businesses, owned by the business people, that defines our community in a significant way.” ☺

Pivot points pay off

Temali cites a four-step, proven process for rapid community impact—he calls “pivot points”—that can get a neighborhood the attention it needs to swing in the right direction or, if ignored, the wrong direction:

- Revitalize commercial corridors—their high visibility makes them ideal for changing perceptions
- Address work force development
- Develop micro-entrepreneurs
- Work with the core businesses to expand and grow jobs



Above, the Sears Tower, which is on its way to becoming the Midtown Global Market. Below, Mercado Central, another NDC success story.



Photography courtesy of Neighborhood Development Center

Fifteen years ago, when Esperanza Guerrero-Anderson (BLF'88) responded to the “call,” as she defines it, to become the president of the newly founded Milestone Growth Fund, she wouldn’t have described it as an invitation to prosperity for immigrants and refugees. But now she estimates that at least 40 percent of Milestone’s investments have been in immigrant-owned businesses. “We were set up to provide long-term financing to ethnic minorities who needed equity-type financing and who could not attract regular venture capital funding because they needed smaller amounts or were considered too high risk for bank financing,” she said. “They might have no assets, no collateral and little money but a great desire to do something. Most of our investments are under \$300,000.”

An immigrant herself, Guerrero-Anderson understands their desire to become financially independent and accumulate wealth—to realize the American dream. She and her family fled the revolution in Nicaragua in 1979. She came to Minnesota because she had family here and had earned a master’s degree at the University of Minnesota in 1973.

“I didn’t believe you could be a second-class citizen because of your color.”

A banker in her native country, Guerrero-Anderson got her first job in Minnesota with U.S. Bank as an international lending officer. But it involved a lot of traveling, and she wanted to put down roots as a Minnesotan. She said, “I wanted a job that would allow me to become part of the community.” So Guerrero-Anderson joined the Metropolitan Economic Development Association (MEDA), a nonprofit that provides business consulting services and assistance to minority-owned businesses, as a business consultant and became its CEO. “MEDA was a great experience. ‘Minority’ was not a word I was used to. I didn’t believe you could be a second-class citizen because of your color. It was foreign to me. I saw a lot of pain with those clients. The successful ones learned to live with it and accept it.”

Esperanza Guerrero-Anderson (BLF'88)

Photographer, James Erickson

Five years into her work with MEDA, Guerrero-Anderson saw an unmet need. It was evident from her years of working with hundreds of minority entrepreneurs that they needed access to long-term, equity-type financing to grow businesses. “No one was willing to finance them. That’s when we got the idea for Milestone—venture capital for minorities.” With a few initial grants and vigorous fundraising, Milestone Growth Fund was incorporated in 1986 and received its Small Business Investment Company license in 1989. At the same time, Guerrero-Anderson became a Bush Leadership Fellow and attended the Advanced Executive Leadership Program at Yale University. “It was the best six weeks of my life,” she said. “The most significant breakthrough in my professional and personal life.”

Milestone opened for business in January 1990 with only \$1.3 million in donated capital and two staff members (including Guerrero-Anderson as president and CEO). In the past 15 years it has grown to a \$26 million fund and has invested in 63 companies.

The numbers prove that a venture capital fund for small, minority-owned businesses is a risky business—of 120 funds around the country in 1990, only about



40 remain in business. That Milestone is one of them is a testament to a careful approach as well as an ability to judge people.

“We bet a lot on the quality of the entrepreneurs. We’ll spend time getting to know the people—what is the driving force, how committed are they. They can’t be too small. They should be looking for an amount between \$300,000 and \$3 million. We do background checks and want a business plan that makes sense. Most of the initial screening is done by phone. Most are referred by accountants, bankers or lawyers. We can help them through the process and hope to add value through our ongoing relationships with them. We mainly fund in the Twin Cities metro area, so that we can have an ongoing relationship,” she said.

In addition, Milestone looks for entrepreneurs who have done their homework, understand the business they are going into and have a good business model with realistic projections. All the better if potential clients have community employment possibilities. A recent client, an employment agency in Saint Paul, will employ 25 people a week in technical jobs in corporate settings.

“The good thing about Milestone,” Guerrero-Anderson said, “is that it’s not the same thing every time. We learn a new industry with every new investment.” Clients have included construction, software, light manufacturing, car dealerships and retail chains. A software company established by an Indian immigrant in 2000 was recently sold, resulting in a \$700,000 capital gain for Milestone, which helped keep the fund on its feet after September 11.

So far the invitation seems welcomed, as immigrants and refugees find a way, with Milestone as their partner, to realize their own versions of the American dream. “It gives me pleasure to see how many people our clients are employing,” Guerrero-Anderson said. “Each person represents a family of four.” ❁

Esperanza Guerrero-Anderson joined the Bush Foundation Board of Directors in 2000 and currently serves as its treasurer.

Bush Foundation Immigrant and Refugee Funding Timeline

Some 205 grants to 111 organizations since 1972 totaling \$18,529,320 have benefited immigrants and refugees.

1972

The Foundation makes its first grant focused on immigrants and refugees—\$73,779 to Ramsey Action Programs to establish the West Side Health Center.

1989

First funding for a series of immigrant and refugee concerns begins; seven grants total \$303,966.

1990

The Foundation’s annual report notes that “immigrant and refugee populations new to the region are beginning to submit more proposals to the Foundation, in part because their long-term needs have become more defined at the same time that federal support for them is waning.”

1998

A review of the previous 10 years of funding of immigrant and refugee topics finds that 58 percent of the 124 proposals received in that period came from mutual assistance associations—ethnic-specific nonprofits with boards that had a majority of refugees; not all of these proposals received funding.

2002

A consultant report finds that the Foundation “has been the major private funder for projects that provide legal services for immigrants,” granting just over \$1.5 million for such activities since a 1989 grant of \$134,108 to Southern Minnesota Regional Legal Services.

2004

In collaboration with other funders, the Bush Foundation addresses the influx of approximately 5,000 Hmong from the Wat Tham Krabok refugee camp in Thailand by committing to provide targeted funding for the Hmong and other immigrant and refugee populations to support job training and ESL instruction for adults.

Margaret A. Adamek

Minneapolis, Minnesota

Special Projects Director/Founder and Director, The Sugar Project, University of Minnesota

To pursue a Ph.D. in work, community and family education at the University of Minnesota

Yolanda L. Arauz

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Instructor, Department of American Multicultural Studies, Minnesota State University Moorhead

To pursue a Ph.D. in history at North Dakota State University

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Minneapolis, Minnesota

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Juliet R. Fox

Menomonie, Wisconsin

Lecturer, University of Wisconsin-Stout

To obtain a Ph.D. in human development and organizational systems with an emphasis on information societies and knowledge at Fielding Graduate University

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To pursue a Ph.D. in labor relations at Cornell University

Pamela D. Johns Danforth

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Culture Teacher, American Indian Magnet School

To pursue a Ph.D. in curriculum and instruction at the University of Minnesota

Gary W. Johnson-Cheeseman

Royalton, Minnesota

Assistant Professor, St. Cloud State University

To complete a doctorate in educational leadership at Saint Mary's University

Yvonne G. Lerew

Hartford, South Dakota

Educational Coordinator, Lutheran Social Services South Dakota

To obtain a master's degree in international educational policy at Harvard University's School of Education

Repa Mekha

Minneapolis, Minnesota

Executive Director, Freeport West, Inc.

To obtain a master's degree in public administration at Harvard University's John F. Kennedy School of Government and develop a model for community economic development in the African American community through a self-directed study program

Dipankar Mukherjee

Minneapolis, Minnesota

Artistic Director, Pangea World Theater

To study peace efforts throughout the world through a self-directed study program

Maria Cristina O'Brien

Minneapolis, Minnesota

Art Director, Mira Gallery

To obtain a master's degree in public affairs at the University of Minnesota's Humphrey Institute and study visual arts and museum studies through a self-directed study program

Paul O. Orieny

Maple Grove, Minnesota

Psychotherapist, Helena Family Support

To pursue a Ph.D. in the Department of Family Social Science at the University of Minnesota

Cassandra K. Soeffing

Sioux Falls, South Dakota

Science Teacher, Axtell Middle School

To complete a Ph.D. in atmospheric, environmental and water resources at the South Dakota School of Mines and Technology

Jason T. Stark

New Brighton, Minnesota

Ojibwe Language and Social Studies Teacher, Nawayee Center School, Inc.

To complete a law degree at Hamline University's School of Law

Robert W. Sykora

Minneapolis, Minnesota

Chief Information Officer, State of Minnesota Board of Public Defense

To obtain a master's degree in public administration at Harvard University's John F. Kennedy School of Government

Bush Leadership Fellows Program Selection Committee

Erik M. Takeshita

Minneapolis, Minnesota
Senior Policy Aide, Office of Mayor
R.T. Rybak

To obtain a master's degree in public administration at Harvard University's John F. Kennedy School of Government

Deborah Talen

Minneapolis, Minnesota
Founder and Former Executive Director, Rainbow Families

To obtain a master's degree in public administration at Harvard University's John F. Kennedy School of Government and study social movement and citizen engagement through a self-directed study program

Khu Thao

Minneapolis, Minnesota
Child Protection Social Worker, Hennepin County

To pursue a doctorate of psychology at Argosy University

Maureen L. White Eagle

Eagan, Minnesota
Managing Attorney, Minnesota Indian Women's Resource Center

To study the operations of international human rights organizations through a self-directed study program

William D. Allen (BLF'95)

Eagan, Minnesota
Therapist, Family Therapy Resource Center

John Archabal

Saint Paul, Minnesota
Director, Bush Leadership Fellows Program

Dudley Cocke

Norton, Virginia
Director, Roadside Theater

Patricia Cummings

Minneapolis, Minnesota
Retired Executive Director, The Jay and Rose Phillips Foundation

Genie Dixon (BLF'91)

Minneapolis, Minnesota
Independent Consultant

Dwight A. Gourneau (BLF'90)

Rochester, Minnesota
President, NAMTech, Inc.

Rita F. Kelly (BLF'94)

Bismarck, North Dakota
Educational Consultant

Martha Lee

Saint Paul, Minnesota
Assistant Director, Bush Leadership Fellows Program

Mark Lindberg

Minneapolis, Minnesota
Senior Program Officer, Otto Bremer Foundation

Tom Moss (BLF'90)

Saint Paul, Minnesota
Independent Consultant

Calvin Ryan Mosley

Minnetonka, Minnesota
Special Assistant to the President, The College of St. Catherine

Elaine Salinas

New Richmond, Wisconsin
President and Chief Professional Officer, Migizi Communications, Inc.

Sharon Sayles Belton

Minneapolis, Minnesota
Senior Fellow, Hubert Humphrey Institute of Public Affairs, University of Minnesota

Valerie K. Ulstad (BLF/BMF'96)

Bloomington, Minnesota
Cardiologist, Hennepin County Medical Center

Steve Zellmer (BLF'88)

Rapid City, South Dakota
President, GCC Dakota Cement and Vice President, Sales and Marketing, GCC of America

Meet the 2005 Leadership Fellows

- They range in age from 28 to 54.
- Seven seek master's degrees, one a law degree and 10 will pursue doctorates; two will follow self-designed courses of study.
- Their employment at the time of application was 55 percent in the government sector and 45 percent in the nonprofit world.

Ethnicity

Asian/Pacific Islanders.....	15%
Africans.....	5%
African Americans.....	10%
Latinos.....	15%
Europeans.....	35%
Native Americans.....	20%

Leadership Fellows in Action

Building bridges with new tools

In 1998, pioneering Hmong broadcaster Fong Heu was really talking about building bridges—both technically and culturally—when he told a reporter from the *Saint Paul Pioneer Press* he would use his Bush Leadership Fellowship to improve his skills in multimedia presentation and computer imaging, then come back and apply them in his hometown community.

His fellowship came at an opportune time. Heu could see that the technology of television broadcasting was changing. As the creator and producer of *Kev Koom Saib* (Hmong for “path to unity”), the first program in that language for Twin Cities Public Television (TPT), Heu knew he needed to sharpen his skills at a time when digital/internet technology was at an important juncture with video technology. To be sure he could bridge the two technologies, he used his 1998 fellowship to earn a master’s degree in imaging arts at the Rochester Institute of Technology in New York in 2001.

Heu also knew that visual versus written communication could be a powerful tool for his community. “Sometimes our technical skills outweigh our verbal skills,” he said of the Hmong immigrant community. “This is an era where technology allows us to be fulfilled, do anything we can envision, support our communications skills. In my culture,” he said, “stories have always been passed down orally. I don’t want them to be lost. We had no written alphabet until 50 years ago. I realized that the oral tradition can’t continue living in modern society the way it has been for many centuries. We need to create new tools to preserve our culture for the next generation. Both video and visual art can be a bridge between generations.”

Heu, who came to the United States in 1979, has remained very connected with his community and works three days a week producing educational videos in the Hmong language and four days a week working for the Minnesota Council of Nonprofits as its information support manager. In this later capacity, he maintains a computer network for 22 staff, develops



Video stills from Heu’s short film, Rescue: Lima 2, about a rescue mission that took place 35 years ago during the secret war in Laos when Hmong guerrilla soldiers rescued a downed American pilot. Heu hopes to document further experiences of Hmong veterans in their own words from a Hmong point of view.

internet streaming media and interactive web pages, and produces the Nonprofit Mission Award videos for the organization’s annual conference. The awards honor five nonprofits for achievements in the areas of innovation, advocacy, antiracism, responsive philanthropy and excellence; Heu’s video profiles of the winners are shown at the ceremony and later are webcast on the internet and run on TPT. “I’m glad the station has continued to be a supportive outlet for my works for nearly 15 years, long after I left there.” Heu’s other broadcasting projects include Hmong-language videos dealing with issues of anemia, cancer, fish contamination, auto theft, recycling and federal regulations for people with disabilities, among other subjects of interest to his community.

His current project is a documentary that follows Mee Moua’s successful Minnesota Senate campaign in 2002. “I see it as an educational tool to galvanize other people to participate in the election process and preserve Hmong American history at the same time,” he said. “There was no doubt at all that she would win, but win or lose, you have a story.” He shot 124 hours of video over three months and is currently in the process of raising money to finish the final draft.

He is also at work on a video on job seeking for the Hmong American Partnership and a version of *Sesame Street* that the Center for Hmong Arts and Talents (CHAT) will produce for three- and four-year-olds to help them recognize the alphabet.

Heu is part of an energetic group of second-generation immigrant Hmong artists that includes several Bush fellows: Minnesota State Representative and artist Cy Thao (BAF'00), playwright Lee Vang (BAF'05), writer Mai Neng Moua (BAF'03) and filmmaker Va-Men Thoj (BLF'04 & BAF'05). All are working to preserve tradition and support change in the Hmong community. They formed CHAT in 1996 to nurture artists and build positive role models for the community through the use of arts and technology.

“Some may view us as being too Hmong-centric with our skills and talents,” Heu said. “But I think we have not been aggressive enough, for this is the first time in our history as diaspora people that we are discovering new mediums to preserve our stories and have the support to do so. We have to do much more before the wisdom of the elders fades away.” ☼

Foung Heu (BLF'98)



Leadership fellow helps African teen refugees embrace the future

When Ogbiji Victor Okom (BLF'03) came from Nigeria to the University of Minnesota-Duluth in 1983, he thought he was on his way to becoming a lawyer. He wanted a law degree so he could go back to his homeland and change things. But while he was gone, Nigeria changed a great deal for the worse—the government was overthrown; his family encouraged him to stay in the U.S.

Okom went on to become a teacher. He joked, “I didn’t like the hours at TacoBell and took a position as a teacher’s aide. I found that teaching was really what I was looking for. I just didn’t know how to get into it. It is my calling, the passing of knowledge, using my own experience to bring up the next generation of kids, to help them. I have found that to be very rewarding for the past 12 years.”

He believes education is very important to being successful in this country. “It allowed me to be



Ogbiji Victor Okom (BLF'03)

open to new ideas, open to adjusting my old values. I didn’t get rid of the way I think about things but learned how to adjust,” he said about the effect education had on his experience as an immigrant.

Currently, Okom is a language arts teacher at Harrison Education Center in Minneapolis; he aspires to become a principal and lead others to a greater understanding and acceptance of immigrants in inner-city schools.

When he applied for his 2003 Bush Leadership Fellowship, he wrote in his application, “Now, more than ever before, due to an upsurge in children of color (particularly children of new immigrants of color from Somalia, Sudan and other African countries) entering the schools, someone with my kind of background, experience and ancestry would readily understand the needs of these students.”

That goal has led him to invest time in “Hoops and Homework,” an after-school tutoring and social program



created specifically for 50 Liberian teenagers at Patrick Henry High School in Minneapolis. They were uprooted by civil war, some are fresh from three to five years in refugee camps in Nigeria, some have had little or no school experience before coming to the U.S. Okom tutors these kids as they try to bridge the vast differences in culture and experience between themselves and their native Minnesotan classmates.

“There’s no sports involved,” he laughed, “it’s just in the name. Many of these kids come into American high schools with no education or with skills that stopped in the fourth grade. Some have been in hiding or in the military, so there is a gap between their age and academic skills that tutoring can help. The social club helps them adjust.”

Activities such as “judicial night” brought U.S. Municipal Court judges together with the students for a question-and-answer session, followed by a potluck dinner of Liberian foods. Okom also invites successful people in the community to speak to the kids.

He uses “Hoops and Homework” as a research site for his doctoral thesis (he’s studying educational leadership and administrative licensure at the University of Saint Thomas) because it gives him a deep but narrow glimpse into what it is like to be an African-born youth in America. He describes them as enthusiastic about learning, grateful for the opportunity and amazed by the resources available in the school—the books and computers.

The teens he works with at the program don’t understand why their parents can’t adjust the way that Okom has. Parents don’t like the new ideas the kids bring home. “The kids say, ‘why can’t my dad be progressive like you?’ I tell them that I have been here for 22 years. It took a lot of patience to become well-adjusted. I learned a lot, and I can bring that experience

to newcomers. The kids really want to know how to fit in while keeping their own cultural identity. They come to the program because they identify with their own kind. Identity is very important.

“It’s difficult to get their parents involved,” he said. “They are very busy working—double shifts sometimes—and have very little time. Even if they wanted to participate, it’s not part of their culture. Parents trust the teacher to do what’s best.”

The teens also may feel responsible for their family’s future. The whole family pins their hopes on the child, and it would be a disaster for the family if the child failed in school. Okom said the teens want to learn about the popular culture (they’re kids after all), but they struggle to maintain who they are while they strive to fit in.

The extent of their struggle became clear to him when he visited Buduburam, a refugee camp for Liberians, in Ghana last summer. Part of his fellowship plan, the trip allowed him to understand better the experiences of the youth he was working with. “I realized I had no idea where they came from and what they had been through. I’d never been to a refugee camp, and it was shocking—a miserable place with no water, shacks to live in and nothing to do except roam back and forth. Some U.S. relatives sent used clothes and shoes to sell, which was the only way they could make money. They lived on two cups of rice per week. I did interviews with the residents and came back with a whole new level of respect for the kids in the camp.” ☺

Above, Victor Okom at Buduburam refugee camp for Liberians in Ghana; right, children playing at the Buduburam Refugee Community School.





No stranger to strangers in a new land

Patricia Walker, M.D. (BMF'95)

Dr. Patricia Walker (BMF'95) laughs when she tells stories about her early encounters with American culture at the age of 12. Born and raised in Southeast Asia, she landed in a junior high in Mississippi and soon became “famous” as the girl who wore the flowered Nehru jacket to gym class. She naturally identifies with those who feel like strangers in a strange land and that empathy, along with her love of science and her fearless global perspective, have made her a leader in the emerging field of immigrant medicine. In fact, she'll have a book on the subject out in November 2005. She hopes it will be used in medical education at all levels of training.

To Walker, cultural competence in serving the medical needs of immigrants goes way beyond knowledge of tropical diseases. “Our work in medicine is a sacred trust that needs to be taken seriously. This means keeping our promises, being respectful and really understanding the patient’s perspective.

Much of her work as medical director, since 1988, of the Center for International Health at Regions Hospital in Saint Paul, her chairmanship of the Immigrant Health Task Force for the Minnesota

Health and Human Services Departments and her many years of volunteer medical missions to Thailand and Cambodia have been devoted to finding ways to convert her knowledge into “best practices” and clinical models to pass along to the rest of the medical community.

She has found a fertile field in Minnesota. “We are way ahead of the rest of the country here,” she said of Minnesota physicians’ approaches to international patients. “There’s lots of collaboration. The University of Minnesota is very engaged with their global health track. We are all very aware that the global is now local, and diseases are easily both exported and imported.” She cites as a recent success a collaborative effort by HealthPartners, the University, Mayo and others to create a multilingual health resource exchange where each partner agrees to translate basic patient information on various health issues and share the materials with the other institutions. That way, no one organization has to take on the expense of doing it all themselves, and the quality of the translation is improved.

“Our medical community is very interested in these patient populations,” she said, pointing out that Minnesota has the highest percentage (30 percent)

of immigrants who are also refugees in the country. “They also come with more complicated sets of problems—they’ve had huge losses, starvation, rape, torture, lost everything. They miss the food, the smells and the weather. One woman asked me—‘How do you know your neighbors aren’t dead? You never see them.’”

In addition, physicians like the challenge and intellectual stimulation of treating this population. They find they can learn a lot from them about being a survivor, acceptance and dignity. “We get so much from them and their stories are inspirational, jaw dropping,” Walker said. Minnesota has a long tradition of doing international work through medical missions and non-sectarian organizations, she added. One of the reasons Minnesota became a destination for many recent immigrant groups is because they had already made friends with Minnesotans.

Dr. Walker is also dedicated to removing health disparities that she says many physicians don’t even realize exist. “Doctors may not be aware of their own

stereotyping and bias, and the field of evidence-based medicine for different patient populations is still in its infancy. Many physicians are not aware of diseases seen in immigrant patient populations and have not been trained in crosscultural health care. It deeply troubles me that minority patient populations don’t get the same quality of health care.”

Ask the right questions

Even the most well-meaning physicians are likely to evaluate a patient’s condition based on their own set of beliefs and biases. She offers an example. The physician is thinking about biological germ theory as it was taught at Mayo, while the patient believes they are suffering because a certain magical/spiritual process was not followed at some time in their past. In one study, 57 percent of English-speaking patients thought hypertension meant “I’m easily upset.” Because there are also no known Hmong words for hypertension, a patient’s understanding of high blood pressure might be wildly different from what the physician intends.



At the Center for International Health at Regions Hospital, Walker sees patients from an array of countries who speak several different languages (see sidebar), often relying on staff interpreters.

Photograph courtesy of Regions Hospital

She explained, “While you can’t know everything about every culture, you can know the simple questions to ask—not what’s wrong with you, but what do you think caused your problem could be your clue to cultural understanding. Patients may want symptom relief, not necessarily a diagnosis, if they believe the diagnosis is due to soul loss or bad karma, for example.”

Walker used her 1995 Bush Medical Fellowship to increase her skills in both clinical and medical management areas that benefit immigrants. She studied clinical tropical medicine at Chiang Mai University and Mahidol University in Thailand and received a diploma in tropical medicine and hygiene from the London School of Hygiene and Tropical Medicine. She also completed a certificate program in health care management at the University of Saint Thomas in Saint Paul.

She credits the fellowship with giving her the confidence to become more involved with statewide health care policy development and systems change, as well as the identification of best practices to inform her fellow physicians. Walker was the physician lead for the Minnesota delegation that visited the Wat Tham Krabok refugee camp in Thailand to pre-assess the needs of the group that would come to Minnesota.

Direct patient care is still an important part of her work. For the new arrivals, she looks for common diseases seen in the country of origin of the patient and often connects the patients with primary care physicians. She also sees people who have been her patients for many years. “I know their story, how they migrated.” Her clinic at Regions is staffed by a bilingual, culturally diverse, multidisciplinary team of providers, well-versed in international health care and able to take care of the whole person.

Walker also serves on Regions Hospital’s Board of Directors and participates as a board member, activist and volunteer for many organizations devoted to immigrant health and health disparities. She is currently co-chairing HealthPartners’ Cross Cultural Care and Service Task Force, focusing on system changes needed to document disparities on work force training designed to provide better satisfaction and outcomes to all patients. ☺

2004 Statistics from Regions Hospital’s Center for International Health

Patient Languages

English.....	26%
Vietnamese.....	21%
Somali.....	15%
Cambodian.....	9%
Russian.....	9%
Hmong.....	8%
Oromo.....	4%
Spanish.....	4%
Unknown.....	3%
Ethiopian.....	1%

Language Vendors

Regions staff.....	62%
Provider.....	32%
Family member.....	4%
Outside agency.....	1%
AT&T.....	1%

Note: Reducing reliance on family members for translation increases the quality of the doctor-patient relationship. (Dr. Patricia Walker)

Siri Fiebiger, M.D.

Fargo, North Dakota
Obstetrics/Gynecology

To develop skills in women's and refugee public health; to develop further health care management skills

Barbara Gold, M.D.

Minneapolis, Minnesota
Anesthesiology

To further develop skills and understanding of health care management and the improvement of patient safety

Todd Grant, M.D.

Golden Valley, Minnesota
Emergency Medicine

To acquire additional training and credentials in medical education and a basic knowledge of development and management of nonprofit organizations; to apply these new skills to the expansion of the CALS program in the Upper Midwest and beyond



Gloria Lewis, director of the Minnesota Office of Minority and Multicultural Health, spoke at a recent gathering of Bush Medical Fellows on health care disparities in urban settings.

Kelley Jewett, M.D.

Minneapolis, Minnesota
Family Medicine

To develop skills in leadership and management and to use them to develop a program adaptable to community clinics that will increase morale and crosscultural skills among the staff, reducing turnover and improving care of underserved patients

Robert Karasov, M.D.

St. Louis Park, Minnesota
Pediatrics

To increase clinical skills in child psychopharmacology; to serve as a role model, resource and educator for other pediatricians and family doctors to enhance overall quality and availability of pediatric psychiatric care

Kenneth Kirton, M.D.

Freeman, South Dakota
Family Medicine

To improve clinical skills in hospice care; to gain the knowledge to develop and implement an end-of-life audio tape program; to help manage pain and medical problems

Susan Messerly, D.O.

Birnamwood, Wisconsin
Pediatrics

To increase personal skills and knowledge in the areas of assessment and treatment of childhood behavioral issues and learning and developmental disabilities; to acquire the administrative and public-speaking skills necessary to promote the clinic and increase community awareness

Arlin Myrmoe, M.D.

Aberdeen, South Dakota
Internal Medicine

To pursue additional training in emergency medicine and to develop additional leadership skills

Claire Neely, M.D.

Shoreview, Minnesota
Pediatrics

To develop expertise in complex and high-risk communication, focusing on clinical and leadership situations

Judson Reaney, M.D.

Saint Paul, Minnesota
Developmental and Behavioral Pediatrics

To study the relationships between children's spirituality and their health

Rita Richardson, M.D.

Grand Forks, North Dakota
Neurology

To develop skills and education in health care management while being exposed to care trends, issues and competitive strategies in order to participate at the management level to successfully deliver quality health care to the community

Sandra Stover, M.D.

Grand Marais, Minnesota
Family Medicine

To re-explore bioethics as it pertains to daily practice and to specifically address the way futile care issues are presented to individuals and their families

Penny Wilkie, M.D.

Belcourt, North Dakota
Family Medicine

To develop leadership and management skills to maximize resources and improve the health care of her Native American community

Rebecca Hafner, M.D. (BMF'93)*

Avon, Minnesota
Family physician

Ilene Harris, Ph.D.

Chicago, Illinois
Professor and Director of Graduate Studies in
Medical Education, University of Illinois-Chicago

Mary Hedges, M.P.A.*

Northfield, Minnesota
Executive Director, Minnesota Emergency Medical
Services Regulatory Board

William Jacott, M.D.*

Minneapolis, Minnesota
Special Advisor, Joint Commission on
Accreditation of Healthcare Organizations

Sister Jean Juenemann (BLF'82)*

New Prague, Minnesota
Retired CEO, Queen of Peace Hospital

David Kindig, M.D., Ph.D.

Madison, Wisconsin
Emeritus Professor, Population Health Sciences,
University of Wisconsin

Mary Jo Kreitzer, Ph.D., R.N.*

Minneapolis, Minnesota
Director, Center for Spirituality and Healing,
University of Minnesota

Jerry Moen*

Minneapolis, Minnesota
Vice President, Emergency and Physician Services,
North Memorial Medical Center

Jon Rice, M.D.*

Fargo, North Dakota
Medical Director, Blue Cross Blue Shield of North
Dakota

Valerie Ulstad, M.D. (BLF/BMF'96)*

Minneapolis, Minnesota
Cardiologist, Hennepin County Medical Center

David Westgard, M.D. (BMF'88)*

Rochester, Minnesota
Chief Medical Officer, Olmsted Medical Center

** Policy Board member*

Bush Medical Fellows Program Staff

Michael Wilcox, M.D.

Program Director
Director of Emergency Services, Queen of Peace
Hospital, New Prague, Minnesota

Alice Sanborn

Assistant Director



Nina Bacaner, M.D. (BMF'02) and Kathleen Culhane-Pera (BMF'98) at a gathering of Bush Medical Fellows. Bacaner focuses on travel-related illnesses among immigrants and Culhane-Pera has developed a model while working with Hmong families that balances a patient's cultural integrity with modern medical interventions.

Tips on making a strong application By Kathi Polley

Now that you've read the guidelines thoroughly, considered your responses to the application questions and chosen work samples, all that is left are a few simple tasks—organize your work samples, put your thoughts on paper and get everything to the Foundation in time. Simple? Relax, it can be easy as 1-2-3.

Step One: Organize your work samples

Start by reviewing the “Work Samples” section of the guidelines (available at www.bushfoundation.org) for general information and specific materials requested for your category, including how to mark them. Select your strongest current work primarily completed within the past five years.

Visual artists

Q. I have my work on CD-Rom—why do you want slides?

A. During the panel process, we show slides to the panel projected to a size of approximately three by five feet. Currently, we don't have technology capable of projecting digital images with the same ease as slides (although we are exploring new approaches for the future). In the meantime, a local photo lab or an internet business can make your digital images into slides.

Q. My work is documented best by video. What should I send?

A. We understand that installation work and other forms of three-dimensional visual art are best understood with video. You can send up to five minutes of your work on video, but also be sure to include slides as well.

Choreography/multimedia/performance art-storytelling

Q. Why do you need four copies of my video or DVD?

A. We mail applications, including work samples, to the panelists so they can preview your materials prior to the meeting. This previewing allows enough time during the meeting for the panelists to review as much of your work sample as they desire, as well as have a thorough discussion about each applicant and his or her work.

Traditional and folk artists

Q. Why do we have different options for submitting work samples?

A. Many of the artists working in this field are new to documentation. While we prefer to receive slides, we will also accept photographs, promotional postcards, programs or brochures that clearly show images of your work. Please refer to the instructions on page six of the application.

Step Two: Put your thoughts on paper

The application is your tool for communicating to a panel of your peers. Because it is short, you only need to make your point once, instead of repeating information from page to page.

Q. I have a lot to say about my work; why do I have to limit myself to the application?

A. We receive a large number of applications in each category, and we want to assure that our panelists read all of the materials for each applicant. If you focus on just a few points, it will help the panelists to remember the most important aspects of your work. They don't need to know everything about you. A good way to test your responses is to ask a friend or colleague to read your application. Does it communicate in a clear and concise way?



Kathi Polley, Bush Artist Fellows Program Assistant

Q. *What formats does the application come in?*

A. We make our applications available in print and on our website, both in PDF and downloadable Word format. You may:

- Download a Word version of the form and enter information into the document.
- Compose your responses on a computer, then either (a) print directly onto the printed form or PDF version of the form or (b) print your responses and tape or glue the text onto the printed form or PDF version of the form. (If you pick the second option, make a new photocopy of the blended materials for submission; taped or glued pages could jam our copier.)
- Use a typewriter to type directly on the print form or PDF version of the form.
- Hand print on selected sections of the form (but we prefer that the narrative sections be typed).

Q. *Suggested fonts and margins? I like to be creative!*

A. A simple 12-point font (like Times New Roman) helps panel members, who read a large number of applications, to concentrate on your response, rather than getting distracted by small or difficult font types or by handwriting. Also, we bind and copy your written applications. Text outside of the suggested margins could be lost in the binding process.

Step Three: Get it to the Foundation on time

A great application and stunning work samples won't mean much if you miss the deadline for your category. Applications need to be received in our office by 4:30 p.m. on the deadline date or be postmarked on or before the deadline date with no exceptions! Sorry, we can't accept faxed or emailed applications.

Q. *What's the best way to get my packet to the Foundation?*

A. We recommend mailing your application and work samples (include a self-addressed stamped envelope with sufficient postage if you want your work returned). It's always going to be most convenient and probably less expensive to use your local post office.

Q. *How does the postmark deadline work? What is acceptable?*

A. Because you can alter the date on business postage meters, we require stamps with U.S. Postal Service cancellation or metering by the U.S. Postal Service. We will consider all applications to be on time if cancelled on or before the deadline date for your category.

When in doubt, contact us

The guidelines are your friend—read them early and often. If you want us to take a look at your application, ask us early on. We are happy to get your emails or phone calls. Because we do not participate in making the decision, we can focus on helping you make your strongest application to the panel.

For more tips, be sure to attend an information meeting; you can find dates for these meetings and our complete application and guidelines at www.bushfoundation.org.

For 10 years as program assistant, Kathi Polley has answered your questions about the Bush Artist Fellows Program. You can reach her at (651) 227-0891 or kpolley@bushfoundation.org.

FILM/VIDEO

Rolf Belgum

Minneapolis, Minnesota

Belgum is interested in exploring the anatomy and bio-mechanics of expression and in answering the question, “How do our physical bodies serve in the expression of our emotions?”

David Eberhardt

Saint Paul, Minnesota

Eberhardt earned the Best Documentary Award at Sundance in 2003 and at the Minneapolis/St. Paul, Savannah and River Run Film Festivals. Also a still photographer, he is interested in nomadic subcultures.

Teresa Konechne

Minneapolis, Minnesota

Konechne has begun work on a video about the lives of South Dakota rural women and the rural diaspora. Her first documentary, *this black soil*, also about rural people, has received honors at various festivals around the country.

Va-Megn Thoj

Saint Paul, Minnesota

Thoj makes documentary and narrative films about the Hmong diaspora experience. He wants “to use the media of film/video to continue to get nontraditional and disenfranchised voters involved in electoral politics and the democratic process.”

LITERATURE

Devin Corbin

Menomonie, Wisconsin

Corbin writes essays that explore relationships between people and their physical environments. He is interested in “how culture and the natural world shape one another.”

Untitled, Lake Street, 1998

Photographer, Wing Young Huie

Shannon Gibney

Minneapolis, Minnesota

Gibney's work concerns race, identity and power, and her writing addresses questions such as: Who gets to define “blackness?” How does identity shift from group to group? What is the power of naming and claiming an identity?

Sean Hill

Bemidji, Minnesota

Hill has written poetry about and in the voices of black characters, real and imagined, and based on the history of his hometown, Milledgeville, Georgia. “My poems engage notions of the African American community and family, interpretations of race relations, personal and societal history, and Southern identity.”

Cheri Johnson

Minneapolis, Minnesota

A fiction writer and poet from Lake of the Woods County in Minnesota, Johnson writes “about the landscape I know better than any other, a land of water and woods and peat. But of equal importance to me, is how the people around me dealt with and loved and hated it.”

Kurt Schweigman

Rapid City, South Dakota

Schweigman is a spoken word poet whose work is influenced by the storytelling traditions of his Oglala Lakota culture. Under his *nom de plume*, “Luke Warm Water,” he has won several poetry slam competitions across the United States and as far away as Frankfurt and Munich.

Katrina Vandenberg

Saint Paul, Minnesota

Vandenberg is a poet whose first book, *Atlas* (Milkweed Editions 2004), was a finalist for the 2005 Minnesota Book Award. “A central theme of art and myth is exile, and we are all exiles from the past. I care about the ways history and memory interact.”

MUSIC COMPOSITION

Eric Barnum

Mankato, Minnesota

Barnum composes primarily choral music. “I try to write about ‘eternal’ moments or ideas, which are experienced by everyone. In doing so, I strive to find the essence of beauty, which often contains simplicity and balance.”

Steve Heitzeg

Saint Paul, Minnesota

“I strive to compose a music that inspires people to embrace peace, human rights, respect for the environment and our shared humanity.”

Judith Lang Zaimont

Edina, Minnesota

Zaimont, composer and professor at the University of Minnesota, has written more than 100 works in every genre. She calls herself “a romantic modernist,” and often embraces the verve and energy of jazz in her compositions.

Victor Zupanc

Minneapolis, Minnesota

Resident music director for The Children's Theatre Company since 1989, Zupanc has also composed for productions at Mixed Blood Theatre, the Guthrie Theater and LaJolla Playhouse, among many others. “There is no greater joy than sitting down with a playwright, a director, and a group of designers to create a new work—it's the collaboration that excites me.”

SCRIPTWORKS

Lee Vang

Saint Paul, Minnesota

Vang tells stories about the Hmong people through her work as a screenplay writer. “I'm compelled to tell the Hmong stories so that our voices will continue to be heard and through it, I can be proactive in defining my culture.”

Bush Artist Fellows Selection Committee

Kathleen Alcalá
Bainbridge Island, Washington
Fiction writer

Craig Baldwin
San Francisco, California
Filmmaker

Gretjen Clausing
Philadelphia, Pennsylvania
Program Director, Scribe Video
Center

Jay Craven
Barnet, Vermont
Filmmaker and Artistic Director,
Kingdom County Productions

Paul deBarros
Seattle, Washington
Jazz columnist, *Seattle Times*;
founder of Earshot Jazz and author of
Jackson Street After Hours

W.S. Di Piero
San Francisco, California
Poet and essayist

Gerald Early
Saint Louis, Missouri
Director, Center for the Humanities,
Washington University

Jim Grimsley
Decatur, Georgia
Novelist and playwright

Claire Hopkinson
Toronto, Canada
Producer and General Manager,
Tapestry New Opera Works

Vijay Seshadri
Brooklyn, New York
Poet and essayist; Professor, Sarah
Lawrence College

Rosalba Rolón
Bronx, New York
Artistic Director, Pregones Theater

Herb E. Smith
Whitesburg, Kentucky
Filmmaker and Co-Founder,
Appalshop

Pamela Z
San Francisco, California
Composer and performer

Bush Artist Fellows Program Staff

Julie Gordon Dagleish
Program Director

Kathi Polley
Program Assistant

Bush Foundation Grants Approved in July 2005

ARTS AND HUMANITIES

American Composers Forum
Saint Paul, Minnesota
For a final grant of operating
support through the Regional Arts
Development Program I.....\$125,000

Artspace Projects, Inc.
Minneapolis, Minnesota
For a final grant of general
operating support and to increase
individual donors through the
Regional Arts Development
Program I.....\$125,000

Duluth Art Institute Association
Duluth, Minnesota
For continued operating support
through the Regional Arts
Development Program I.....\$45,000

Grand Marais Arts, Inc.
Grand Marais, Minnesota
Toward a capital campaign.....\$30,000

Minnesota Orchestral Association
Minneapolis, Minnesota
To support UPbeat Metro and
UPbeat Greater Minnesota
educational programming
.....\$685,000

Playwrights' Center, Inc.
Minneapolis, Minnesota
To hire a full-time membership and
literary associate and part-time
administrative assistant....\$166,120

Preservation North Dakota
Buffalo, North Dakota
For strategic planning assistance,
board development and part-time
administrative assistance....\$25,000

Rochester Art Center
Rochester, Minnesota
For continued operating support
through the Regional Arts
Development Program I.....\$60,000

**State Historical Society of North
Dakota Foundation**
Bismarck, North Dakota
For additional administrative
support and development
expertise to prepare for a capital
campaign.....\$102,000

ECOLOGICAL HEALTH

Ducks Unlimited, Inc.
Bismarck, North Dakota
For salary and equipment costs to
develop outreach materials for
landowners on the ecology of
shallow lakes and conservation
programs.....\$120,000

Friends of the Mississippi River
Saint Paul, Minnesota
To support continued
implementation of a pilot project for
a watershed initiative.....\$120,000

This gritty, industrial rail corridor became . . . (turn page)

Photography courtesy of the Minnesota Streetcar Museum

The Great Plains Institute for Sustainable Development, Inc.
Minneapolis, Minnesota
 To support "Powering the Plains," a program to reduce the levels of carbon dioxide produced from the generation of electricity.....**\$181,401**

Great Plains Windustry Project
Minneapolis, Minnesota
 To expand decision-making tools and information for landowners and communities to develop wind energy projects.....**\$254,000**

Institute for Agriculture and Trade Policy
Minneapolis, Minnesota
 For a collaborative ecological health network in Minnesota and the Dakotas.....**\$165,000**

Midtown Greenway Coalition
Minneapolis, Minnesota
 To expand green spaces along the Midtown Greenway.....**\$70,000**

Minnesota Center for Environmental Advocacy
Saint Paul, Minnesota
 To continue building public health program capacity.....**\$97,303**

Minnesota Environmental Partnership
Saint Paul, Minnesota
 To strengthen the efforts of an environmental coalition in improving water quality.....**\$275,000**

Northern Plains Sustainable Agriculture Stewardship Fund
Fullerton, North Dakota
 To expand the Farm Breeder Club.....**\$83,300**

Northern Prairies Land Trust
Sioux Falls, South Dakota
 To hire a watershed coordinator to work with landowners, the City of Sioux Falls and others to address linkages between land use, water quality and public health concerns.....**\$190,914**

Trees, Water and People
Fort Collins, Colorado
 To expand a tree planting and solar energy program on the Pine Ridge Reservation.....**\$100,000**

EDUCATION

A Chance to Grow, Inc.
Minneapolis, Minnesota
 Toward a demonstration project to adapt an educational intervention program for early childhood educators and students.....**\$100,000**

Collaboration for the Advancement of College Teaching and Learning
Saint Paul, Minnesota
 To support the Collaboration of Teaching and Learning.....**\$258,000**

Independent School District #625 - Saint Paul
Saint Paul, Minnesota
 For Phase II of the Connected Counseling Program for high school completion.....**\$1,190,220**

Reuben Lindh Family Services
Minneapolis, Minnesota
 To continue the Southeast Asian Program, for a family worker position and to expand capacity in the preschool.....**\$100,000**

South Dakota Coalition for Children, Inc.
Sioux Falls, South Dakota
 For an early care and education project.....**\$180,000**

State of Minnesota, Department of Human Services
Saint Paul, Minnesota
 To continue the Child Development Program for Infants and Toddlers.....**\$200,000**

State of North Dakota, Department of Human Services
Bismarck, North Dakota
 To support the Child Development Successor Program in North Dakota.....**\$585,008**

University of St. Thomas
Saint Paul, Minnesota
 To continue and expand faculty/student collaboration in inquiry-based learning methodologies.....**\$449,725**

FELLOWSHIP PROGRAMS

Bush Artist Fellows Program
Saint Paul, Minnesota
 For the 2006 program.....**\$720,000**

Bush Leadership Fellows Program
Saint Paul, Minnesota
 For the 2006 program.....**\$1,483,750**

Bush Medical Fellows Program
New Prague, Minnesota
 For the 2006 program.....**\$686,800**

HUMAN SERVICES & HEALTH

African American Family Services, Inc.
Minneapolis, Minnesota
 To launch a culturally specific adolescent division of mental and chemical health services....**\$180,000**

Battered Women's Legal Advocacy Project, Inc.
Minneapolis, Minnesota
 To implement a strategic plan for an organization that provides legal training and support to organizations working with battered women and to change and improve the legal system's response to battered women.....**\$45,000**

Behavior Management Systems, Inc.
Rapid City, South Dakota
 For enhanced aftercare services for the clients of Full Circle.....**\$93,090**

Bridging, Incorporated
Bloomington, Minnesota
 To support staff at a Saint Cloud location to distribute furniture and household items for families in crisis.....**\$50,000**

(from previous page) . . . the Midtown Greenway, due to the efforts of the Midtown Greenway Coalition.

Center for Reducing Rural Violence

Bemidji, Minnesota

To fund an organizational plan\$65,713

Cornerstone Advocacy Service

Bloomington, Minnesota

To rebuild a volunteer program in an agency that provides emergency shelter, transitional housing and community services for victims of domestic violence.....\$70,000

Corporation for Supportive Housing

Minneapolis, Minnesota

For two full-time program officers dedicated to providing assistance and training in Greater Minnesota\$200,000

Crossroads Aftercare Program, Inc.

Minneapolis, Minnesota

Toward a capital campaign\$60,000

Evergreen House

Bemidji, Minnesota

To develop a halfway house specifically for adolescents\$175,000

First Circuit Court Appointed Special Advocate Program

Mitchell, South Dakota

To expand a court advocacy program for abused and neglected children.....\$41,600

Hope Community, Inc.

Minneapolis, Minnesota

To expand and evaluate the programs of a learning center for low-income and immigrant adults.....\$90,000

Mid-Minnesota Legal Assistance Incorporated

Minneapolis, Minnesota

For legal representation and coordination of ongoing planning.....\$326,380

Perspectives, Inc.

Saint Louis Park, Minnesota

To expand services of a supervised visitation program.....\$127,000

Ramsey County Community Human Services Department

Saint Paul, Minnesota

To continue development of the East Metro Children’s Crisis Service Partnership.....\$100,000

Rebuild Resources, Inc.

Saint Paul, Minnesota

For costs associated with improving profitability of manufacturing enterprises that employ people recovering from chemical dependency.....\$69,570

RS EDEN, Inc.

Saint Paul, Minnesota

To continue providing support to homeless youth residing at Seventh Landing.....\$40,000

Scottish Rite Childhood Language Disorder Clinics of Minnesota, Inc.

Minneapolis, Minnesota

To add a third speech/language pathologist.....\$55,000

State of Minnesota, Department of Education

Roseville, Minnesota

To increase ESL programming for Minnesota adult immigrants and refugees.....\$400,000

Women’s Advocates, Inc.

Saint Paul, Minnesota

For a mental health component of services to women and children residing in a shelter for victims of domestic violence.....\$40,000

Youth Farm and Market Project

Minneapolis, Minnesota

Toward a cultural farming and nutrition program for youth\$120,000

OTHER

Farmers’ Legal Action Group, Inc.

Saint Paul, Minnesota

To help family farming remain a vibrant and significant piece of the economic landscape of the rural Upper Midwest.....\$175,000

Friends of the Minnesota State Capitol

Saint Paul, Minnesota

To support operations.....\$30,000

Hispanics in Philanthropy

San Francisco, California

To support the Funders’ Collaborative for Strong Latino Communities in the Upper Midwest region and to support strategic planning.....\$162,000

Neighborhood Development Center, Inc.

Saint Paul, Minnesota

Toward a capital project to develop the Midtown Global Market\$300,000

SectorWorks, Inc. (pending name change: Fieldstone Alliance, Inc.)

Saint Paul, Minnesota

To support transition costs at a newly independent organization that provides technical assistance to nonprofits.....\$150,000

Grand Total \$12,138,894

Bush Artist Fellows Program

In April, performance artist and storyteller **Cochise Anderson** ('02) released his debut CD, *The Kemosabe Therapy*, which pays homage to his ancestors' message of love and rebellion.

July performances of *Ten Bedroom Heart*, featuring **Heidi Arneson** ('96), filled the stage of Bryant-Lake Bowl in Minneapolis.

The Olson Gallery at Bethel University in Saint Paul hosted *Punica Granatum*, a showing of the work of **Harriet Bart** ('01) in the spring.

In May, Minnesota Public Radio broadcast *Music and Nature: A Natural History of Living*, a one-hour special written and produced by sound architect **Philip Blackburn** ('03). Listen to it at www.musicandnature.org.

The newest dance theater piece of **Ananya Chatterjea** ('02), *Bandh: A Meditation on Dreams*, enlivened the stage of the Southern Theater in Minneapolis in June.

Composer **Douglas Ewart** ('97) led Orchestra Inventions through *Search for Honesty and Integrity* at the Velvet Lounge in Chicago in April.

A retrospective of the photographs of **Chris Faust** ('95) showed through July and August at IFP Minnesota Center for Media Arts Gallery in Saint Paul.

Anthony Gatto ('01) produced the fourth annual Festival Dancing in Your Head at the Walker Art Center in April. He founded the Festival, which commissions and produces all styles of music and music films from around the world. Several other Bush Artist Fellows also participated.

The *Saint Paul Pioneer Press* wrote a June cover story on **John Hildebrand** ('95) and his new collection of essays, *A Northern Front*.

In July, the Minneapolis Pops Orchestra premiered the *Flying Dragon Concerto* composed by **Gao Hong** ('04), who was featured on the pipa (Chinese lute).

A team of artists, designers, papermakers and bookbinders worked together to create *Distance from the Sun*, the collection of 30 prose poems by **Louis Jenkins** ('79 & '84); the result was the 2004 Winter Book from the Minnesota Center for Book Arts.

Choreographer **Emily Johnson** ('04) has initiated CAPTURE!, a bimonthly dance film and live performance series.

In April, performance artist **Gulgun Kayim** ('04) presented excerpts from her work in process, *The Hidden Room*; she has been collaborating on this piece with theater artist **Michael Sommers** ('90 & '98).

In October, the Palmer Museum of Art at Penn State will mount *Couples Discourse*, a show about the ways in which artists cope with the social connections and practicalities of being artists in a couple. The show includes the work of **Clarence Morgan** ('98) and Arlene Burke-Morgan.

Grinnell College profiled poet **David Mura** ('81 & '88) in the Spring 2005 issue of its alumni magazine; the article included a selection of poems from his new book, *Angels for the Burning*.

Bhakti (Devotion), an exploration of mystical musical poetry highlighting the work of two saints—Andal and Hildegard von Bingen—took the stage at the Southern Theater in May. The work is choreographed by **Aparna Ramaswamy** ('02), who danced in it joined by **Ranee Ramaswamy** ('96).

Portraits, a May exhibition at the Weinstein Gallery in Minneapolis, featured the work of **Shana Kaplow** ('89) and **Katherine Turczan** ('95).

Madelon Sprengnether ('82) recently read her work at the Rural Writers' Center in Plainview, Minnesota. Her book of prose poetry, *The Angel of Duluth*, is forthcoming from White Pine Press.

AND, a solo conceptual theater piece by **Marcus Young** ('00), premiered at Red Eye Theater in Minneapolis in June. He calls the show "my understanding of Daoism for the stage."

Ananya Chatterjea and company in Bandh: A Meditation in Dreams.

Photographer, V. Paul Virtucio

Bush Leadership Fellows Program

Kari Dunn Buron ('03) is editing a textbook for teachers about social cognition and Asperger Syndrome. The authors include experts from around the world with whom she met during her fellowship.

Ryan Church ('00) continues his work as a management consultant at the Minnesota Department of Administration; his clients are managers and other leaders in state and local governments and higher education.

Payne-Lake Community Partners welcomes **Paul Fate** ('99) as its new director. The partnership is part of Living Cities, a national consortium of 17 major national foundations, financial institutions and government agencies that work to focus knowledge, capacity and investments to improve the lives of people in distressed urban neighborhoods.

Roberta Hunt ('02) received a Fulbright Scholarship; she will be teaching about community-based nursing at a nursing school in Hungary during the 2005-6 academic year.

Kathryn Johnson ('97) is a new member of the South Dakota Board of Regents by appointment of Governor Mike Rounds.

LuAnn Kolumbus ('03) graduated with a master's degree in social work from the University of Minnesota Duluth in May 2003 and now is the psychiatric social worker at the Cumberland (Wisconsin) Hospital.

Diane Langemo ('86) received the Sharon Baranoski/3M Founder's Award for National Leadership in wound care; in addition, she was inducted as a Fellow in the American Academy of Nursing.

The University of Minnesota's School of Public Health wrote about **Anil Mangla's** ('03) work on HIV/AIDS, particularly in his homeland of South Africa, in its Winter 2005 issue of *Advances*.

A profile of Minnesota Representative **Loren Solberg** ('87) appeared in the *Grand Rapids Herald-Review* in April.

Minh Ta ('04) recently began work at the Center for the Study of Social Policy in Washington, D.C., on a new project called Policy Matters—a major report issued annually assessing states on their policies toward low-income children and families.

Steven R. Watson ('87) is the new vice president of sales and marketing for Healthmaster Holdings, LLC, which provides software and services to manage student health information for schools and U.S. government agencies worldwide.

Bush Medical Fellows Program

Steven Kirkhorn, M.D. ('96) will serve a two-year term on the USDA's Agricultural Air Quality Task Force.

In April the *Mankato Free Press* profiled **Maggie O'Connor, M.D.** ('99), who has recently launched HO/PE Mankato, a palliative care practice for those with chronic pain or terminal illness.

Bush Foundation Board and Staff

Senior Program Officer **Charlene Edwards** was featured in the cover story on Black philanthropy in the summer edition of *Giving Forum*, the newsletter of the Minnesota Council on Foundations.

The Foundation promoted **Connie Sangren** (right) to the position of senior administrative assistant in July. After five years of working with program officers and the Leadership Fellows Program, she will now support the president and **June Noronha**, the Foundation's new strategic planning officer (photo on page four).

Kathryn H. Tunheim, a Foundation director, received the initial Torchbearer Corporate Citizenship Award from the Center for Ethical Business Cultures.



To submit news or photos, please email us at fellowsnews@bushfoundation.org.

Photographer, philosopher and tour guide to diverse neighborhoods



Have you ever tried to describe your neighborhood to someone who has never seen it? What streets, buildings and people would you choose to represent it?

That's the project Wing Young Huie (BAF'96) embarked on when he began his photo essay of the Frogtown neighborhood in Saint Paul in 1993. A freelance journalist by trade, he was attracted by the camera's ability to tell a story at a glance. Soon he was creating images that he considered "more ambiguous, more suggestive, that have more to do with you" (the viewer) than the actual subject. Along the way, Huie created unique ways of displaying his work to the public, mounting the photos outdoors where they could be accessible to neighbors and outsiders alike.

"I picked Frogtown because there were a lot of Southeast Asians there, and I knew there would be elders, grandmas and grandpas. I thought they looked like my own parents—from China, a little out-of-place. I also thought the young kids would be just like me. We fit in. What is exotic and what is common? My parents became exotic to me," said Huie.

"I also wanted to examine how the perception of a place is different from the reality. Where is Frogtown? There are no boundaries; no sign says 'Welcome to Frogtown.' There are many different coexisting realities, and I tried to present them in a way that was not too didactic," Huie said. One outcome of this project was a palpable change in the media's perception of and reporting about Frogtown.

Lake Street U.S.A. garnered even more media attention. For that project he wove images from a dozen distinct neighborhoods connected by Lake Street into a six-mile outdoor gallery celebrating and documenting its residents. "No one had seen anything like it before. I had laminated photos (some as tall as 12 feet) taped to the inside of shop windows and displayed at bus stops all along Lake Street. It might have been the most covered art exhibition in years."

"My generation grew up believing that what is in the photo is real; now kids think everything has been created digitally."

Huie's latest project, *9 Months in America*, is a celebration of diversity—of place, of people and of cultures. Since completing the national tour, he has settled into his gallery on Franklin Avenue in Minneapolis. He is currently working on a public art project for a Minneapolis park and is teaching students about the power of photography to create and destroy stereotypes. "We can use photography to address diversity issues though art. What we know of each other has a lot to do with our image-driven culture. Everyone sees billions of images in their lifetime. Iconic images (like the Iraqi prisoner at Abu Ghraib) will influence whole generations. My generation grew up believing that what is in the photo is real; now kids think everything has been created digitally."

You can see more of Huie's work at www.wingyounghuie.com.

Wing Young Huie
1996 Bush Artist Fellow

Spoken Word

By Mai Neng Moua



Boy Scout Troop 100, 2003

Being preliterate, Grandfather sent spoken letters via cassette from Thailand to family here in Minnesota.

He did not often mention me. An after-thought, I came at the end of the sentence that started out with my brothers, Kai and Yia. It was all right. I did not often think about Grandfather either. But perhaps he remembered the Christian songs I sang to him?

When I was in junior high school, Niam recorded cassettes to relatives in Thailand. When she had said all she needed to say and there was still space to fill, she asked me to sing songs on the 60- or 90- minute cassette. I did not know how to sing *kww txhiaj*, the traditional Hmong folksongs. I did not know any pop or R&B songs so I sang the songs I had learned from the Christian & Missionary Alliance Church in Pittsburgh, Pennsylvania. Christian songs in English such as "Jesus Loves Me," "Father, I Adore You," "Kumbayah," and "Trust and Obey." Niam said these were fine songs. Never mind that Grandfather or any of my relatives in Thailand were not Christians, and they did not understand a word of English.

Mai Neng Moua (BAF'03) is the co-founder of Paj Ntaub Voice, a Hmong literary arts journal and editor of Bamboo Among the Oaks, the first Hmong American anthology. She began her education in nursing, took a writing course on a whim and became part of the first generation of Hmong American writers.



Demolition Derby, Baker, Montana, 2001

Photographer: Wing Young Huie



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