



Education and Housing Equity Project Records.

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■ THE EDWARD W. HAZEN ■

HAZEN

■ FOUNDATION ■

■ GUIDELINES FOR GRANTSEEKERS & 1994 GRANTS LIST ■

HISTORY AND MISSION

Edward W. Hazen, an executive with the Curtis Publishing Company of Philadelphia, and later State Senator, established the Foundation in 1925.

A nonprofit, tax-exempt organization, the Foundation seeks to assist young people, particularly minorities and those disadvantaged by poverty, to achieve their full potential as individuals and as active participants in a democratic society. This goal remains faithful to Mr. Hazen's original intentions and values – values that honored civic participation and individual achievement.

CURRENT PROGRAM INTERESTS

The Edward W. Hazen Foundation has established grantmaking programs in the areas of public education and youth development.

PUBLIC EDUCATION

Recognizing that children are best considered within the context of family and community, and reflecting the Foundation's belief in the pivotal role that a strong public education system can play in helping youth fulfill their potential, the Foundation has designed its grantmaking strategy with the following goals in mind: 1) effective schools for all students; and (2) full partnerships for parents and communities working to reform and restructure their school systems.

To achieve these goals, the Foundation supports organizations which employ the tools of community organizing, advocacy and community-based programs that create and strengthen positive connections between schools, families and communities.

♦ Organizing

The Foundation has a particular interest in community organizing initiatives, including parent organizing efforts, which seek educational equity and improved student achievement. The Foundation will continue to support established community-based organizations interested in adding advocacy and/or organizing for public education to their agendas.

♦ Advocacy

The Foundation will support a wide range of educational advocacy efforts which address issues of equity and accountability, including issue analysis, policy recommendations and community education in order to:

- monitor schools to identify and analyze problems, recommending approaches toward helping schools become more responsive to children's needs;
- ensure that children receive educational services and protection afforded to them by law; and,
- empower children and families to participate fully in the educational process.

♦ Community-based Programs

The Foundation is interested in community-based programs which seek to strengthen the connections between schools, families and communities. The Foundation will also support community-based initiatives which promote integration of a multicultural approach to education in the public schools.

YOUTH DEVELOPMENT

The Foundation's new grantmaking strategy is focused on youth organizing and leadership development. Underlying this strategy is belief that young people are a valuable resource for the present and the future. By fostering new and increased roles for youth in communities and schools, the Foundation seeks to contribute to the development of a new generation of leaders committed to addressing the issues affecting their communities.

Toward this end, the Foundation will support:

- efforts of community-based organizations to engage young people in their programs and activities;
- innovative programs of youth-serving organizations which wish to broaden their approach to youth development to include youth organizing and leadership training around concrete social issues, or issues of concern to youth;
- school-based initiatives which help students develop the interest and skills necessary to become involved in meaningful social change efforts.

GRANTMAKING POLICIES AND PROCEDURES

The Foundation awards approximately \$400,000 annually. Grants are made only to federally tax-exempt, nonprofit organizations. While maintaining a national focus, priority is given to program initiatives in states with high concentration of minority youth, as well as youth living in poverty. Proposals from states with significant Native American population also receive priority consideration.

RESTRICTIONS

The Foundation does not provide grants to individuals, schools or school districts. Similarly, the Foundation does not provide funds for endowments, building construction or maintenance, deficits, scholarships or fellowships.

APPLICATION PROCEDURE

There is a **two** step process:

- I Applicants must first submit a letter of inquiry, highlighting the goals, objectives, approach, target population, duration and total cost of the project for which funding is sought. There is no deadline for letters of inquiry. However, there is a turn-around time of 3-4 weeks for review and follow up.
- II A grant application will be sent if, in the opinion of the staff, the goals of the project address the Foundation's mission and program interests. Grant applications submitted for trustee review at the Spring board meeting must be received no later than January 15; those for the Fall board meeting must be submitted no later than July 15.

Do not send articles, letters of reference, videos, audio cassettes, books, press kits, unless they are specifically requested by the Foundation staff.

The Board of Trustees has the ultimate responsibility for setting Foundation policy and making grants at meetings held twice a year. Because the trustees review more proposals than they can fund, neither the request for a formal application, nor a recommendation to the board, guarantees funding.

AFFIRMATIVE ACTION STATEMENT

The Edward W. Hazen Foundation seeks to further its program objectives by supporting the efforts of community-based organizations and other nonprofit agencies that view people from diverse backgrounds as partners and not just as clients, or program recipients. The Foundation favors proposals from organizations which demonstrate a commitment to diversifying their board and staff. In those cases where the demographics of the community served by the organization limit such diversity, the Foundation encourages its grantees to collaborate with agencies or groups working with people from other racial, ethnic, and cultural backgrounds.

1994 GRANTS LIST

TRUSTEE GRANTS

Public Education

ADVOCATES FOR CHILDREN OF NEW YORK CITY, INC. \$25,000
To support a parent organizing and training program focused on Chapter 1 compliance and system-wide reform.

24-16 Bridge Plaza South, Long Island City NY 11101
Galen Kirkland, Executive Director

Greater Birmingham Ministries, Inc., for ALABAMA ARISE \$25,000
To support a citizen's education and advocacy effort focused on educational reform in Alabama.

207 Montgomery Street, Montgomery AL 36101
Kimble Forrester, State Coordinator

CHELSEA'S COMMISSION ON HISPANIC AFFAIRS \$10,000
To support a parent organizing and training program for Hispanic parents of public school children.

PO Box 505631, Chelsea MA 02150
Rosa Talero, Manager of Projects and Operations

CHICAGO ALGEBRA PROJECT \$15,000
To support a training program that prepares parents as family math workshop leaders, and as advocates for the development of math and science standards in the Chicago Public Schools.

1603 S. Michigan Avenue, Suite 301, Chicago IL 60616
Shirley Warren, Operations Manager

CITIZENS PLANNING AND HOUSING ASSOCIATION \$25,000
To support a community organizing effort aimed at the establishment of a process within the Baltimore City Public Schools that encourages and supports the creation of small community-based schools.

218 West Saratoga Street - 4th Floor, Baltimore MD 21201
Hathaway Ferebee, Executive Director

Arkansas Institute for Social Justice, Inc., for ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW \$20,000
To support New York ACORN's efforts to create small innovative schools in low income neighborhoods in New York City.

845 Flatbush Avenue, Brooklyn NY 11226
Steve Kest, Executive Director

Milestone Center for Educational Therapy, Inc., for MAR VISTA FAMILY CENTER \$10,000
To support a training program that seeks to increase parent involvement in low-income schools in the Los Angeles Unified School District.

Mar Vista Family Center
5070 S. Slauson Avenue, Culver City CA 90230
Betty Factor, Executive Director

MULTICULTURAL EDUCATION, TRAINING & ADVOCACY \$25,000
To support an advocacy campaign to ensure that school districts in New York City provide bilingual education programs that specifically address the educational needs of Haitian, Creole-speaking, students.

524 Union Street, San Francisco CA 94133
Irma Herrera, Development Director

NATIVE AMERICAN COMMUNITY BOARD \$20,000
To support the creation of a parent/student committee, and the development of a model cultural program, which will enable NACB to advocate for improved education for Dakota students.

PO Box 572, 809 High Street, Lake Andes SD 57356
Charon Asetoyer, Executive Director

**Advocates for Children of New York, Inc., for
PEOPLE ABOUT CHANGING EDUCATION (PACE)** \$20,000
To support a training program for parents, community activists, and progressive school board members, to familiarize them with school reform models that promote excellence and inclusion in the educational process.

115 West 28th Street, New York NY 10001
Donald Murphy, Executive Director

**Center for Third World Organizing for
PEOPLE UNITED FOR A BETTER OAKLAND** \$20,000
To support the Food for Thought Campaign aimed at increasing the enrollment rates of low income students in the schools' meal program as well as improving the quality of the food served.

1218 East 21st Street, Oakland CA 94606
Sandra Davis, Lead Organizer

**Southerners for Economic Justice, Inc., for
SOUTHERN ECHO, INC.** \$50,000
A two year grant toward development and implementation of a community organizing and training program designed to strengthen the Southern initiative of the Algebra Project.

PO Box 10433, Jackson MS 39289
Leroy Johnson, Co-Director

SOUTHERN REGIONAL COUNCIL \$20,000
To support a training program for selected community leaders from the Southeastern region that prepares them to be catalysts in the school reform process in their local districts.

134 Peachtree St., NW, Suite 1900, Atlanta GA 30303
Marcia Klenbort, Director of Education Programs

**Tides Foundation for
UNPLUG** \$20,000
To support UNPLUG's technical assistance program, which helps students, parents and teachers, to prevent introduction of Channel One into their schools.

360 Grand Avenue, #385, Oakland, CA 94610
Marianne Manilov, Co-Director

UPTOWN COMMUNITY LEARNING CENTER \$24,000
Toward a community education initiative designed to gain support for and involvement of parents in the implementation of the Chicago Systemic Initiative in four Chicago public schools.

4409 N. Broadway, Chicago IL 60640
Laurie Odell, Executive Director

WASHINGTON RURAL ORGANIZING \$20,000
Toward expansion of a parent organizing initiative which seeks to increase parent involvement in school restructuring efforts in low-income, culturally diverse, communities in eastern Washington.

PO Box 146, Spokane WA 99210
Joe Chrastil, Director

Youth Development

**Martin Luther King Jr. Legacy Association for
ACTION FOR GRASSROOTS EMPOWERMENT & NEIGHBORHOOD DEVELOPMENT** \$25,000
To support a youth organizing and training initiative designed to involve young people in the process of rebuilding Los Angeles.

2826 South Vermont Avenue, Suite 11, Los Angeles CA 90019
Anthony Thigpenn, Chairman

**Inter-Religious Foundation for Community Organizing Inc., for
FUTURE LEADERS NETWORK** \$10,000
To support a youth organizing and training initiative to increase the network's membership and help interested members start a Future Leaders group in their schools, or communities.

PO Box 170610, Brooklyn NY 11217
Ted Glick, Adult Counselor

HIGHLANDER RESEARCH AND EDUCATION CENTER \$20,000
Toward replication of the Center's youth leadership education program by other community-based organizations in the Southeast region.

1959 Highlander Way, New Market TN 37820
Ron Davis, Youth Program Coordinator

**Gads Hill Center for
PILSEN COALITION FOR FAMILIES** \$15,000
To establish a youth leadership council that will serve as a forum for young people to plan, implement, and evaluate their own programs.

c/o El Valor Corporation
1850 West 21st Street, Chicago IL 60608
Gloria Curtin, Chairperson

**Chinese American Planning Council, Inc. for
PROJECT REACH** \$20,000
To support a youth organizing and networking project that will bring together young people and adult service providers in Manhattan's Lower East Side to evaluate the status of youth empowerment in the community and to increase youth participation in program design and implementation.

1 Orchard Street, 2nd Floor, New York NY 10002
Donald Kao, Director

SAVE OUR SONS AND DAUGHTERS \$15,000
To support a youth organizing effort in selected high schools in Detroit.

2441 West Grant Boulevard, Detroit MI 48208
Clementine Barfield, President

SOUTHWEST GEORGIA PROJECT FOR COMMUNITY EDUCATION, INC. \$25,000
To support a comprehensive youth development program for African American youth.

PO Box 1933, Albany GA 31701
Charles Sherrod, Executive Director

WASHINGTON HEIGHTS-INWOOD COALITION \$15,000
To support consolidation of a multiethnic group of young leaders in New York City whose work is focused on leadership training and community education on youth issues.

652 West 187th Street, New York NY 10033
John Swauger, Executive Director

The Center for Community Change for YOUNG WOMEN'S PROJECT \$20,000
To support YWP's technical assistance project designed to strengthen young women's organizations and to increase the effectiveness of young women leaders.

1511 K Street, Suite 248, Washington DC 20005
Nadia Moritz, Executive Director

YOUTH ADVOCACY CENTER \$25,000
To support a youth organizing and training project designed to help teens in foster care advocate for themselves, as well as for changes in the child welfare system.

281 Sixth Avenue, New York NY 10014
Betsy Krebs, Executive Director

Philanthropy

The Tides Foundation for NATIONAL LESBIAN AND GAY FUNDING PARTNERSHIP \$5,000
Toward creation of a funding consortium which seeks to make equal protection under the law and access to services a reality for lesbian and gay people.

1388 Sutter Street - 10th Floor, San Francisco CA 94109
Jacqueline Schad, Director of Grant Programs

DISCRETIONARY GRANTS

ALIANZA DOMINICANA INC. \$500
Toward the Washington Heights Youth Conference.

2410 Amsterdam Avenue, New York NY 10033
Moises Perez, Executive Director

AMISTAD COMMITTEE, INC. \$500
To support publication of a pamphlet on the Amistad Revolt that will serve as an educational resource for teachers and students.

311 Temple Street, New Haven CT 06511
Alfred Marder, President

CHURCH COUNCIL OF GREATER SEATTLE \$2,500
Toward publication of the book "Generation At The Crossroads," which examines the values of today's students.

4759 15th Avenue NE, Seattle WA 98105
Paul Loeb, Author

EAST BAY CENTRAL AMERICAN REFUGEE COMMITTEE \$2,500
Toward leadership training for young Central American refugees.

1655 54th Avenue, Oakland CA 94601
Tulio Serrano, Executive Director

FAMILY LIFE EDUCATION \$500
Final grant to the "Padres Y Niños Program."

39 Grace Street, Hartford CT 06106
Julie James, Executive Director

FAMILY MATTERS \$2,000
To support a skills development program for teen women.

7530 N. Ashland, Chicago IL 60626
Kim DeLong, Executive Director

HIGHBRIDGE COMMUNITY LIFE CENTER \$1,500
To support a leadership development program for youth.

979 Ogden Avenue, Bronx NY 10452
Bro. Edward Phelan, Executive Director

KIDS MEETING KIDS \$500
Toward the "Days Against Violence" project.

380 Riverside Drive, Box 8H, New York NY 10025
Herbert C. Williams, Youth Organizer

New York City Voluntary Action Corporation for MOTHER AGAINST VIOLENCE \$1,000
Toward the Youth Outreach Leadership Initiative.

154 Christopher St., 2nd Floor, New York NY 10014
Barbara Lowe, Development Consultant

NORTH FORK WOMEN'S RESOURCE CENTER \$500
To support the COOL Project, which seeks to build bridges between communities, schools and parents.

PO Box 563, Southold NY 11971
Jodie Morgan, Executive Director

PICKERING CREEK ENVIRONMENTAL CENTER \$2,500
To support the participation of minority students in the Students Against A Vanishing Earth (SAVE) Rain Forest '94 Program.

27370 Sharp Road, Easton MA 21601
Stuart Strahl, Executive Director

THE GRAIL Toward the "Global Village Project for Teenage Women." 220 8th Street, Baraboo WI 59313 June Jackson, Development Specialist	\$2,500
UNIVERSITY OF MASSACHUSETTS LOWELL RESEARCH FOUNDATION Toward the "Multicultural Youth Leadership Conference." 450 Alken Street, Lowell MA 01854 Louise Griffin, Director of Grants/Contracts	\$500
VERMONT TOXICS EDUCATION PROJECT Toward creation of a youth council. PO Box 120, East Calais, VT 05650 Theresa Freeman, Executive Director	\$2,500
YWCA OF THE CITY OF NEW YORK Toward the "New York City's Conference for Young Fathers." 610 Lexington Avenue, New York NY 10022 Vivian Manning Fox, Executive Director	\$1,000

ANNUAL GRANTS

AMERICAN INDIAN COLLEGE FUND New York General support.	\$500
ASIAN AMERICAN/PACIFIC ISLANDERS IN PHILANTHROPY San Francisco, CA General support.	\$1,000
COUNCIL ON FOUNDATIONS Washington, DC General support.	\$1,300
COUNCIL ON FOUNDATIONS Washington, DC Toward the Grantmakers for Children and Families.	\$500
COUNCIL ON FOUNDATIONS Washington, DC Toward the Precollegiate Education Program.	\$500
FOUNDATION CENTER New York, NY General support.	\$1,000
HISPANICS IN PHILANTHROPY Berkeley, CA General support.	\$1,500

INDEPENDENT SECTOR Washington, DC General support.	\$438
NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY Washington, DC General support.	\$500
NEW YORK COMMUNITY TRUST/NYC HOST COMMITTEE New York, NY To support cultural and educational activities organized by the New York City Host Committee, for the 1994 Council on Foundations Conference.	\$1,000
NEW YORK COMMUNITY TRUST/NEW YORK CITY AIDS FUND New York, NY General support.	\$500
NEW YORK REGIONAL ASSOCIATION OF GRANTMAKERS New York, NY General support.	\$350
NON-PROFIT COORDINATING COMMITTEE New York, NY General support.	\$500
WOMEN AND PHILANTHROPY New York, NY General support.	\$1,500

Trustees and Officers

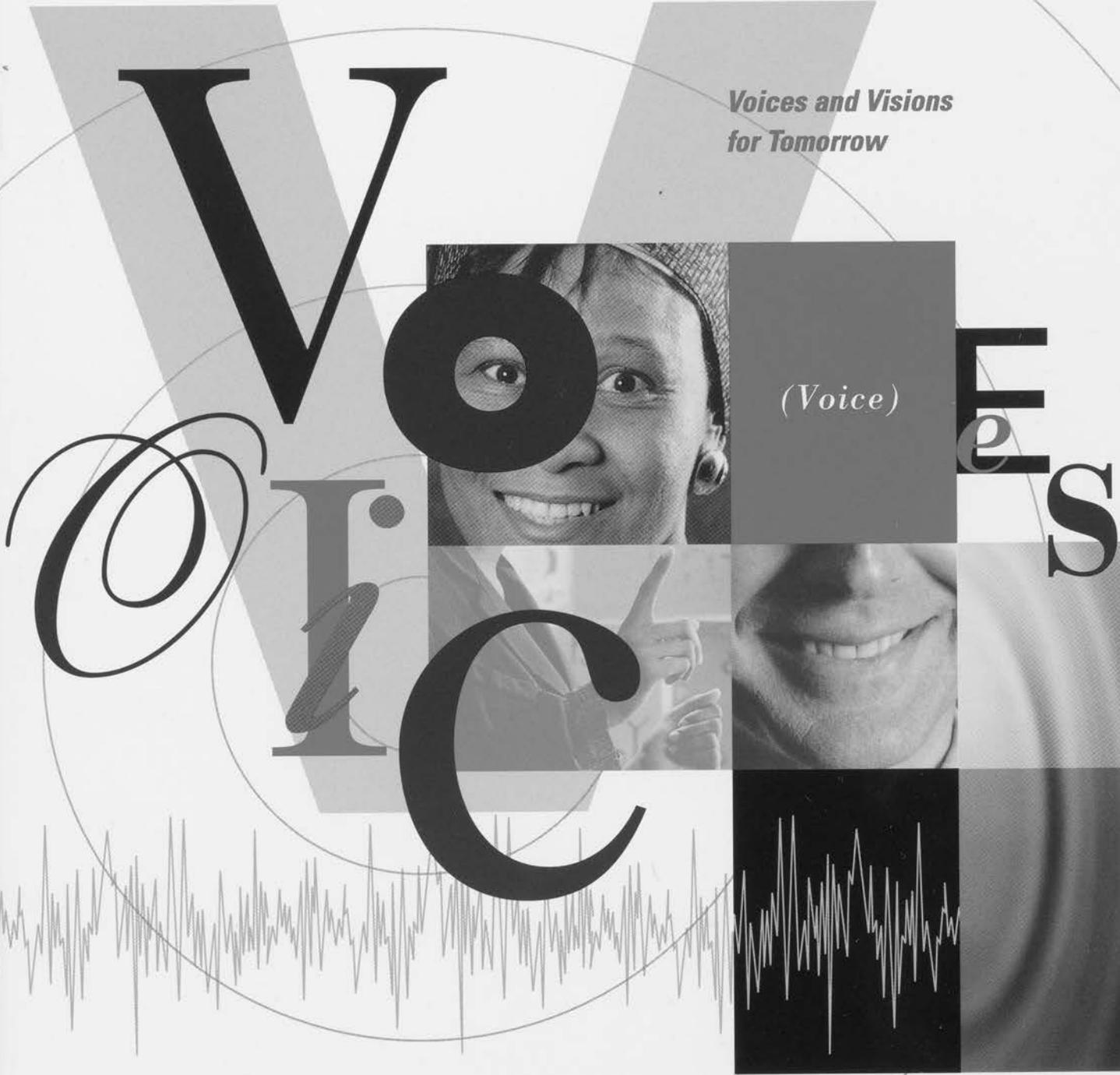
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* Until April 1994

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60 Madison Avenue (26th Street)
Room 1110
New York, New York 10010-1600
Telephone: (212) 889-3034

The **St Paul**

*Voices and Visions
for Tomorrow*



(Voice)

1995
Community Affairs
Distribution Report
and Guidelines

The St. Paul Companies

"Lift every voice and sing 'til earth and heaven ring..." — James Welton Johnson

Community Affairs mission:

To support people and institutions to reach their potential, thereby creating strong, healthy, vital communities.

Dedication

This report is dedicated to The St. Paul's employees, customers, shareholders and communities in which we live and do business. Each is linked by a common bond—the need for civil societies where people thrive as individuals, as communities and, ultimately, as a world.

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Voices
animated with conviction, hope, courage.

Voices
joining with others who share values and dreams.

Voices
searching for answers, creating solutions.

Voices and Visions for Tomorrow

Voices—animated with conviction, hope, courage.

Voices—joining with others who share values and dreams.

Voices—searching for answers, creating solutions.

These are voices of passion coming from people who are deeply committed to success. The St. Paul, too, is deeply committed to success—success of our business, of the people who work here, and of communities. And, we know that strong, healthy, vital communities are the foundation for strong, healthy, vital businesses.

We are proud of our partnership with community organizations. During 1995, The St. Paul committed \$10.3 million to 331 organizations and Leadership Initiatives in Neighborhoods grantees all striving for excellence. By providing resources to programs that are interrelated, our goal is to encourage and strengthen the voices of community leaders in their work. This synergy has a unifying effect within the communities we serve.

Here, we feature some of those voices, across the United States, that convey great urgency in the messages they send about their communities. As you read their stories, listen to the voices of those who work on the front lines of community issues. We hope you will hear what we hear: the voices and visions for tomorrow.



Bette Stoltz
South Brooklyn Local
Development Corporation



Mike Temali
Neighborhood
Development Center



Ange Hwang
Asian Media Access



Joan Broude
Immigrant Learning
Center



Sundraya Heinzen-Kase
Youth Express
Concordia College



Toni Carter
ARTS-US
Concordia College

South Brooklyn Local Development Corporation

Voices and Visions for Tomorrow

"I was born and raised here in Brooklyn. I love the people here because there's such spirit. We all work together, all races, cultures, ethnic groups. It doesn't matter — the people of Brooklyn are the salt of the earth.

"The truth is, I really didn't expect to get support from The St. Paul Companies. I thought of them as a corporation, not as ordinary people like us. But I have to say I was wrong! The employees we met with understood that what we do integrates education, housing, living skills, adults, children — our programs touch everybody in this community.

Bette Stoltz has a Brooklyn accent in two ways: her voice is clear, expressive, and slightly East Coast; and her personal passion for the people of Brooklyn is more than evident. As executive director of the South Brooklyn Local Development Corporation for the past decade, Bette says she can't imagine living anywhere else.

"A lot of women in South Brooklyn have never had any real work experience. But when you go look for a job, what's the first thing they ask — do you have any experience? It's a vicious circle, which is why we created the Treasures Thrift Emporium. It's a regular store, open to the public, and

teaches the women who work there how to be professional, how to deal with customers and, most important, how to take control of their own lives.

"But that's just a small part of what we're doing. We have 140 kids, each in their own one-to-one internship at local businesses. We also team teach problem-solving and reflection/jobs readiness classes once a week right inside the school. We collaborate with the teachers, which is significant because it links the schools to the community. In these classes, we role play work situations and answer questions like, 'What if I have a problem with my boss?' and 'How do I talk to my supervisor so we can understand one another?'

"I absolutely love working with community residents because it's easy to see how our support has a positive effect. In fact, one of the women who works at Treasures said to me, 'My friend has noticed that I even walk faster than I used to. I told her, I walk faster because now I've got some place to go.' That kind of impact, which changes the lives of individuals for the better, is exactly what we're after here. And, it makes me feel great that we are succeeding."



"...One of the women who works at Treasures said to me, 'My friend has noticed that I even walk faster than I used to. I told her, I walk faster because now I've got some place to go.'"

Bette Stoltz
South Brooklyn
Local Development Corporation

Neighborhood Development Center

Voices and Visions for Tomorrow

"To go all the way back to the beginning, around 1984, I used to work for North End Area Revitalization (N.E.A.R.) as a neighborhood developer, helping to rebuild the Rice Street business district in Saint Paul.

"I had this idea of investigating bank-owned Community Development Corporations (CDCs) across the country as a way of starting one in Saint Paul. CDCs provide funding for neighborhood organi-

Mihailo (Mike) Temali, named for a Yugoslavian resistance fighter in World War II, exudes strength and humility. His long-time connection with The St. Paul Companies illustrates the synergy that is possible through grantmaking. Mike believes in the value of working class neighborhoods and the people who live in them. Over the last decade, he has lived his dream by sharing valuable business expertise with hundreds of small entrepreneurs, each one representing an investment in community empowerment.

zations. So, I applied for a Leadership Initiatives in Neighborhoods (LIN) grant to study CDCs.

"Believe me, many tremendous opportunities have come out of that original LIN grant. I created Western Initiatives for Neighborhood Development (WIND), at

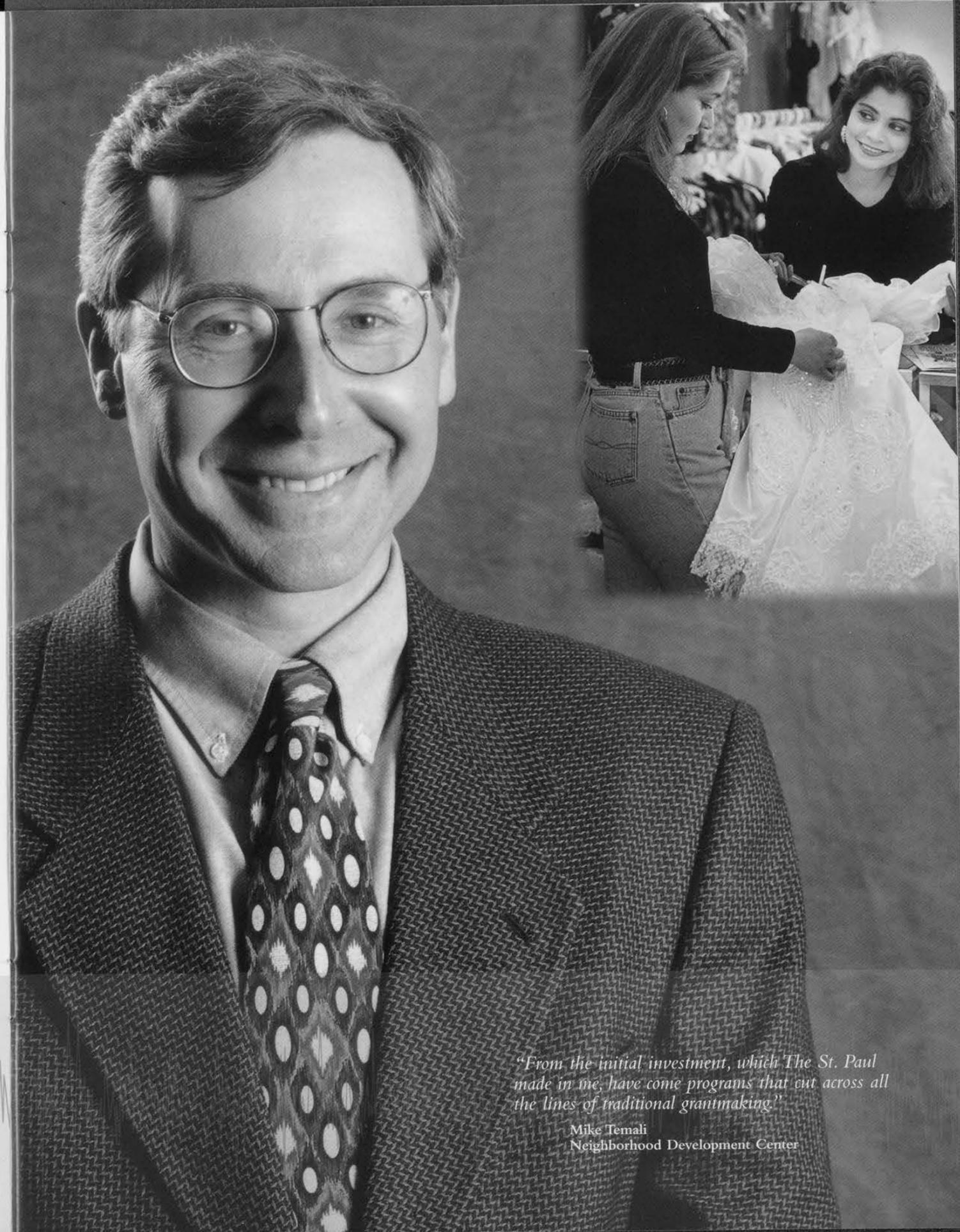
Western Bank in Saint Paul. We consult with community-based organizations to create neighborhood revitalization plans.

"That led to the creation of the Neighborhood Development Center (NDC). NDC provides training, loans and technical assistance to individual micro entrepreneurs. These are beauticians, sidewalk vendors, auto mechanics — all vital to our communities. But, most never create full-blown businesses because they lack business skills and capital.

"We have been able to leverage that first investment in N.E.A.R., which was about improving one neighborhood, to WIND and NDC, which is about community development in 13 neighborhoods.

"From the initial investment, which The St. Paul made in me, have come programs that cut across all the lines of traditional grantmaking.

"If you had asked me 10 years ago whether I'd be doing all of these things, I wouldn't have had a clue. But, as I began to see the real needs of the community and how often they overlap, I learned to develop programs that have multiple goals and can provide several services at once. The St. Paul has been a tremendous partner for me as I've learned to do this."



"From the initial investment, which The St. Paul made in me, have come programs that cut across all the lines of traditional grantmaking."

Mike Temali
Neighborhood Development Center

Asian Media Access

Voices and Visions for Tomorrow

"What really made me seek a LIN grant was a report in the mainstream media a few years ago about a measles outbreak in the Hmong community. The media created a lot of misunderstanding when they reported that three Hmong babies died because their mothers were using traditional Hmong shamanism to treat measles. This wasn't the whole truth and it really hit me very hard.

"I could see the power the media had to influence the image of Asians, and I became convinced that Asians had better learn how to work with all forms of media

Soft spoken Ange Hwang's enthusiasm about the Asian community in the Twin Cities resonates through intensity rather than volume. Through her organization, Asian Media Access, founded as a result of a Leadership Initiatives in Neighborhoods (LIN) grant, she turned her passion for information-sharing into an organization that provides media education, and develops youth leadership and media literacy skills.

so that we could have our voices heard. The LIN grant allowed me to research the media coverage of Asian Americans and to study the feasibility of Asian language news, which then led to the idea of Asian Media Access. Once I started talking to people about the idea, we were swamped with calls from Asians who wanted to go on

the air and do television programs. That's what we wanted, but it all happened so fast.

"The LIN grant was an eye opener for me because it allowed me to study other Asian media outlets and helped me network with other Asian leaders in the community. But, as I began to build Asian Media Access, I discovered that I had a lot to learn about how businesses are organized. At the same time, I had some expertise to offer about the media and about Asian culture, too. That's why I became involved in the United Way of Saint Paul, Caam Dance Theatre and the Thomas-Dale Block Club.

"I also became a board member of Resources and Counseling for the Arts (RCA), a support agency for artists. As a volunteer I learned a great deal about managing an organization, some of the problems faced by the arts community and how to deal with them. This was an important step for me because it expanded my organizational skills and broadened my knowledge.

"There's no question that without The St. Paul Companies, the many Asian voices in the Twin Cities would not be heard as loudly as they are today. Even more important is the way the company encourages individuals like me to use their skills to help others."



"I could see the power the media had to influence the image of Asians, and I became convinced that Asians had better learn how to work with all forms of media so that we could have our voices heard."

Ange Hwang
Asian Media Access

Immigrant Learning Center

Voices and Visions for Tomorrow

"Our students are very eager to learn English. We can provide no greater gift than that of language to new Americans who come to this country for the opportunity to create a new life.

"Diane and I, through our many years of experience in adult education, recognized the need for an intensive English program for foreign-born adults. Since 1975, Massachusetts alone has received

*Imagine hearing 25 different languages echo through the hallways of your workplace. These voices, each with their own distinctive sound, then begin to form English words and sentences. When **Joan Broude** and her partner Diane Portnoy, an immigrant herself, go to work every morning at the Immigrant Learning Center, Inc., (ILC) in Malden, Mass., the variety of voices they hear is special — it's the sound of hope.*

more than 275,000 immigrants and 30,000 refugees. Their ability to speak English proficiently is a critical factor in their acclimation to the United States and, ultimately, to the success of our nation.

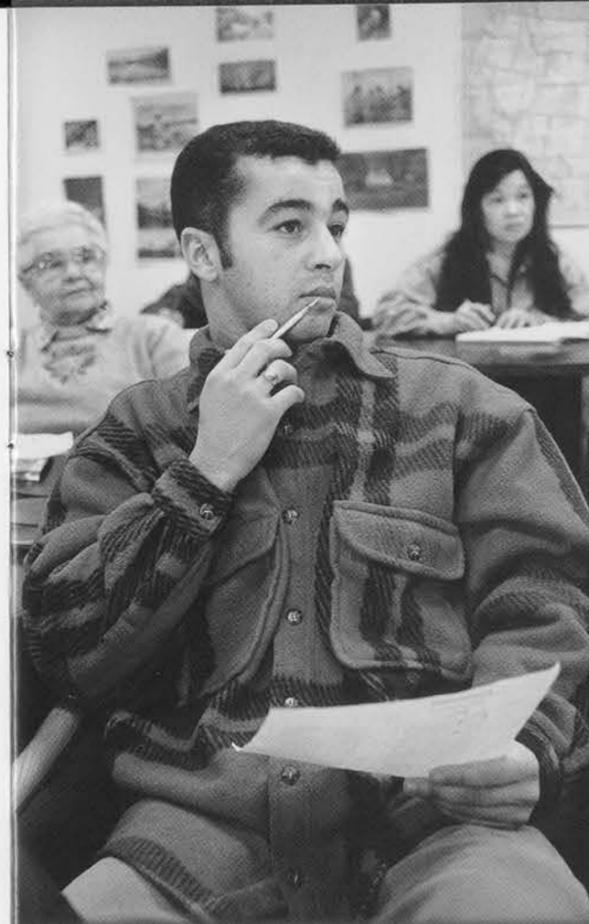
"We are a not-for-profit school providing English as a second language and Adult Basic Education free of charge. What makes our program special is the diverse

community of people from throughout the world, who speak different languages, but share a common goal—learning English. The ILC is about opportunity, access, teaching and learning.

"Everyone who comes to the ILC remarks on the warmth of the people and the program. We have created a supportive atmosphere, conducive to learning. Barriers are broken and cultures are intermingled through the use of English only, in the classroom. Our teachers are talented and have the leeway to teach students in a way that addresses their individual needs.

"The ILC creates possibilities for immigrants and refugees and enables them to contribute to their communities. The importance of our work goes beyond the individual's need to learn English. Visions of higher education, employment and citizenship become realities as a result of what we do.

"There's been a lot of talk lately about the influx of immigrants to the United States. I believe they are a great asset to our country. Immigrants will help build our collective future. They are anxious to become productive and assimilate into our society."



"What makes our program special is the diverse community of people from throughout the world, who speak different languages, but share a common goal — learning English. The ILC is about opportunity, access, teaching and learning."

Joan Broude
Immigrant Learning Center

Youth Express Concordia College

Voices and Visions for Tomorrow

In the midst of one of Saint Paul's rapidly changing communities stands Concordia College. For years, the college and those who lived near it had little to do with each other. But President Robert Holtz and his staff have changed all of that. Now Concordia College has begun to reach out to the children of the surrounding neighborhood and to collaborate with the community agencies that work closely with children. Through a powerful partnership among the college, Youth Express and ARTS-US, The St. Paul's grantmaking activities have been effectively coordinated and leveraged. The result is a series of on-going, interrelated programs that greatly benefit everyone in the community.

Sundraya (Sunny) Heinzen-Kase, staff member of Youth Express, cares passionately about children. Her personal vision for the future involves strong linkages between school and community. The strength of her convictions comes through in her voice.

here at Concordia College, which is where we have our space. Concordia donated the old gym to us and allows the kids to use classroom space to do their homework.

"Then, we break them into small groups where each student is given special

"I've been working with Youth Express for three years now, and every year I learn again the importance of what we do here. Youth Express is about youth helping youth — to find their voices, to resolve problems, to stimulate learning. We're different from most after-school programs because kids choose to come here — they aren't assigned by their parents or the school. We include a strong educational component and act as personal mentors for the students. We also operate a summer program that is planned by the students themselves.

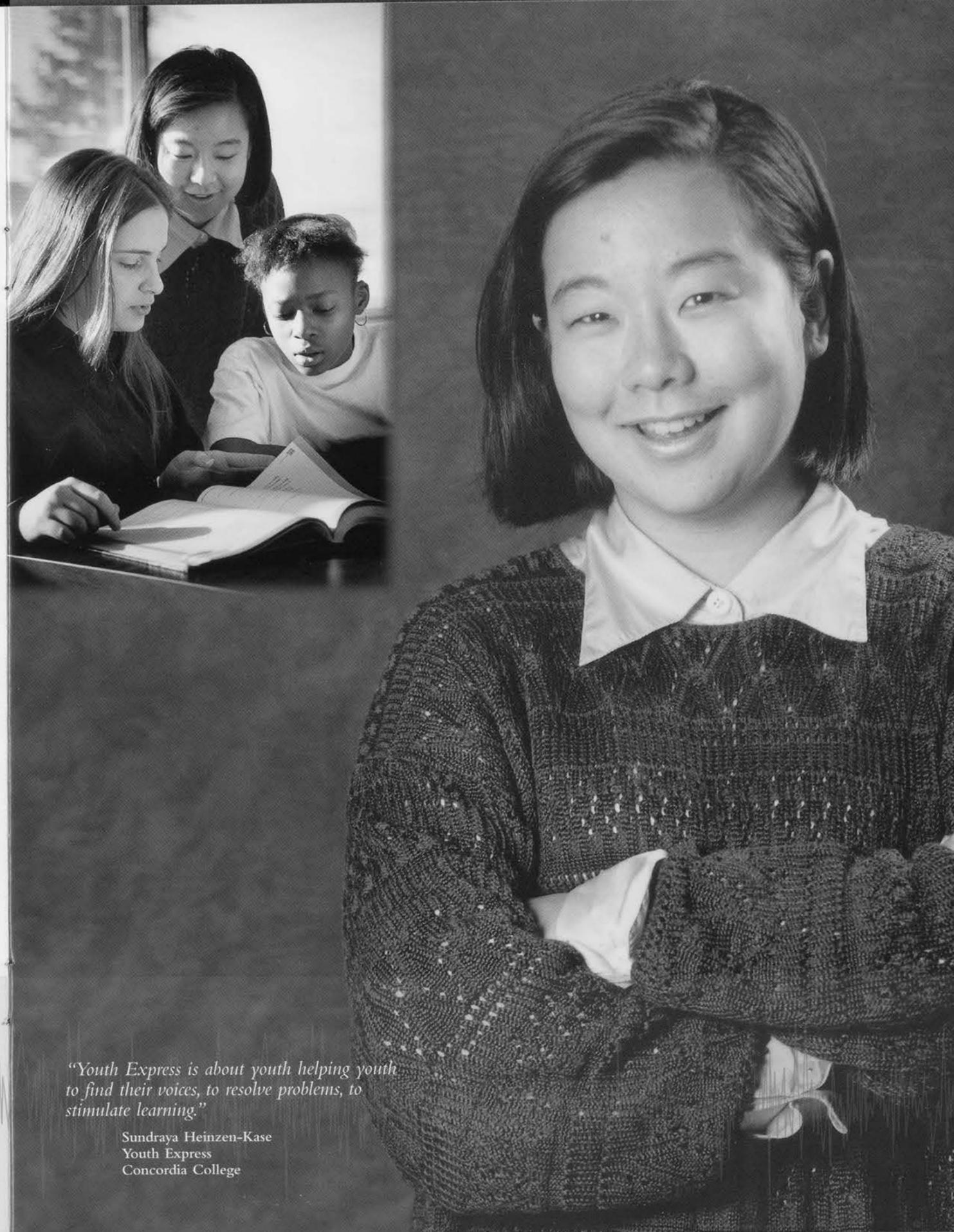
"The educational component is important. But, through the Leadership Initiatives in Neighborhoods (LIN) grant I received this year, I've already learned that it's the combination of things we do with kids that makes us successful. We encourage free play during the first hour they arrive

attention by education interns from local colleges. During this hour, they concentrate on academic activities — homework, research, discussing school issues. After that we have group meetings where we talk about upcoming events or we introduce them to successful role models from the community.

"The link back to the community helps make the point that although they may attend 12 different schools during the day, these kids belong to this community and have a lot in common with each other.

"If all we did was make our students feel at home, this program would be a good one. But we believe it's important for young people to actually govern themselves, set their own limits. That's why the program, which is a year-round activity, includes a Youth Board made up of students who represent ages 10 through 17. These young leaders plan events and help make the decisions about our programming. We know from experience that if the kids aren't involved, they won't feel a sense of ownership.

"I'm just beginning to discover how The St. Paul Companies has carefully coordinated the grants they have made to individuals and agencies in the Lexington-Hamline neighborhood. Their approach is to help us maximize the resources so that many of the needs of the community can be met at the same time."



"Youth Express is about youth helping youth to find their voices, to resolve problems, to stimulate learning."

Sundraya Heinzen-Kase
Youth Express
Concordia College

ARTS-US Concordia College

Voices and Visions for Tomorrow

"Back in 1991, I noticed that although African American artists were very active in the Twin Cities, their programs and performances were rarely available in the Black community. They were always shipped out to the suburbs. The problem with that is, our own children need access to these positive role models.

"Our program began when I became fascinated by Zora Neale Hurston, the African American writer, anthropologist, and folklorist. Before I went to Orlando in 1991 for a Zora Conference, I didn't

Toni Carter's dream of an arts organization that provides multicultural education programs for youth in the Summit-University area of Saint Paul, took shape in 1991. Through the auspices of Concordia College, which acts as fiscal agent, ARTS-US creates opportunities for both artists and young students who aspire to the arts. She speaks confidently about her vision of "edutainment programs" and how they benefit at-risk children, parents and the education community.

know much about her. But, I fell in love with her work and wanted to bring her story back to the Black community.

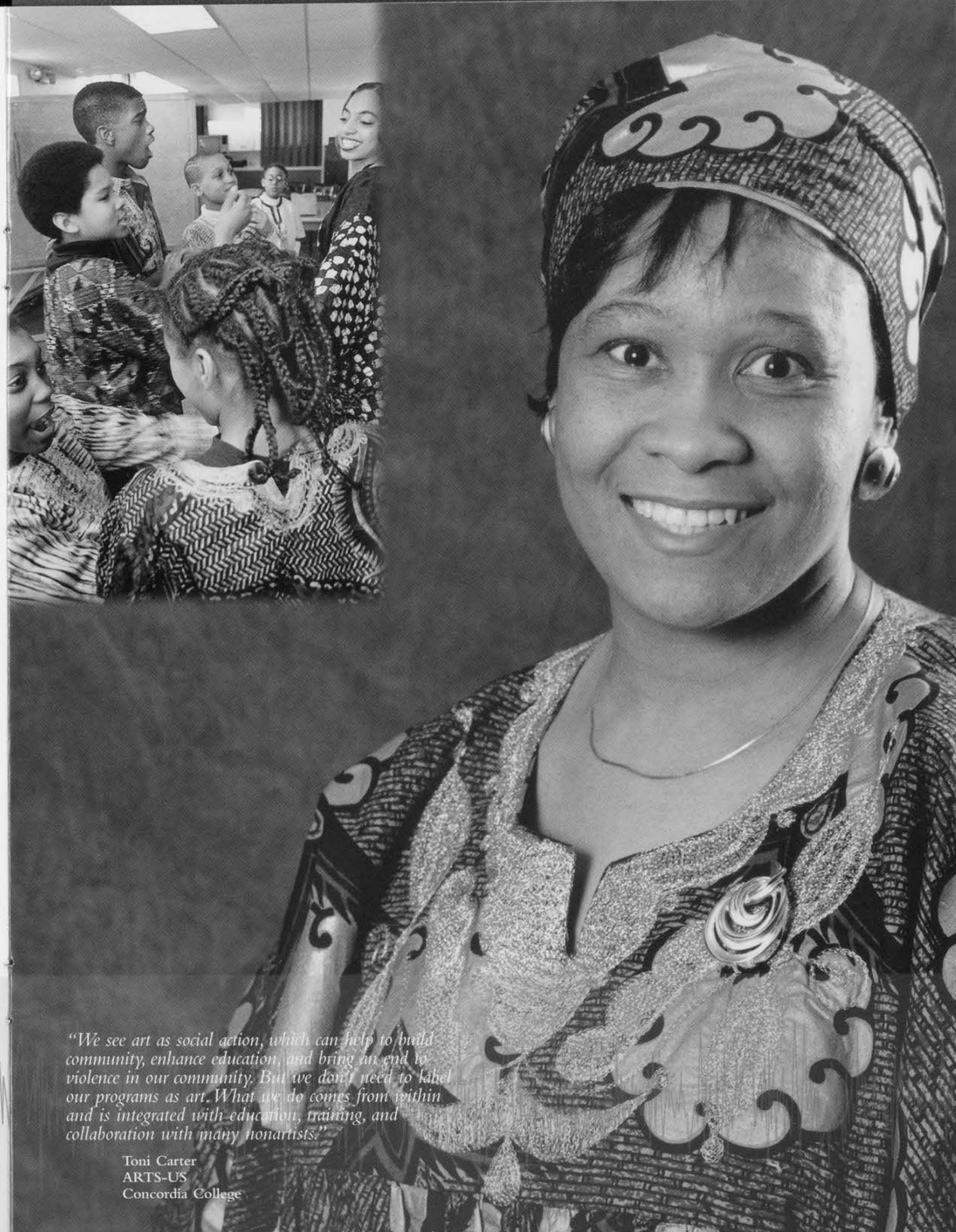
"Concordia College had been involved in sponsoring the Black Storyteller's Alliance, so I went to them for support for the Zora project. They were very enthusiastic and, because of their help and The St. Paul's support, we were able to create 'Zora Neale Hurston: Celebrating Communities,' which includes teacher

workshops and a community agenda of programming. Our hallmark has been collaboration with other agencies like the Minnesota Museum of American Art, Playwrights' Center, Minnesota Council of Teachers of English, The Saint Paul and Minneapolis public schools, the public libraries and, of course, our funders.

"Since then, ARTS-US has recruited about 30 artists who visit schools, daycare and other programs. We even work at juvenile detention centers, where we're often told the kids don't care about our programs. We've found that to be untrue. In fact, it's just the opposite—we connect with these kids through stories and many times they are so excited, they don't want us to leave!

"We see art as social action, which can help to build community, enhance education and bring an end to violence in our community. But we don't need to label our programs as art. What we do comes from within and is integrated with education, training, and collaboration with many nonartists.

"What really lasts are the heart-to-heart connections we make with people. That's why we've been so inspired by The St. Paul's support over the years. They not only understand our program but know that when we work together with Concordia College and organizations like Youth Express, we are even more effective in fulfilling our mission as well as their own."



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Toni Carter
ARTS-US
Concordia College

Grants Distribution Summary

To accomplish its business mission, The St. Paul is dependent on a healthy and vital social, economic and political environment. Therefore, it has a responsibility to all of its stakeholders to actively participate in creating that environment.

This publication reports The St. Paul's grants to nonprofit, charitable organizations. During 1995, The St. Paul made \$10.3 million in commitments. Payments were made totaling \$8,829,084 in the following focus areas:

Arts & Culture	\$1,877,430
Community Development	\$2,281,822
Education	\$2,355,491
Advancing the Nonprofit Sector	\$2,314,341

Guidelines

Arts and Culture

The St. Paul supports arts and culture to provide consistent, stabilizing support to a variety of arts and cultural institutions; to ensure expression of diverse cultures; and to enhance efforts in education and neighborhood development.

To that end, The St. Paul will:

- Provide annual operating support on a three-year basis to a select group of organizations which, as a group are diverse in art form and in size and which demonstrate artistic excellence.
- Grant a limited amount of capital support (excluding endowment) to arts and cultural organizations that demonstrate long-term promise.
- Furnish limited special project funds to arts and cultural organizations and activities that help to advance The St. Paul's other community affairs goals in educational opportunities for students of color, advancing the nonprofit sector, and neighborhood development.

Diversity and the Arts

The St. Paul will use the arts as a vehicle to educate its employees about various aspects of human diversity such as disability, sexual orientation, race and gender.

The goals are to:

- Create opportunities for employees to learn about different cultures and perspectives, discuss issues of diversity with other employees and apply what has been learned.
- Encourage employee involvement in the community.
- Advance the purposes of Twin Cities arts organizations that have demonstrated a commitment to diversity.

Particular emphasis will be given to programs which will:

- Involve employees from all levels and areas of the company in the development of project activities and as an audience for the arts.
- Highlight activities that are inclusive and represent diverse perspectives.
- Develop programs that can be used by other corporations and nonprofit groups, locally and nationally.



The St. Paul supports arts and culture programs that strengthen neighborhoods and communities.

Guidelines

Community Development

The St. Paul supports community development to enhance the capacity of individuals to work together within communities to accomplish common goals.

To that end, The St. Paul will:

- Provide annual support to the United Way in all communities where The St. Paul has offices. The company will not provide funding to individual United Way organizations, except for management technical assistance or to further its community affairs objectives for neighborhood development and educational opportunities for people of color.
- Furnish special project and capital support for neighborhood-based health clinics.
- Consider, on a very select basis, special project and operating support for coalitions working to address health and human services issues and citywide organizations with track records of successful economic development.
- Focus significant and diverse resources toward neighborhood development.

The focus for neighborhood development is to:

- Strengthen and increase low-income housing opportunities.
- Enhance and expand leadership skills and opportunities.
- Reinforce the economic viability of city neighborhoods.

To achieve the objectives in this focus area, particular emphasis is given to:

- General operating, special project and capital support for select neighborhood organizations involved in low-income housing.
- Leadership development primarily through The St. Paul's Leadership Initiatives in Neighborhoods program.
- Consider, on a very select basis, special project support that builds the capacity of people and organizations to respond to emerging issues in the neighborhood development field.
- Economic development on a neighborhood basis where the support complements the company's existing neighborhood development funding.

The St. Paul supports community development organizations that encourage citizen participation and strengthen neighborhoods.

Guidelines

Education

The St. Paul supports education to build the capacity of individuals to flourish in a democratic society and to strengthen the institutions that serve them.

To that end, The St. Paul will:

- Provide general operating support to private colleges and private secondary schools in Minnesota through federated fund drives.
- Consider support of private college capital and endowment fund drives in Minnesota, based on the proposal's merit and congruence with other philanthropic objectives.
- Supply general operating and special project funding to community-based educational efforts, including early childhood development, K-12 initiatives and employment programs.
- Focus significant and diverse resources on educational opportunities for people of color.

The focus for educational opportunities for people of color is to:

- Increase educational opportunities for children and young people who traditionally have difficulty gaining access to education and employment.
- Enable communities of color, individually and collectively, to work with educational systems to identify and address opportunities for improvement.
- Assist educational institutions to maximize their resources to increase academic achievement and participation of people of color at all levels (students, teachers and administrators).

To achieve the objectives in this focus area, particular emphasis is given to programs that:

- Demonstrate cooperation among leaders from organizations and agencies for the purpose of helping educationally at-risk students of color in Minnesota public and private colleges and universities.
- Develop partnerships to enhance the achievement of low-income students of color and increase their rate of school completion in grades K-12.
- Involve family in the education of their children.
- Enhance leadership in communities of color.

The St. Paul supports education programs that help people to succeed.



Guidelines

Advancing the Nonprofit Sector

The St. Paul supports nonprofit management technical assistance to build the capacity of nonprofit organizations to serve their constituencies and communities.

To that end, The St. Paul will:

- Provide operating support to organizations whose purpose is to enhance and serve the nonprofit sector.
- Supply funding to umbrella organizations for regranting to individual nonprofit organizations that seek one-time management consulting services.
- Encourage and support the volunteer and leadership involvement of people in their communities, particularly employees.
- Favor requests which achieve the objectives stated in the company's focus areas (educational opportunities for people of color, neighborhood development, and arts and culture).
- Support approaches which encourage collaboration and dissemination of resources and information to multiple nonprofit groups.

To achieve its objectives in educational opportunities for people of color, neighborhood development, and arts and culture, particular emphasis will be given to:

- Improving the financial development capabilities of nonprofit organizations through assistance in:
 - Professional development for fund-raising staff and executives, particularly in the areas of planned giving, membership or alumni drives, direct mail, and other individual solicitation.
 - Analysis and planning for all financial development activities, including both earned and contributed income.
- Enhancing information management systems so that accurate data and evaluative information can be accessed easily and efficiently, easing the administrative burden of nonprofit organizations and providing information on organizational effectiveness. This includes program evaluation and technology.
- Supporting nonprofit organizations in efforts to explore and, if desirable, to finalize merger, consolidation, cooperative administrative or programmatic efforts with other nonprofits, and/or other restructuring that will enhance service capabilities and reduce long-term costs.
- Encouraging and recognizing high quality nonprofit, voluntary board leadership and nonprofit executive staff to ensure a growing supply of qualified and committed individuals who are available for leadership responsibilities in the nonprofit sector.
- Building and sustaining the capacity of nonprofit organizations to establish and achieve diversity objectives.



The St. Paul supports efforts that strengthen volunteer and staff leadership in nonprofit organizations.

Guidelines

General Funding

The guidelines that govern all contributions made by The St. Paul Companies are:

1. Generally, new monies available from year to year will be directed toward serving low-income populations in the areas of: educational opportunities for people of color, neighborhood development, and advancing the nonprofit sector.
2. Contributions can be made to organizations that are nonprofit, charitable or a government agency.
3. The St. Paul will not replace public funding or fund programs that appear to be the responsibility of government. It will, however, work cooperatively with government to achieve local community goals.
4. Generally, the following geographic areas will have priority in the order listed:
 - a. Saint Paul, Minnesota;
 - b. The Twin Cities metropolitan area;
 - c. The state of Minnesota;
 - d. Communities in which The St. Paul has major offices.
5. National and international organizations will have a low priority.
6. The St. Paul generally will not contribute directly to individual organizations that are part of a United Way or other federated giving drive to which The St. Paul contributes, except to provide funding for management technical assistance or to further The St. Paul's community affairs objectives in advancing the nonprofit sector, education for people of color, and housing.
7. Disease-specific organizations will be a low priority for funding.
8. Events will have a low priority for funding unless the event is a key strategy for achieving community goals in one of The St. Paul's focus areas of giving.
9. Contributions will not be used for:
 - a. Strictly sectarian or denominational religious organizations unless it can be shown the organization is seeking funds in the direct interest of the whole community.
 - b. Veteran and fraternal organizations.
 - c. Political or lobbying organizations.
 - d. Benefits and fund-raisers. We prefer to contribute directly to nonprofit, charitable organizations.
 - e. Advertising.
 - f. Scholarships to individuals unless part of an ongoing scholarship program of an educational institution or other nonprofit organization which selects the scholarship recipients.
 - g. Funding for hospitals and other health services generally supported by third party reimbursement mechanisms.





Arts and Culture Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
American Composers Forum St. Paul, MN Support to provide a forum and audiences for new music by Minnesota composers.	10,000	5,000	5,000	Diversified Creative Sounds Minneapolis, MN Support for the electronic distribution of the radio program, "Inside The Jazz Life," which features the lives of people from diverse cultures, to students in grades kindergarten through 12, colleges and libraries throughout Minnesota.	10,000	10,000	0
Artspace Projects, Inc. Minneapolis, MN Support for the creation of a National Project Development Fund to support the development of low-income artist housing and work space. Funds are designated for Chicago, Atlanta, Fort Worth/Dallas and San Francisco.	200,000	200,000	0	The East Side Arts Council St. Paul, MN Support to design and produce arts events on Saint Paul's East Side.	20,000	20,000	0
Asian American Renaissance St. Paul, MN Support to build the Asian community in Minnesota through the arts.	25,000	25,000	0	The Elephant Press St. Paul, MN Start-up funds for the Elephant Press, a grassroots, nonprofit publishing company that produces children's fiction and nonfiction books by and about Minnesota's Southeast Asian community.	15,000	15,000	0
Asian Media Access Minneapolis, MN Support to increase media awareness of Asians by providing community-based media education and developing youth leadership and media literacy skills.	25,000	25,000	0	Evergreen Chronicles Minneapolis, MN Support for the publication and distribution of a journal of gay, lesbian, bisexual, and transgender arts and culture.	5,000	5,000	0
Caam/Caam Dance Theater St. Paul, MN Support for the Chinese American Association of Minnesota's dance theater, which trains dancers and performs Chinese folk, ethnic, classical and contemporary dance.	18,000	0	18,000	The Great American History Theatre St. Paul, MN Support to commission and produce new plays of historical interest.	10,000	10,000	0
Caam/Caam Dance Theater St. Paul, MN Second payment of a \$10,000 grant to support the Chinese American Association of Minnesota's dance theater, which trains dancers and performs Chinese folk, ethnic, classical and contemporary dance.	0	5,000	0	The Great American History Theatre St. Paul, MN Support for printing and mailing of the 1995-96 program brochure.	10,000	10,000	0
Charlotte Philharmonic Orchestra Charlotte, NC Three-year support to provide programs in schools and the community.	30,000	10,000	20,000	The Guthrie Theater Foundation Minneapolis, MN Second payment of a \$75,000 grant to support this regional theater.	0	25,000	25,000
The Children's Theatre Company Minneapolis, MN Second payment of a \$75,000 grant to support this theater.	0	25,000	25,000	Hallie Q. Brown Community Center St. Paul, MN Support for Families Who Nurture, Individuals Who Serve, an exhibit portraying three African-American families who have lived in Saint Paul five generations or longer.	10,000	10,000	0
The Circle Minneapolis, MN Support for the New Voices Program, a journalism internship for American Indian youth.	9,930	9,930	0	Hmong Cultural Center of Minnesota St. Paul, MN Support for the continuation and strengthening of the Hmong Cultural and Language Literacy Project.	30,000	20,000	10,000
City Arts & Lectures, Inc. San Francisco, CA Support for the production and distribution of its National Public Radio project, City Arts of San Francisco.	10,000	10,000	0	Illusion Theater Minneapolis, MN Second payment of a \$30,000 grant for this theater to devote some of its efforts to the development of plays that use theater as a catalyst for personal and social change.	0	10,000	10,000
Coffee House Press Minneapolis, MN Second payment of a \$15,000 grant to support this small press organization.	0	5,000	5,000	In the Heart of the Beast Puppet and Mask Theater Minneapolis, MN Support for this organization which provides puppet and theater experiences in the Twin Cities.	10,000	5,000	5,000
CreArte Minneapolis, MN Support for the 1995 Dia de los Muertos/Day of the Dead exhibition and celebration.	10,000	10,000	0	In the Heart of the Beast Puppet and Mask Theater Minneapolis, MN Capital support to retire the mortgage and renovate the theater for this organization which provides puppet and theater experiences in the Twin Cities.	20,000	20,000	0
The Cricket Theatre Minneapolis, MN Second payment of a \$15,000 grant to support this theater.	0	5,000	5,000	Instituto de Arte y Cultura Minneapolis, MN Support for this arts organization that provides development and growth of Chicano/Latino arts.	10,000	10,000	0
The Dale Warland Singers Minneapolis, MN Second payment of a \$30,000 grant to support this choral group.	0	10,000	10,000	Interact Theater Minneapolis, MN Support to create a center for the visual and performing arts for people with developmental and other disabilities.	15,000	15,000	0

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Intermedia Arts Minnesota Minneapolis, MN Second payment of a \$30,000 grant to support this interdisciplinary media arts organization serving Minnesota.	0	10,000	10,000	The Minnesota Opera Minneapolis, MN Second payment of a \$60,000 grant to support this opera company.	0	20,000	20,000
Intermedia Arts Minnesota Minneapolis, MN Capital support for this multidisciplinary arts center to relocate to the LynLake area of Minneapolis.	25,000	25,000	0	The Minnesota Orchestral Association Minneapolis, MN Third payment of a \$1,250,000 gift to support the endowment campaign.	0	250,000	500,000
Jewish Community Centers Association of St. Louis St. Louis, MO Capital support for a full-service social service and cultural facility in West St. Louis County.	20,000	20,000	0	The Minnesota Orchestral Association Minneapolis, MN Second payment of a \$75,000 grant to support this symphony orchestra.	0	25,000	25,000
La Plena Project, Inc. Minneapolis, MN Support for the creation of a Hispanic Caribbean music and traditional arts and crafts school for youth.	10,000	10,000	0	Minnesota Philharmonia Minneapolis, MN Support for this Minnesota gay/lesbian orchestra.	10,000	10,000	0
The Loft Minneapolis, MN Second payment of a \$30,000 grant to foster a writing community and develop an audience for literature in the Upper Midwest.	0	10,000	10,000	Mixed Blood Theatre Company Minneapolis, MN Support for this multiracial theater company that promotes cultural pluralism through art and education.	20,000	10,000	10,000
Manos Creativas St. Paul, MN Support for a crafts cooperative for Saint Paul Chicana/Latina women.	10,000	10,000	0	Moving Works Inc. Minneapolis, MN Support for the newly established James Sewell Dance company.	5,000	5,000	0
Midwest Media Artists Access Center St. Paul, MN Support to promote work in all forms of media and encourage experimentation and multimedia endeavors.	7,500	7,500	0	Multi-Color Film and Arts, Inc. St. Paul, MN Support for the creation of a musical score for the first dramatic Hmong film produced in Saint Paul. This organization develops and strengthens social and cultural awareness of minority youth through educational programs and activities in the arts.	17,000	17,000	0
Milkweed Editions Minneapolis, MN Second payment of a \$15,000 grant to support this nonprofit book press.	0	5,000	5,000	Multi-Cultural Initiatives Alliance St. Paul, MN Support for the planning and implementation of multicultural arts programs for downtown Saint Paul.	25,000	25,000	0
Minneapolis American Indian Center Minneapolis, MN Support for the art exhibition and education programs of Two Rivers Gallery, which is dedicated to the preservation of American Indian arts.	15,000	15,000	0	Native Arts Circle Minneapolis, MN Support to educate the public about Native American art and culture and to support artistic development within the Native American community.	20,000	20,000	0
The Minneapolis Institute of Arts Minneapolis, MN Second payment of a \$75,000 grant to support this arts institution.	0	25,000	25,000	Nguzo Saba Community Studios, Inc. St. Paul, MN Support for this new multidisciplinary and multicultural arts organization in Saint Paul.	30,000	0	30,000
Minnesota Alliance for Arts in Education St. Paul, MN Second payment of a \$15,000 grant to strengthen and encourage the arts in education in Minnesota's elementary and secondary schools and communities.	0	5,000	5,000	Northern Clay Center St. Paul, MN Second payment of a \$30,000 grant to support this clay center in Saint Paul.	0	10,000	10,000
Minnesota Center for Book Arts Minneapolis, MN Support for this organization that is devoted to the preservation and production of the book arts.	10,000	5,000	5,000	Ordway Music Theatre St. Paul, MN Capital and endowment support for this Saint Paul-based performing arts facility, specifically for its education programs and its support of nonprofit resident art groups.	1,000,000	0	1,000,000
Minnesota Children's Museum St. Paul, MN Second payment of a \$60,000 grant to support this museum.	0	20,000	20,000	Ordway Music Theatre St. Paul, MN First payment of an \$80,000 grant to support this performing arts facility.	0	40,000	40,000
Minnesota Dance Alliance Minneapolis, MN Support for this organization to provide technical support for dancers and dance organizations.	10,000	5,000	5,000	Penumbra Theatre Company St. Paul, MN Support for this Saint Paul-based African-American theater company.	35,000	35,000	0
Minnesota Hispanic Education Program St. Paul, MN Support for El Arco Iris (The Rainbow) Performing Arts Program, to provide cultural and arts education programs.	10,000	10,000	0	The Playwright's Center Minneapolis, MN Support for this organization dedicated to developing new American plays and emerging playwrights.	30,000	15,000	15,000
Minnesota Historical Society St. Paul, MN Support to develop video and computer tutorials in the Ronald Hubbs Center at the Minnesota History Center.	50,000	50,000	0	Plymouth Music Series of Minnesota Minneapolis, MN Support for Witness '96: A Celebration of Black History through music.	7,500	7,500	0



Arts and Culture Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Pom Siab Hmoob Theatre Minneapolis, MN Support for the creation and production of a new play that combines traditional Hmong religious views with the traditional Christmas story.	10,000	10,000	0	United Neighborhood Houses of New York New York, NY Support to hire a coordinator to staff the Settlement Arts Consortium to enhance and improve arts programming.	25,000	25,000	0
Ragamala Dance Theater Burnsville, MN Support for this dance group to present traditional Indian dance and music.	5,500	5,500	0	University of Minnesota/School of Social Work Minneapolis, MN Support for the City Songs Project, a variety of music participation activities in Twin Cities low-income neighborhoods designed to provide development and multiracial opportunities for youth.	25,000	25,000	0
Ramsey County Historical Society St. Paul, MN Second payment of an \$18,000 grant to support this county historical society.	0	6,000	6,000	University Settlement Society of New York New York, NY Support for the community arts program of this neighborhood organization.	25,000	25,000	0
S.A.S.E.: The Write Place Minneapolis, MN Support for this Twin Cities multicultural writers' organization.	15,000	15,000	0	Very Special Arts Minnesota Minneapolis, MN Second payment of a \$22,500 grant to promote quality, accessible arts experiences for people with all types of disabilities.	0	7,500	7,500
The Science Museum of Minnesota St. Paul, MN Two-year support for this Saint Paul-based science and technology museum.	90,000	45,000	45,000	Walker Art Center Minneapolis, MN Second payment of a \$75,000 grant to support this museum which specializes in modern art.	0	25,000	25,000
Sounds of Hope, Ltd. St. Paul, MN Second payment of a \$15,000 grant to support the Songs of Hope Project in Saint Paul, for recording songs of children from throughout the world.	0	5,000	5,000	Walker United Methodist Church and Community Center/The Native American Contemporary Performing Arts Center Minneapolis, MN Payment of a 1994 commitment to support start-up of The Native American Contemporary Performing Arts Center.	0	10,000	0
Steppingstone Theatre St. Paul, MN Second payment of a \$30,000 grant to support this educational theater program for youth.	0	10,000	10,000	Walker-West Music Academy St. Paul, MN Support for this music academy to teach music to youth and adults and preserve African-American contributions to the musical arts.	20,000	20,000	0
The St. Paul Chamber Orchestra Society St. Paul, MN Support for Connect, a comprehensive curriculum to prepare children for SPCO's music education programs.	50,000	50,000	0	Woodruff Arts Center Atlanta, GA Support for the renovation of the Woodruff Arts Center in Atlanta, GA.	15,000	15,000	0
The St. Paul Chamber Orchestra Society St. Paul, MN Annual support for this orchestra.	80,000	40,000	40,000	Zenon Dance Company, Inc. Minneapolis, MN Second payment of a \$15,000 grant to support this Twin Cities dance company.	0	5,000	5,000
Teatro Del Pueblo St. Paul, MN Support for this Latin theater based in Saint Paul's West Side.	40,000	40,000	0	Zorongu Flamenco Dance Theatre Minneapolis, MN Second payment of a \$15,000 grant to support this flamenco dance theater.	0	5,000	5,000
Theater Mu Minneapolis, MN Support for the 1995-96 season of this Asian-American theater company.	10,000	10,000	0	Arts and Culture Total	\$2,506,930	\$1,877,430	\$2,021,500
Twin Cities Black Film Festival St. Paul, MN Support to expand knowledge of and access to works by African-American film and video makers.	7,500	7,500	0				
Twin Cities Public Television-KTCA St. Paul, MN Support for continuation of funding for the history series: Minnesota Centuries, specifically for programming related to communities of color in Minnesota.	150,000	150,000	0				
United Arts Council St. Paul, MN Support for the following organizations: COMPAS, a community arts program. \$22,500 Graywolf Press, a small press. \$4,500 Greater Twin Cities Youth Symphony, an orchestral music program for youth. \$5,000 Minnesota Museum of American Art, a visual arts museum. \$22,500 Schubert Club, a music performance organization. \$4,500 Theatre de la Jeune Lune, an improvisational theater. \$10,000	69,000	69,000	0				



Community Development Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Alliance for the Mentally Ill of Minnesota St. Paul, MN Support for this consortium of organizations, which help consumers with severe and persistent brain diseases, and their families and caregivers, to change the mental health system.	10,000	10,000	0	Dayton's Bluff Center for Civic Life St. Paul, MN Support for the Dayton's Bluff Neighborhood Marketing Program designed to restore community confidence by marketing the neighborhood.	30,000	30,000	0
American Indian Health Clinic St. Paul, MN Support for health care services at this clinic that serves American Indian communities.	20,000	20,000	0	Earthstar Project, Inc. St. Paul, MN Support for development of the Elders Lodge, 43 apartments for low-income American Indian elders in Saint Paul.	50,000	50,000	0
American Indian Research and Policy Institute St. Paul, MN Support to promote research and community discussion on American Indian issues.	20,000	20,000	0	East Side Neighborhood Development Co., Inc. St. Paul, MN Three-year support for housing development, housing improvement, and related activities for this community development corporation.	105,000	35,000	70,000
American Red Cross Washington, DC Support for the Japan Hurricane Relief Fund on behalf of The St. Paul Companies.	10,000	10,000	0	Frogtown Action Alliance St. Paul, MN First payment of a \$70,000 grant to hire a staff person who will work with the Frogtown Action Alliance housing task force to implement housing strategies.	0	35,000	35,000
Artspace Projects, Inc. Minneapolis, MN Third payment of a \$105,000 grant to locate, develop and manage Twin Cities artists' living, working, rehearsal and performance spaces.	0	35,000	0	Gay and Lesbian Community Action Council Minneapolis, MN Support for this organization to provide services and advocacy for the gay and lesbian community in Minnesota.	25,000	25,000	0
Aurora/St. Anthony Area Block Clubs, Inc. St. Paul, MN Support for neighborhood economic and housing development in this inner city Saint Paul neighborhood.	35,000	35,000	0	Governor Frank Keating Victim and Family Relief Fund Oklahoma City, OK Support for the Victim and Family Relief Fund, which provides funds to assist families with expenses resulting from the bombing of a federal building in Oklahoma City.	10,000	10,000	0
Catholic Charities Minneapolis, MN Capital support to purchase and renovate two buildings in Saint Paul, creating low-income rental units and supportive services for single men and women.	75,000	75,000	0	The Greater Minneapolis Council of Churches Minneapolis, MN Support for the Metro Paint-A-Thon, which organizes volunteers to paint the homes of seniors and adults with disabilities who are unable to do it themselves.	6,500	6,500	0
Children's Defense Fund-Minnesota Project St. Paul, MN Second payment of a \$60,000 grant to provide information and advocacy for the physical and mental health needs of Minnesota children.	0	20,000	20,000	Habitat For Humanity - Marietta, Ga. Marietta, GA Support to sponsor employee involvement to create affordable housing for a low-income family.	1,000	1,000	0
City of St. Paul/Community Development Agenda St. Paul, MN Support for the Community Development Task Force, a citizen panel formed to recommend to the city of Saint Paul a common strategy for the physical and social improvement of Saint Paul neighborhoods.	10,000	10,000	0	Habitat For Humanity - Twin Cities Minneapolis, MN Support for the Saint Paul Homeownership Development Collaboration, an initiative to build or renovate 60 homes for low-income families in two Saint Paul neighborhoods.	225,000	75,000	150,000
Commonbond Communities St. Paul, MN Support for Torre de San Miguel Advantage Center, which offers onsite services to help adults and children attain self-sufficiency.	90,000	90,000	0	Hamline-Midway Area Rehabilitation Corporation St. Paul, MN Support for this neighborhood housing organization to rehabilitate existing homes in the Hamline-Midway area of Saint Paul.	105,000	35,000	70,000
Commonbond Communities St. Paul, MN Capital support to renovate the community center at Torre de San Miguel housing community so it can be used for a new education and job preparation program.	50,000	50,000	0	Health Start, Inc. St. Paul, MN Support for health and social services to at-risk adolescents in Ramsey County.	20,000	20,000	0
Community Design Center Minneapolis, MN Support for the Children's Project to provide development opportunities for children ages 8 to 12 in the Dayton's Bluff neighborhood of Saint Paul.	30,000	15,000	15,000	Highland Area Community Council St. Paul, MN Support for a Saint Paul all-city district council retreat.	1,540	1,540	0
Community Enrichment Center Fort Worth, TX Support to establish a resource center for homeless families, as part of a larger effort to help families in the Fort Worth, Texas, area become self-sufficient.	10,000	10,000	0	Howard University/Virginia Wolf Productions Rockville, MD Support for the Minnesota hook-up for project Block By Block, an hour-long documentary on community development in the United States.	15,000	0	15,000
Community Stabilization Project St. Paul, MN Support for expansion to Saint Paul's East Side by this grass-roots community organization, which works with landlords, tenants and the city to improve and maintain rental properties.	25,000	25,000	0	Jubilee Housing, Inc. Washington, DC Capital support for this housing program in Washington, D.C.	5,000	5,000	0



Community Development Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Local Initiatives Support Corporation <i>New York, NY</i> Second payment of a \$300,000 grant to support this local housing corporation to provide up-front financing and technical assistance to housing nonprofits in Saint Paul.	0	100,000	100,000	North East Neighborhoods Development Corporation <i>St. Paul, MN</i> Operating support for this community development corporation in the Payne/Phalen area of Saint Paul.	30,000	30,000	0
Metropolitan Center for Independent Living <i>St. Paul, MN</i> Support for this organization that advocates for people with disabilities.	30,000	15,000	15,000	North End Area Revitalization, Inc. <i>St. Paul, MN</i> Final payment of a \$105,000 grant for this organization to promote commercial revitalization of this Saint Paul neighborhood.	0	35,000	0
Metropolitan Economic Development Association <i>Minneapolis, MN</i> Support for this business development program that serves people of color.	105,000	35,000	70,000	North End Area Revitalization, Inc. <i>St. Paul, MN</i> Three-year grant to support the community development strategy of this organization whose mission is to revitalize the North End community of Saint Paul.	100,000	35,000	65,000
Metropolitan Interfaith Council on Affordable Housing <i>Minneapolis, MN</i> Final payment of a \$40,000 grant to support the education, advocacy, and service programs of this organization which addresses issues of affordable housing.	0	20,000	0	Project for Pride in Living, Inc. <i>Minneapolis, MN</i> Final payment of a \$60,000 grant to support this organization which assists low- and moderate-income people to meet their housing needs.	0	20,000	0
Minnesota AIDS Project <i>Minneapolis, MN</i> Support to provide prevention, direct services, and advocacy to persons who are HIV-positive or diagnosed with AIDS in Minnesota.	22,500	22,500	0	Project for Pride in Living, Inc. <i>Minneapolis, MN</i> Capital support to upgrade and stabilize properties for this organization, which assists low- and moderate-income people to meet their housing needs.	45,000	45,000	0
Minnesota Food Share <i>Minneapolis, MN</i> Support for the food share campaign, which collects food donations for local food shelves.	500	500	0	Public Art Saint Paul <i>St. Paul, MN</i> Second payment of a \$45,000 grant to support this organization, which involves artists and the public in shaping Saint Paul's public spaces and buildings.	0	15,000	15,000
Minnesota Housing Partnership <i>Minneapolis, MN</i> Support for this organization to provide technical assistance, grants and loans, policy research and education to preserve affordable housing in Minnesota.	25,000	12,500	12,500	Riverview Economic Development Association <i>St. Paul, MN</i> Support for this organization that develops and promotes the social, cultural and economic strengths of this West Side business district.	30,000	30,000	0
Minnesota Landmarks <i>St. Paul, MN</i> Support for the public affairs program, The Landmark Series, which brings national speakers to discuss issues facing the Twin Cities.	10,000	10,000	0	The Saint Paul Foundation/Community Sharing Fund <i>St. Paul, MN</i> Support for the Community Sharing Fund to provide emergency assistance for low-income people through human services organizations in the East Metro area.	20,000	10,000	10,000
Minnesota Senior Federation <i>St. Paul, MN</i> Support for this organization that advocates on behalf of seniors.	30,000	15,000	15,000	The Saint Paul Foundation/Cultural Garden <i>St. Paul, MN</i> Support to complete the book The Saint Paul Cultural Garden, which documents a collaboration of poets and visual artists from diverse cultures who created a unique work of public art for the community of Saint Paul.	10,566	10,566	0
Minnesota Women's Consortium <i>St. Paul, MN</i> Support for production of the membership guide for this consortium of 165 women's organizations.	2,000	2,000	0	Selby Area Community Development Corporation, Inc. <i>Saint. Paul, MN</i> Three-year support for this neighborhood-based developer.	105,000	35,000	70,000
Neighborhood Development Alliance, Inc. <i>St. Paul, MN</i> Final payment of a \$60,000 grant to support this housing and economic development organization on Saint Paul's West Side.	0	20,000	0	St. Paul Coalition for Community Development <i>St. Paul, MN</i> Support for this coalition of Saint Paul neighborhood developers who collaborate to enhance and promote neighborhood-based economic and housing development.	105,000	35,000	70,000
Neighborhood Development Center <i>St. Paul, MN</i> Second payment of a \$105,000 grant to support the Neighborhood Micro Entrepreneur Training and Loan Program and the Neighborhood Small Business Loan Fund.	0	35,000	35,000	St. Paul Tenants Union <i>St. Paul, MN</i> Second payment of a \$30,000 grant to support the Community Education Program for low-income tenants.	0	10,000	10,000
Neighborhood Housing Services <i>Kansas City, KS</i> Support to help improve and maintain the neighborhood through a home repair program.	10,000	10,000	0				
North East Neighborhoods Development Corporation <i>St. Paul, MN</i> Payment of a 1994 commitment to support this community development corporation in the Payne/Phalen area of Saint Paul.	0	35,000	0				

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
State of Minnesota/Roy Wilkins Memorial <i>St. Paul, MN</i> Payment of a 1994 commitment for this Saint Paul memorial to Roy Wilkins, former NAACP executive director and Saint Paul resident.	0	10,000	0	United Way of the St. Paul Area <i>St. Paul, MN</i> Support for contributions to over 220 programs in 81 human services agencies in the East Metro area to enhance this community's capacity to meet the human services needs of its people.	410,000	410,000	0
Staten Island Economic Development Corporation <i>Staten Island, NY</i> Support for this organization's Association for Responsible Corporate Citizen's program, which addresses community needs related to arts and humanities, job development, eldercare, and youth programs.	25,000	25,000	0	The United Way <i>St. Paul, MN</i> St. Paul Companies commitment to match 1995 employee pledges to local United Way offices across the country.	114,972	0	114,972
Thomas-Dale District 7 Community Council, Inc. <i>St. Paul, MN</i> Support for the affordable housing efforts of this Saint Paul-based community development corporation.	105,000	35,000	70,000	The United Way Field Offices <i>St. Paul, MN</i> St. Paul Companies commitment to match employee pledges to local United Way offices for the 1994 campaign.	0	138,074	0
Thomas-Dale Block Clubs <i>St. Paul, MN</i> Support for this neighborhood group in a 100-block area of the Thomas-Dale neighborhood of Saint Paul.	20,000	20,000	0	Upper Swede Hollow Neighborhoods Association <i>St. Paul, MN</i> Support for capital improvements on the Stutzman Block, a building redeveloped for rental housing and local businesses in the Lower Bluff community.	24,000	24,000	0
Thomas-Dale Block Clubs <i>St. Paul, MN</i> Support for the Frogtown Future Public Artspace, a project planned by neighborhood artists and residents.	4,642	4,642	0	Upper Swede Hollow Neighborhoods Association <i>St. Paul, MN</i> Support to renovate housing in this Saint Paul neighborhood.	15,000	15,000	0
Twin Cities H.E.A.L. <i>Minneapolis, MN</i> Support to create a housing initiative at this organization for people with multiple chemical sensitivities.	12,000	12,000	0	The Urban Coalition <i>St. Paul, MN</i> Support to conduct research and do advocacy work on issues affecting low-income people and communities of color.	16,000	16,000	0
Twin Cities Neighborhood Housing Services, Inc. <i>St. Paul, MN</i> Support for this organization to preserve and create affordable housing for low- and moderate-income families.	15,000	15,000	0	Wilderness Inquiry <i>Minneapolis, MN</i> Support for this health and recreation program that serves low-income people with disabilities.	20,000	20,000	0
Twin Cities Neighborhood Housing Services, Inc. <i>St. Paul, MN</i> Challenge grant for this organization to preserve and create affordable housing for low- and moderate-income families.	50,000	0	50,000	Womenventure <i>St. Paul, MN</i> Support to assist women to achieve self-sufficiency by starting their own businesses.	105,000	35,000	70,000
United Way of Minneapolis <i>Minneapolis, MN</i> Operating support.	50,000	50,000	0	Working Opportunities for Women <i>St. Paul, MN</i> Support for this career development service that prepares women for better paying and more satisfying employment.	15,000	15,000	0
				Community Development Total	\$2,706,220	\$2,281,822	\$1,167,472



Education Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
African American Academy for Accelerated Learning <i>Minneapolis, MN</i> Support for the Saturday Enrichment Program, which provides educational services to African-American children in kindergarten through sixth grade.	25,000	25,000	0	American Indian Science and Engineering Society <i>Boulder, CO</i> Scholarship support for the A.T. Anderson Memorial Fund, which provides scholarship assistance for American Indian/Alaskan Native students to pursue post-secondary education at the University of Minnesota.	5,500	0	5,500
Ain Dah Yung Shelter, Inc. <i>St. Paul, MN</i> Support for education programs at this homeless shelter for American Indian youth.	25,000	25,000	0	Archie & Phebe Mae Givens Foundation <i>Minneapolis, MN</i> Support to maintain and promote the educational use of the Foundation's collections of African-American literature.	45,000	15,000	30,000
American Indian OIC, Inc. <i>Minneapolis, MN</i> Support to serve low-income American Indians through employment and education programs.	25,000	25,000	0				



Education Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Archie & Phebe Mae Givens Foundation Minneapolis, MN Payment of a 1994 commitment to provide the Archie Givens Collection multicultural teacher training series to educators and education policy-makers in Minnesota.	0	30,000	0	The College of Saint Scholastica Duluth, MN Support to promote the enrollment, retention and graduation of multicultural students.	15,000	15,000	0
Arkansas Institute for Social Justice/Minnesota ACORN St. Paul, MN Support for the start-up phase of a charter elementary school focused on serving low- and moderate-income students.	20,000	20,000	0	Concordia College St. Paul, MN Final payment of a \$150,000 grant for the college's capital campaign, designated for increasing the recruitment and retention of students of color.	0	50,000	0
Association for the Advancement of Hmong Women in Minnesota Minneapolis, MN Support for the First Steps in Jobs Readiness Program, preparing Hmong women for the workplace.	15,000	15,000	0	Concordia College St. Paul, MN Support for scholarships for students of color.	50,000	50,000	0
Association for the Advancement of Hmong Women in Minnesota Minneapolis, MN Support for English language classes in the First Steps and Job Readiness Training programs.	15,000	15,000	0	Concordia College/ARTS-US St. Paul, MN Support for four multicultural education programs: The Summer Youth Storyteller Performance Workshop, The Community Speaker's Bureau, Community and Arts in Partnership for Education and the 1995 Peace Jam.	40,000	40,000	0
Boys and Girls Club of Minneapolis Minneapolis, MN Support for the Kaleidoscope Performing Arts program of this organization which serves low-income, inner-city youth.	25,000	25,000	0	Development Corporation for Children Minneapolis, MN Planning and capital support for the start-up of the Science House project, which will serve low-income children in the Dayton's Bluff neighborhood of Saint Paul.	5,000	5,000	0
Business Economics Education Foundation Minneapolis, MN Support for the Classroom Plus Program, Minnesota Business Venture Program, and the Stock Market Game Program for this business education organization.	15,000	15,000	0	Discovery Center of Duluth Duluth, MN Support to develop the Playfair Discovery Center, a violence prevention program conducted in cooperation with local schools.	20,000	20,000	0
Center School, Inc. Minneapolis, MN Transitional support to help stabilize the junior and senior high alternative education and supportive services program for American Indian youth.	25,000	25,000	0	District 202 Minneapolis, MN Support for the speakers' bureau to train teachers and other youth-serving adults to work with gay and lesbian youth.	8,000	8,000	0
Cherokee Park United Church/Building Blocks Tutorial St. Paul, MN Support for Building Blocks Tutorial, a program for educationally at-risk children on Saint Paul's West Side.	9,500	9,500	0	Education Ventures, Inc. Minneapolis, MN Support for the program All Parents Teach, which empowers and guides parents as they help their children succeed in school.	10,000	10,000	0
Chicanos Latinos Unidos En Servicios Minneapolis, MN Support for vocational and educational programs for Twin Cities Chicano/Latino youth and families.	45,000	45,000	0	The Entrepreneurial Development Institute Washington, DC Support to expand economic empowerment, remedial education and positive image development programs for educationally at-risk youth.	20,000	20,000	0
Children's Home Society of Minnesota St. Paul, MN To provide developmental onsite child care at the Hubbs Center for Lifelong Learning in Saint Paul, so that parents can earn their high school diplomas or GEDs.	25,000	25,000	0	The Foundation for Children and Families of Iowa Des Moines, IA Support for the Educational Tutoring Services program for this human services agency.	7,000	7,000	0
Close-Up Foundation Alexandria, VA Fellowships for low-income students from Minneapolis, Houston, and New Orleans participating in the Close-Up Program.	9,000	4,500	4,500	Friends for Minnesota Academic Excellence Foundation St. Paul, MN Support to encourage participation from communities of color in the Governor's Scholars program.	20,000	10,000	10,000
Collaborative Movement for Improvement, Inc. St. Paul, MN Support to provide educational and cultural opportunities for African-American youth in Saint Paul schools.	20,000	20,000	0	The Greater Minneapolis Council of Churches Minneapolis, MN Support for the tutoring component of the Division of Indian Work's Youth Leadership Development Program.	10,000	10,000	0
The College of Saint Benedict St. Joseph, MN Final payment of a \$150,000 grant to scholarships for students of color.	0	50,000	0	Harriet Tubman Women's Shelter Minneapolis, MN Support for the school-based violence prevention initiatives, which prepare teachers to deal more effectively with the signs of potential violence in their classrooms.	20,000	0	20,000
College of St. Catherine St. Paul, MN Final payment of a \$50,000 grant to recruit and retain nursing students of color at the College of St. Catherine.	0	25,000	0	Hispanos en Minnesota St. Paul, MN Support to establish a culturally and language-appropriate employment preparation program in Saint Paul.	15,000	15,000	0

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Hmong American Partnership St. Paul, MN Support for Leading Edge, a mentoring and leadership training program for Hmong college students.	30,000	30,000	0	Migizi Communications, Inc. Minneapolis, MN Support for the family education center, a holistic, culturally based approach to education for American Indian families with children ages 6 to 11.	35,000	35,000	0
Hmong Minnesota Pacific Association, Inc. St. Paul, MN Support for the Hmong Youth Education and Employment Opportunities Support Project.	25,000	25,000	0	Minnesota Advocates for Human Rights Minneapolis, MN Support for the Partners in Human Rights Education Project, to train volunteers to deliver the curriculum in schools.	20,000	20,000	0
Hmong National Organization, Inc. St. Paul, MN Support for after-school classes and summer activities for Hmong children and adults throughout the Twin Cities, to preserve traditional Hmong written language, spoken language, culture and history.	20,000	20,000	0	Minnesota Council on Economic Education St. Paul, MN Support for this organization to provide economic education programs for teachers.	12,000	12,000	0
Immigrant Learning Center, Inc. Malden, MA Support for English as a Second Language classes and Adult Basic Education instruction to immigrants and refugees in the greater Boston area.	25,000	25,000	0	Minnesota Hispanic Education Program St. Paul, MN Support for a high school tutoring and mentoring program and scholarship support to help Hispanic youth pursue post-secondary education.	50,000	0	50,000
Inner City Youth Collaborative Minneapolis, MN Support for the Minneapolis Kid's Project, which links academic success and business knowledge for inner city youth.	5,000	5,000	0	Minnesota Inclusiveness Program Plymouth, MN Support for the Minnesota SEED Project, diversity and inclusiveness training for elementary and secondary teachers, and for the Community of Leaders as Advocates for Inclusiveness project, which trains parents and community leaders.	70,000	65,400	4,600
Institute for Education and Advocacy Minneapolis, MN Support for Study Connections, a program of mentoring and tutoring in basic skills for high school-aged refugees.	18,000	18,000	0	Minnesota Inclusiveness Program Plymouth, MN Final payment of a \$70,000 grant to support the Minnesota Seed Project, diversity and inclusiveness training for elementary and secondary teachers, and for the Community of Leaders as Advocates for Inclusiveness project.	0	22,800	0
The Institute for Learning and Teaching/Project 120 St. Paul, MN Scholarship support for Minnesota Students of Color to attend Project 120 to learn the public policy process of the Minnesota State Legislature.	7,000	7,000	0	Minnesota Independent School Fund, Inc. St. Paul, MN Support for Students of Color Scholarships to be distributed to 32 Minnesota independent schools.	60,000	60,000	0
Jewish Community Relations Council Minneapolis, MN Support for A World of Difference, a diversity program for teachers.	10,000	10,000	0	Minnesota Institute for Talented Youth St. Paul, MN Support for scholarships for students of color from the city of Saint Paul to attend this summer enrichment program.	5,715	5,715	0
Junior Achievement of the Upper Midwest, Inc. Minneapolis, MN Operating and scholarship support for this organization to provide business education for youth.	44,000	22,000	22,000	Minnesota Minority Education Partnership Minneapolis, MN Support for this collaboration of education, business and communities of color to increase the success of Minnesota students of color in Minnesota schools, colleges and universities.	50,000	50,000	0
Lao Family Community of Minnesota, Inc. St. Paul, MN Support for the English Education Program to increase English competency in Saint Paul's Southeast Asian communities.	35,000	35,000	0	Minnesota Minority Education Partnership Minneapolis, MN Two-year support for creation of the Institute for Multicultural Connections to encourage and promote diversity among Minnesota's teachers.	125,000	65,000	60,000
Lauj Youth Society of Minnesota, Inc. St. Paul, MN Support for the Home Tutoring Program serving 100 Hmong youth and their parents to work together to improve the youths' academic performance.	10,000	10,000	0	Minnesota Private College Fund St. Paul, MN Scholarship support for students of color in the 15 member colleges.	75,000	75,000	0
Macalester College St. Paul, MN Support for the Scholars Program for students of color. The grant provides four-year scholarships to five students of color to reduce their loan commitments.	20,000	20,000	0	Minority Education Recruiters and Counselors St. Paul, MN Support for scholarships to assist students of color who experience need in pursuing or completing post-secondary education.	35,000	35,000	0
Metropolitan Community College Foundation Omaha, NE Endowment support to provide scholarships to students of color in Omaha, Nebraska.	25,000	25,000	0	Montclair Elementary School Charlotte, NC Support for this school that primarily serves children from homeless shelters.	1,000	1,000	0
Mid-America Association of Educational Opportunity, Program Personnel Education Foundation Mankato, MN Three-year support for TRIO students (low-income, first generation college students) in the form of scholarships and awards. Priority will be given to students of color and to students from Cleveland, Chicago, Freeport, and Kansas City.	150,000	0	150,000	NAACP Special Contribution Fund New York, NY Support for a program that links educationally at-risk young African-American students with community volunteers to encourage the youth to stay in school.	20,000	20,000	0



Education Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
The National Conference Minneapolis, MN Support for the Metro Town Program, which provides programming for elementary and secondary school students to reduce cultural and gender bias.	25,000	0	25,000	Ridgewood Public Schools/NJ S.E.E.D. Ridgewood, NJ Support to train teachers in multicultural education.	25,000	25,000	0
National Council of Educational Opportunity Associations Washington, DC Support for students to attend the sixth annual NCEOA National Student Leadership Congress in Washington, D.C., NCEOA creates equal educational opportunities for low-income, first generation college students.	30,000	30,000	0	Right Step Academy St. Paul, MN Support for the implementation of a comprehensive information systems plan, which includes the technology education component of this charter school.	25,000	25,000	0
National Council of Educational Opportunity Associations Washington, DC Support for the TRIO Family Involvement Effort, which enables families to work closely with teachers and Upward Bound/Talent Search staff to assure that their children take appropriate courses and prepare for college. Support is designated for communities where The St. Paul has field offices.	90,000	30,000	60,000	Sabathani Community Center, Inc. Minneapolis, MN Support for educational programs including Smart Start, Horizon Youth, and Sabathani Life Skills Center.	35,000	35,000	0
National Hispanic Scholarship Fund Novato, CA Scholarship support for Hispanic students from Minnesota attending post-secondary schools.	11,000	11,000	0	Saint Paul Area Chamber of Commerce Foundation St. Paul, MN Support for Prepare Saint Paul, a collaborative effort among businesses and schools to assist educationally at-risk students.	27,000	27,000	0
Neighborhood Involvement Program Minneapolis, MN Support to expand the youth program, which provides one-to-one tutoring for educationally at-risk, low-income children.	10,000	10,000	0	Saint Paul Area Council of Churches St. Paul, MN Support for Project SPIRIT, an educational program to help African-American youth to succeed in school and in the community.	30,000	30,000	0
New Beginning Center St. Paul, MN Support for a building feasibility study for this multiservice community-based organization located in the Summit-University neighborhood.	25,000	25,000	0	Saint Paul Public Schools/Mounds Park All Nations School St. Paul, MN Support for the 1995 Powwow, which brings the community together and puts special emphasis on events for children to develop awareness of American Indian music and dance.	1,000	1,000	0
Our Saviour's Lutheran Church Minneapolis, MN Support for the English Learning Center, which serves educationally at-risk refugee children in kindergarten through eighth grade.	7,000	7,000	0	Seed Academy/Harvest Preparatory School Minneapolis, MN Support for the first-year development and implementation of the Direct Instruction Model of Teaching Reading to students in preschool through sixth grade.	25,000	25,000	0
The Page Education Foundation Minneapolis, MN Support for this scholarship program that supports Minnesota students of color.	10,000	10,000	0	Side by Side Institute Minneapolis, MN Support for this summer residential program, which encourages educationally at-risk African-American youth to succeed in school.	30,000	30,000	0
People for the American Way Washington, DC Support for the project Invisible Walls, which studies race relations and social climate in the Saint Paul, Roseville and South Saint Paul school districts.	10,000	10,000	0	South Brooklyn Local Development Corporation Brooklyn, NY Support for the adult welfare-to-work and youth workforce development programs of this organization.	25,000	25,000	0
Phyllis Wheatley Community Center Minneapolis, MN For the Academic Support Program to provide educational support to 218 elementary and junior high school students in the Near North community of Minneapolis.	15,000	15,000	0	St. David's School for Child Development and Family Services Minnetonka, MN Support for a symposium featuring Dr. James P. Comer of Yale University to promote broader parental involvement in education.	1,500	1,500	0
Providence-St. Mel School Chicago, IL Scholarship support for new students at this school for African-American students.	25,000	25,000	0	St. Paul American Indians in Unity St. Paul, MN Support for the Jackson School Feast and Saint Paul American Indians in Unity buffet luncheon, the opening ceremonies for May Indian Month for the state of Minnesota.	500	500	0
Ramsey County Opportunities Industrialization Center, Inc. St. Paul, MN Operating support and support to upgrade computer systems to provide vocational training to low-income students.	45,000	45,000	0	St. Paul Public Schools/Benjamin E. Mays Magnet School St. Paul, MN Support for cultural enrichment activities that will extend the instructional program beyond the classroom and to recognize students who demonstrate outstanding citizenship and leadership.	5,000	0	5,000
Resources for Child Caring, Inc. St. Paul, MN Support to improve quality child care and to ensure its accessibility to all who need it.	30,000	30,000	0				

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
St. Paul Public Schools/Galtier School Mentor Program St. Paul, MN Support for 25 African-American college students to serve as tutors/classroom aids for students in Galtier and Longfellow schools.	10,000	0	10,000	Washington Works Seattle, WA Support for the job training and placement support program for women on public assistance.	10,076	10,076	0
St. Stephen's Church Minneapolis, MN Support for the after-school tutoring program for inner-city students from sixth through eighth grade.	10,000	10,000	0	William Mitchell College of Law St. Paul, MN Support for the minority scholarship program of this law school.	75,000	25,000	50,000
Summit University Education Consortium St. Paul, MN Support for tutoring and academic support services for African-American students in the East Metro area.	50,000	50,000	0	Willie L. Carter Youth Foundation, Inc. St. Paul, MN Support for educational, recreational and cultural programs for at-risk youth of color from the Summit-University and Frogtown areas of Saint Paul.	25,000	25,000	0
United Cambodian Association of Minnesota St. Paul, MN Capital support to develop the Khmer Community Center in downtown Saint Paul.	100,000	100,000	0	Workers Organized to Regain Confidence St. Paul, MN Support for the community-based literacy and tutoring programs of this organization, which serves youth ages 7 to 14 in the Frogtown neighborhood of Saint Paul.	15,000	15,000	0
United Cambodian Association of Minnesota St. Paul, MN Support for employment education and support services.	25,000	25,000	0	YMCA of Greater Saint Paul St. Paul, MN Support for a leadership program for American Indian teens.	5,000	5,000	0
United Negro College Fund, Inc. Minneapolis, MN Support for The Minnesota Student Aid Program to provide need-based scholarships for Minnesota students attending any of the 41 member United Negro College Fund institutions.	25,000	25,000	0	YMCA of Metropolitan Minneapolis Minneapolis, MN Support for the Commitment to Values capital campaign, designated for capital improvements to the Blaisdell YMCA to expand educational programs for students of color.	50,000	50,000	0
University of Minnesota/Rethinking Work in America Minneapolis, MN Payment of a 1994 commitment to support the program Rethinking Work in America.	0	20,000	0	YMCA of Philadelphia and Vicinity Philadelphia, PA Support for the Adult Literacy Program.	15,000	15,000	0
University of Minnesota/The Carlson School of Management Minneapolis, MN Second payment of a \$250,000 grant to support a new business school facility.	0	50,000	150,000	Youth Educational Leadership Development Minneapolis, MN Support for this program that encourages African-American high school students to pursue post-secondary education.	25,000	25,000	0
University of Southern Mississippi Hattiesburg, MS Support of the university's Oseola McCarty Scholarship Fund to assist African-American students.	25,000	25,000	0	Youth Express St. Paul, MN Support to expand the after-school academic support program for community youth.	15,000	15,000	0
Vietnamese Minnesotan's Association St. Paul, MN Support for the training and employment program for Southeast Asian/Vietnamese adults and youth within Ramsey County.	12,000	0	12,000	YouthCARE Minneapolis, MN Support for the Young Women's Mentoring Program and the after-school drop-in center of this organization which promotes cultural appreciation and racial equality among youth.	10,000	10,000	0
Vinland National Center Loretto, MN Support for a collaborative effort between Vinland Center and the Heart of the Earth Survival School, to build leadership skills among sixth, seventh, and eighth grade American Indian students.	20,000	20,000	0				
Voyageur Outward Bound School Minneapolis, MN Support for the Urban Youth Leadership Initiative, designed to provide leadership development experiences for educationally at-risk urban youth.	10,000	10,000	0				
				Education Total	\$2,626,291	\$2,355,491	\$608,600



Advancing the Nonprofit Sector Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
A Chance to Grow, Inc. Minneapolis, MN Support to upgrade technological resources to serve students with disabilities in a charter school setting. Seventy percent of students are low-income and 55 percent are persons of color.	25,000	25,000	0	East Side Neighborhood Development Co., Inc. St. Paul, MN Support to coordinate the planning and development of the Phalen Corridor Initiative, a community partnership of business, government, residents and nonprofit groups to develop a 100-acre industrial site on Saint Paul's East Side.	15,000	15,000	0
Advocating Change Together, Inc. St. Paul, MN Support to implement the revenue diversification plan for this organization of people with developmental disabilities.	7,500	7,500	0	Family Housing Fund of Minneapolis and Saint Paul Minneapolis, MN Support for research and interagency initiatives to address problems in low-income rental housing finance, production and operations in the Twin Cities area.	200,000	200,000	0
Amherst H. Wilder Foundation St. Paul, MN Support for the Saint Paul community forum series called "Neighborhood-City Linkages," to examine and strengthen the current system of planning and decision making about community development efforts in Saint Paul.	7,500	7,500	0	Grantmakers in the Arts c/o William and Flora Hewlett Foundation Menlo Park, CA Membership contribution for this organization which encourages responsible funding for arts and culture.	250	250	0
Amherst H. Wilder Foundation St. Paul, MN Support for the first year of a three-year initiative to assess the Southeast Asian community's assets, identify needs, and needed changes in current systems to help avoid long-term unemployment and dependency on welfare.	30,000	30,000	0	Higher Education Consortium for Urban Affairs St. Paul, MN Support to strengthen internal operation, increase organizational visibility and initiate comprehensive planning for this organization that operates a unique community-based urban studies program.	30,000	30,000	0
Archie & Phebe Mae Givens Foundation Minneapolis, MN Payment on a 1994 commitment to support a six-month strategic planning effort to shape the future of The Archie Givens Sr. Collection of African-American literature.	0	10,000	0	Hispanics in Philanthropy Berkeley, CA Membership contribution for this organization, which promotes philanthropic activity related to Hispanic people and communities.	1,500	1,500	0
Asian Americans/Pacific Islanders in Philanthropy New York, NY Membership dues for this organization that encourages understanding and philanthropic support for organizations of the Asian American/Pacific Islander communities.	1,000	1,000	0	Independent Sector Washington, DC Membership contribution for this organization that promotes the nonprofit sector.	7,500	7,500	0
Charities Review Council of Minnesota, Inc. St. Paul, MN Second payment of a \$15,000 grant to provide information to the public about Minnesota nonprofit organizations.	0	5,000	5,000	Junior Achievement of Arkansas Conway, AR Support for a new computer system to help educate and inspire young people to value the free enterprise system.	10,000	10,000	0
Communities of Color Institute for Organizational Development Minneapolis, MN Support for the Community Fellows Program, designed to increase organizational capacity within nonprofit organizations serving communities of color.	50,000	50,000	0	Junior Achievement of Greater Birmingham, Inc. Birmingham, AL Support to upgrade computer equipment to help provide business education for young people.	12,773	12,773	0
Community Design Center Minneapolis, MN Second payment of a \$105,000 grant to provide assistance to nonprofit groups working in economic development and civic life.	0	35,000	35,000	Management Assistance Program for Nonprofits, Inc. St. Paul, MN Support for the Technology Partnership Fund, designed to help nonprofit groups develop their technological capabilities.	75,000	75,000	0
Community Volunteer Service Stillwater, MN Support for the shared database project for the Volunteer Centers in Saint Paul, Minneapolis, and St. Croix Valley.	10,000	10,000	0	Management Assistance Program for Nonprofits, Inc. St. Paul, MN Membership contribution for this Twin Cities organization to provide management assistance to nonprofit organizations.	12,600	12,600	0
Corporate Volunteerism Council Minneapolis, MN Membership dues for this organization that encourages corporate volunteer programs.	125	125	0	Metropolitan Center for Independent Living St. Paul, MN To enhance management skills within the new management team and to upgrade computer technology to help people with severe disabilities achieve an independent life style.	15,000	15,000	0
Council on Foundations Washington, DC Membership contribution for this organization that encourages responsible philanthropy.	10,000	10,000	0	The Minneapolis Foundation Minneapolis, MN Support to leverage resources from outside Minnesota to address the needs of lesbian and gay Minnesotans through the National Gay and Lesbian Community Funding Partnership.	40,000	20,000	20,000

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Minnesota Center for Community Economic Development Minneapolis, MN Third payment of a \$15,000 grant for a training program for managers of community economic development organizations throughout Minnesota.	0	5,000	0	New Beginning Center St. Paul, MN Payment on a \$50,000 grant for the B.E.S.T. Youth program, which provides leadership skills, partnerships, and community crime prevention/education to Summit-University and Frogtown neighborhood youth, ages 8-15 years.	0	10,000	10,000
Minnesota Child Care Resource and Referral Network St. Paul, MN Support for Cultural Beginnings, a cultural diversity project to facilitate the development of a multiethnic, culturally responsive child care system in Minnesota.	25,000	25,000	0	New York Regional Association of Grantmakers New York, NY Membership contribution for this organization that seeks to improve philanthropy in the New York area.	650	650	0
Minnesota Citizens Council on Crime and Justice Minneapolis, MN An in-kind contribution of computer equipment and software for distribution to nonprofit organizations.	4,643	4,643	0	Organizing Apprenticeship Project St. Paul, MN Support to improve the training and diversity of community organizers in Minnesota.	20,000	20,000	0
Minn. Citizens Council on Crime and Justice Minneapolis, MN Technical assistance grant for the Citizen's Council Warehouse project, a clearinghouse for corporate in-kind gifts.	15,000	15,000	0	Penumbra Theatre Company St. Paul, MN Second payment of a \$75,000 grant to support stabilization efforts for this African-American theater company.	0	25,000	25,000
Minnesota Council of Nonprofits St. Paul, MN Second payment of a \$30,000 grant to support this association of nonprofit organizations.	0	10,000	10,000	Points of Light Foundation Washington, DC Support for the Awards for Excellence in Corporate Community Service Program, which targets community service efforts to solve problems and acknowledges community service involvement and employee volunteer efforts.	4,700	4,700	0
Minnesota Council on Foundations Minneapolis, MN Membership contribution for this organization that serves the nonprofit and philanthropic communities.	14,000	14,000	0	Points of Light Foundation Washington, DC Support for the evaluation of 'Breaking the Cycle of Poverty,' a national volunteer program designed to improve the service delivery capacity of nonprofit groups serving children under age 6.	10,000	10,000	0
Minnesota Council on Foundations Minneapolis, MN Support to develop a toolkit to build grantmakers' capacity to manage issues of racial diversity.	5,000	5,000	0	Ramsey County—Board of County Commissioners St. Paul, MN Support for an outcome-focused evaluation of the Initiative for Violence-Free Families and Communities in Ramsey County.	20,000	20,000	0
Minnesota Council on Foundations Minneapolis, MN Second payment of a \$10,000 grant for development of a membership software system.	0	5,000	0	Resources and Counseling for the Arts St. Paul, MN Second payment of a \$60,000 grant to provide technical assistance to Minnesota arts organizations.	0	20,000	20,000
Minnesota Partners in Giving Minneapolis, MN Support to explore ways for the HealthFund of Minnesota, Cooperative Fund Drive, and United Arts to work together on future workplace campaigns.	10,000	10,000	0	Resources and Counseling for the Arts St. Paul, MN Capital grant to remodel and equip space in the Northern Warehouse, Lowertown Saint Paul, for this organization which provides business and management help to artists and nonprofit cultural organizations.	25,000	0	25,000
National Center for Nonprofit Boards Washington, DC For two governance training workshops in Saint Paul to improve the effectiveness of nonprofit organizations by strengthening their boards of directors.	2,500	2,500	0	Sabathani Community Center, Inc. Minneapolis, MN Capital support to renovate the building of this community center to provide education and employment programs for Minneapolis' South Side. It also serves as a landlord and administrative support structure for 30 other nonprofits serving low- and moderate-income people.	150,000	50,000	100,000
National Council of Educational Opportunity Associations Washington, DC Membership contribution for this organization to provide technical assistance to local educational programs that serve low-income, first generation students.	1,000	1,000	0	Saint Paul Foundation/Diversity Endowment Funds St. Paul, MN Support for the Diversity Endowment Funds, which help build the philanthropic capacity of communities of color by providing fund-raising and grantmaking capability.	20,000	20,000	0
National Retiree Volunteer Coalition Minneapolis, MN Support for the NRVC Mayor's Task Force, a five-year initiative supported by Twin Cities' mayors to link retirees with young people in the inner cities.	5,000	5,000	0	The Saint Paul Foundation/Management Improvement Fund St. Paul, MN Grant for the Management Improvement Fund, which provides grants to small human services and neighborhood development agencies for management assistance.	30,000	30,000	0
Neighborhood Funders Group Winston-Salem, NC Membership contribution for this organization that encourages responsible funding for neighborhood improvements.	500	500	0				



Advancing the Nonprofit Sector Grants Distribution List

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
St. Paul Area Chamber of Commerce Foundation <i>St. Paul, MN</i> Support for Leadership Saint Paul tuition scholarships to increase the number of participants from small nonprofit organizations who participate in this leadership training program.	4,000	2,000	2,000	W. Harry Davis Leadership Institute <i>Minneapolis, MN</i> Support for the African-American Youth Leadership Training Initiative, designed to develop the leadership capacity of high school youth, and to promote the African-American community leadership initiative.	25,000	25,000	0
Stairstep Foundation <i>Minneapolis, MN</i> Support for this organization, which affirms African-American values, work ethic, and economic status by rebuilding a sense of family, work, and community.	50,000	50,000	0	Youth Service Community Institute <i>St. Paul, MN</i> Support for a new collaboration of 10 community-based groups to pool resources and strengthen organizational capacity to encourage and empower youth in Saint Paul's Summit-University and Frogtown neighborhoods.	25,000	25,000	0
Twin Cities Culture Connection <i>Minneapolis, MN</i> Payment of a 1994 grant to print "Passages," a magazine written and produced by students of color in the Twin Cities.	0	7,500	0	Subtotal	\$1,207,991	\$1,235,866	\$252,000
Twin Cities One to One <i>Minneapolis, MN</i> Support to promote and advance strategies that enable the community to connect youth with quality mentoring and economic self-sufficiency experiences.	25,000	25,000	0	LEADERSHIP Leadership Initiatives in Neighborhoods (LIN) Program Grants to encourage the leadership potential and skill development of people who work on behalf of Saint Paul neighborhoods.			
United Arts Services <i>St. Paul, MN</i> Support for this federated fund drive dedicated to the support of small- and medium-sized arts groups.	40,000	40,000	0	Aurora/St. Anthony Area Block Clubs, Inc. <i>St. Paul, MN</i> For Theresa E. Anderson to study affordable housing methods and solutions throughout the United States.	26,775	0	26,775
United Arts Services <i>St. Paul, MN</i> Support for a student intern for spring 1995.	3,000	3,000	0	Boys and Girls Club of St. Paul <i>St. Paul, MN</i> For Deborah Karasov to research environmental issues and develop pilot projects in Saint Paul around nature, ecology and land stewardship issues.	32,300	32,300	0
United Arts Services <i>St. Paul, MN</i> Support to hire an executive to assist with the annual fund-raising campaign.	4,250	4,250	0	Minnesota Accent on Youth Action Now <i>St. Paul, MN</i> For Juanita Vail to explore education and leadership opportunities for Hispanics, particularly in Saint Paul's West Side.	30,000	30,000	0
United Way of the St. Paul Area <i>St. Paul, MN</i> Support to hire an executive to assist with the annual fund-raising campaign.	8,500	8,500	0	Thomas-Dale Block Clubs <i>St. Paul, MN</i> For Wayne B. Lundeen to study conflict resolution, cross-cultural communication and multicultural coalition building to reduce conflict in the Frogtown neighborhood.	25,646	25,646	0
University of Minnesota/Leadership for Black Women <i>Minneapolis, MN</i> Second payment of an \$84,750 grant to support this program which develops leadership skills of Black women.	0	42,375	0	Thomas-Dale Block Clubs <i>St. Paul, MN</i> For Barb Lammers to spend time studying seniors and youth and how they can work together to learn from and understand each other.	20,050	20,050	0
University of Minnesota/Roy Wilkins Center <i>Minneapolis, MN</i> Support for the Wilkins Fellows Initiative to prepare local nonprofit leaders of color for full participation in the 1996 Wilkins Forum, which brings together national leaders and policymakers concerned with civil rights and race relations.	15,000	15,000	0	Thunder Spirit Lodge <i>St. Paul, MN</i> For Joyce Glass to study fetal alcohol syndrome programs and solutions in the United States.	30,000	30,000	0
University of St. Thomas/The Center for Nonprofits <i>Minneapolis, MN</i> Support to increase the management capabilities of nonprofit practitioners.	50,000	50,000	0	University of Minnesota/School Of Social Work <i>Minneapolis, MN</i> For Jan Mandell to explore ways to use theater with youth as an empowerment vehicle.	34,000	34,000	0
Voluntary Action Center <i>St. Paul, MN</i> Support for a community volunteer coordinator recognition event.	4,000	4,000	0	Youth Express <i>St. Paul, MN</i> For Sundraya Heizen-Kase to explore youth service projects and programs that have applicability for Saint Paul.	25,000	25,000	0
Volunteer Center <i>St. Paul, MN</i> Support to strengthen the Community Volunteer Referral and Target Recruitment programs, and to upgrade this organization's computer system.	30,000	30,000	0	Leadership Total	\$223,771	\$196,996	\$26,775

Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95	Project Description	Newly Allocated in 1995	Paid Out in 1995	Balance on 12/31/95
Arts and Diversity Participants				S.A.S.E: The Write Place <i>Minneapolis, MN</i> For Carolyn Holbrook to strengthen her leadership skills which focus on literature and writing.	35,466	35,466	0
American Composers Forum <i>St. Paul, MN</i> For Douglas R. Ewart to study construction and performance of instruments of the indigenous cultures of Australia, Indonesia, Cuba and Jamaica.	40,000	40,000	0	Stairstep Foundation <i>Minneapolis, MN</i> For Jacqueline Copeland to research and develop a community-based film archive that focuses on the collection and presentation of African American film and art.	30,000	30,000	0
Illusion Theater <i>Minneapolis, MN</i> For T. Mychael Rambo to develop his skills as an actor, playwright and educator and to explore obstacles facing African Americans who wish to strengthen their voices as members of their neighborhoods and communities.	35,000	0	35,000	United Cambodian Association of Minnesota <i>St. Paul, MN</i> For U Sam Oeur to translate classical Khmer literature into the Cambodian language to inspire young Cambodians to learn about their cultural heritage.	26,000	26,000	0
Intermedia Arts Minnesota <i>Minneapolis, MN</i> For Mark Kwok-Wah Tang to research and document through film the Asian-American immigrant experience in rural America.	26,200	26,200	0	Arts and Diversity Total	\$287,666	\$190,666	\$97,000
Minnesota Food Association <i>St. Paul, MN</i> For Sandra Menefee Taylor to research and study ways artists have participated in the healing process of humans and the land.	32,000	0	32,000	Partners in Giving Program			
Minnesota Hispanic Education Program <i>St. Paul, MN</i> For Eva Lopez to study nontraditional art to use to teach community conflict management and to critique Latino social and cultural approaches, particularly to theater.	30,000	0	30,000	Partners in Giving St. Paul Companies match for employee, retiree, and board member donations to arts, education, health and human services and community development.	622,402	622,402	0
Riverview Economic Development Association <i>St. Paul, MN</i> For Amy Cordova to increase her effectiveness as an artist working in a variety of cultures.	33,000	33,000	0	Top Brass Partners in Giving St. Paul Companies match for Top Brass agency donations to nonprofit arts, education, health, human services and community development organizations.	68,411	68,411	0
				Partners in Giving Total	\$690,813	\$690,813	\$0
				Advancing the Nonprofit Sector Total	\$2,410,241	\$2,314,341	\$375,775
				Grand Total	\$10,249,682	\$8,829,084	\$4,173,347

Community Affairs Staff

St. Paul Companies
Corporate Headquarters

Deb L. Anderson,
*Community Affairs
Secretary*

Monica Bryand,
*Community Affairs
Administrator*

Julia Greil,
*Community Affairs
Data Entry Clerk*

Ron McKinley,
*Community Affairs
Program Manager*

Mary Pickard,
*Community Affairs
Officer*

Application Process and Procedures

The St. Paul makes grant decisions quarterly for operating, capital and special project funding requests. Organizations seeking funds for programs that have not previously received funding from The St. Paul should begin the process by submitting a one-page letter describing the new request. This will enable The St. Paul to respond by phone or in writing within two weeks to determine whether the organization should move ahead with a complete application. Application materials and deadline dates can be obtained by calling (612) 310-7757, or by writing to:

Community Affairs Department
The St. Paul Companies, MC 516A
385 Washington Street
Saint Paul, Minn. 55102

When submitting grant proposals:
In the Saint Paul-Minneapolis area, two copies of each grant proposal should be sent to the address listed above.

Outside of the Saint Paul-Minneapolis area, inquiries should be directed to the nearest St. Paul office listed below. Two copies of the proposal should be sent to the local office.

St. Paul Offices

Dave Birkenhauer, President
Northwest Region
St. Paul Fire and Marine Insurance Co.
700 Fifth Avenue, Suite 4200
Seattle, Wash. 98104-5028

Robin Critelli, President
California Region
St. Paul Fire and Marine Insurance Co.
#2 Embarcadero Center, Suite 1300
San Francisco, Calif. 94111

James F. Duffy,
President and CEO
St. Paul Reinsurance Management Corp.
195 Broadway
New York, N.Y. 10007

Chuck Gallagher, President
North Coast Region
St. Paul Fire and Marine Insurance Co.
P.O. Box 6009
Cleveland, Ohio 44101-1009

Jack Hammar, President
Western Region
St. Paul Fire and Marine Insurance Co.
P.O. Box 441565
Aurora, Colo. 80044-1565

Larry Lawson, President
Mid-Atlantic Region
St. Paul Fire and Marine Insurance Co.
Parkview Building
5821 Fairview Road, Suite 500
Charlotte, N.C. 28209-3670

David Litzkow, President
Great Lakes Region
St. Paul Fire and Marine Insurance Co.
500 W. Madison St., Suite 2600
Chicago, Ill. 60661-2594

Dave Loritz, President
Midwest Region
St. Paul Fire and Marine Insurance Co.
P.O. Box 2954
Overland Park, Kan. 66201-1354

Hugh MacWilliam, President
Eastern Metro Region
St. Paul Fire and Marine Insurance Co.
P.O. Box 203
Iselin, N.J. 08830-0203

Jim Mason, President
Southern Region
St. Paul Fire and Marine Insurance Co.
2301 E. Lamar Blvd., Suite 400
Arlington, Texas 76006-7472

Eric Puntney, Vice President
Customer & Agency Services
St. Paul Personal Insurance
500 Economy Court
Freeport, Ill. 61032

Regional President
New England Region
St. Paul Fire and Marine Insurance Co.
P.O. Box 8848
Boston, Mass. 02114-0906

Robert Slaughter, President
Upper Midwest Region
St. Paul Fire and Marine Insurance Co.
Northland Executive Office Center
3600 W. 80th Street, Suite 400
Bloomington, Minn. 55341-1079

Frank Westpfahl, President
Southeast Region
St. Paul Fire and Marine Insurance Co.
100 Crescent Center Pkwy., Suite 1000
Tucker, Ga. 30084-7016



The St Paul

The St. Paul Companies, Inc.
385 Washington Street, Saint Paul, MN 55102
(612) 310-7911

Dear Applicant:

Enclosed are the guidelines and application materials you requested describing The St. Paul Companies Contribution Program. We are pleased to be able to make this information available to you.

The 1996 grant application deadlines are:

Application
Due Dates

December 15, 1995
March 15, 1996
June 15, 1996
September 15, 1996

Notification Letter
to Applicants by

March 15, 1996
June 15, 1996
September 15, 1996
December 1996

If you wish to inquire as to the "fit" of a particular request, we encourage you to submit a one-or-two page summary of your proposal before submitting a full application. Please address your inquiry to Ron McKinley. Refer to the specific guidelines contained in the enclosed material to help you as you prepare your inquiry. Also, effective January 1, 1996, *please submit two copies of your proposal and attachments.*

If you have questions about the guidelines, please feel free to contact Ron at 310-2623 or Deb Anderson at 310-7875.

Sincerely,



Mary E. Pickard
Community Affairs Officer

All information should be mailed to the following:

Community Affairs Department – MC 516A Phone: (612) 221-7757
 The St. Paul Companies
 385 Washington Street
 St. Paul, MN 55102-1396

COVER SHEET

Please provide the following information, in this order, to the Community Affairs Department at The St. Paul Companies. Please generate this cover sheet on your computer or typewriter and add it to the narrative & budget describe on the next two pages.

GENERAL INFORMATION

- Date of request
- Name of organization
- Address of organization
- Executive Director (*First Name, Middle Initial and Last Name*)
- Contact person (*First Name, Middle Initial and Last Name*)
- Title
- Telephone number
- Fax number (*If available*)
- Name under which organization appears in current IRS cumulative listing

REQUEST SUMMARY

- Purpose of request-*Summarize request in 50 words or less*
- Geographic area and descriptive data about population served for this request and number of people served per year
- Amount being requested
- Total amount needed for above purpose
- Period of time grant monies needed: (*Mo/Yr*) - (*Mo/Yr*)
- Other sources approached for project and/or operating support, amounts requested and status of request

BOARD APPROVAL

We certify on behalf of this organization that it is an organization having received a ruling from the Internal Revenue Service that it has 501(c)(3) status, such status is in full force and effect on the date of this application, and that we know of no facts or information that might cause the organization to lose its 501(c)(3) status. We also certify that the purpose of this request is charitable and that monies received from The St. Paul will be used solely for the project stated.

 Date of Approval of request by your Board of Directors

 Signature Board of Directors

 Signature of Executive Director

GRANT APPLICATION - NARRATIVE

(maximum of 5 pages)

Describe your Organization

- Dates of fiscal year: (Mo/Yr) - (Mo/Yr)
- Organization mission, goals and objectives (2-3 sentences).
- What major changes have taken place in your organization in the last two years?
- Briefly describe your organization's history and major accomplishments.
- Describe your current programs and activities.
- Geographic Area and descriptive data about population served for entire organization *(if different from request summary.)*
- Number of People Served/Year for entire organization *(if different from request summary.)*

Organizational Structure/Administration

- Briefly describe how your organization works: What are the responsibilities of the board, staff, volunteers, and if a membership organization, the members?
- How representative are these groups (board, staff, etc.) of the communities with which you work? Please outline general demographics of the organization.
- Who will be involved in carrying out the plans outlined in this request? Include a brief paragraph summarizing the qualifications of key individuals involved.

Describe your request

- How do you think your request fits within The St. Paul's guidelines?
- What are the goals, objectives and activities/strategies involved in this request? What is your timeline?
- Description of how request helps achieve those objectives.
- If other than general operating support, describe the program for which you seek funding, why you decided to pursue this project and whether it is a new or ongoing part of your organization.
- If you are a grassroots group, describe your community. If you are a state, regional, or national organization, describe your work with local groups, if applicable, and how other regional and/or national organizations are involved.
- Describe systemic or social change you are trying to achieve.
- Problem statement: what problems, needs, or issues does it address?

Evaluation

- Describe your plan for evaluating the success of the project or for your organization's work. Who will be involved in evaluating this work—staff, board, constituents, community, consultants? How will the evaluation results be used?

ATTACHMENTS *(supply everything listed below)*

- Evidence of tax exempt status from the Internal Revenue Service: 501(c)(3) Determination Letter.
- Evidence of registration with the Attorney General's Office *(For Minnesota organizations only)*.
- List of Board of Directors and affiliations.
- Most recent CPA Audit or, if unavailable, most recent financial statement.
- Organizational chart.
- Summary of current and/or past financial and volunteer involvement with The St. Paul.

Finances

- Organization's current annual operating budget. *(See attached budget format)*.
- Current project budget, if other than general support. *(See attached budget format)*.
- List 10 largest single sources and respective amounts of overall organization revenue.
- Any other information that would help us assess your application.

CAPITAL OR ENDOWMENT REQUEST *(attach the following additional information)*

- Campaign case statement.
- Description of how the monies raised will be used.
- Operating budget projections that show the campaign impact on annual revenues and expenses.
- The campaign fundraising plan, including sources approached and pledges to date.

GRANT APPLICATION – BUDGET

If you already prepare organizational and project budgets that approximate this format, please feel free to submit them in their original forms in lieu of completing this form. **You may reproduce this form on your computer or simply fill in the blanks.**

Budget for the period: _____ to _____

Expenses		Revenue	
Item	Amount	Source	Amount
Salaries & wages	\$ _____	Government Grants & contracts	\$ _____
Fringe benefits & payroll taxes	\$ _____	Foundations	\$ _____
Consultants & professional fees	\$ _____	Corporations	\$ _____
Travel	\$ _____	Earned Income	\$ _____
Equipment	\$ _____	United Way, Combined Federal Campaign & other federated campaigns	\$ _____
Supplies	\$ _____	Individual contributions	\$ _____
Printing & copying	\$ _____	Fundraising events & products	\$ _____
Telephone & fax	\$ _____	Membership income	\$ _____
Postage & delivery	\$ _____	In-kind support	\$ _____
Rent & utilities	\$ _____	Other (specify)	\$ _____
In-kind expense	\$ _____	_____	\$ _____
Other (specify)	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	_____	\$ _____
_____	\$ _____	TOTAL REVENUE	\$ _____
TOTAL EXPENSE	\$ _____	BALANCE	\$ _____

1995 ANNUAL REPORT

GROTTO FOUNDATION

Audited Financial Report

1995
March 31, 1995

GROTTO FOUNDATION, INC.

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GROTTO FOUNDATION, INC.

As of November 1, 1995

Officers

William B. Randall	President
Louis F. Hill	Vice President
Malcolm W. McDonald	Treasurer
Margaret R. Thomas	Secretary

Directors

Austin J. Baillon
John E. Diehl
Louis F. Hill
William B. Randall
Mary K. Manuel
Malcolm W. McDonald
Elizabeth Pegues Smart

Members

Austin J. Baillon
Louis F. Hill
Scott Wisdom
Malcolm W. McDonald

Emeritus Members

A.A. Heckman*
Louis W. Hill, Jr. **
Irving Clark

Executive Director

Margaret R. Thomas

Program Officer

Mirelle D. Bloch

Address

Grotto Foundation, Inc.
West-1050 First National Bank Building
332 Minnesota Street
Saint Paul, Minnesota 55101-1312
612/224-9431
FAX 612/224-3439

(Corporate program and financial records are kept at the above address.)



Louis W. Hill, Jr. (1902 - 1995)

Louis W. Hill, Jr.

April 6, 1995, marked the death of Grotto Foundation founder Louis W. Hill, Jr. Foundation Board and staff mourned this passing, as did members of a vast community of people touched by his generosity and vision.

The Grotto Foundation has been shaped by Louis Hill's interests, passions and accomplishments. He knew that money was not a solution to the problems of society, but a tool to be used with equal parts of conviction and tenacity. He believed in the capability of people to improve their own lives in their own ways. As a reflection of this knowledge and belief, he established a foundation with his trusted friend Al Heckman to assist communities in developing their self-reliance. Foundation resources have been, and will be, directed not on the basis of organizational stability or the merits of lavish proposals, but on glimmers of hope. The philanthropic philosophy that Louis Hill established in Grotto Foundation emphasized the delivery, not of money, but of help.

Grotto Foundation is one part of the extensive legacy of Louis Hill, a legacy that includes the establishment of the nation's first sister-city relationship with Japan; a long-standing relationship with Native American communities; and active involvement in organizations that give people dignity and strength using their own inner resources. With his guidance, Grotto Foundation has pursued a distinctive approach to meeting large social problems on a human scale. This approach will continue now in commemoration of Louis W. Hill, Jr.

St. Paul and the World: Louis W. Hill, Jr.

Throughout his life, Louis W. Hill, Jr., combined civic pride with a global vision. As a businessman, legislator, philanthropist and diplomat, he used his skills and resources to promote cultural understanding, empower underprivileged people, and strengthen his community.

A grandson of railroad baron James J. Hill, Louis was born in St. Paul, Minnesota in 1902. Civic pride motivated a lifetime of service to his city and state. From 1937 to 1951, he represented his community in the state legislature, taking a particular interest in making health care systems more effective. In 1949, he established the North Oaks Co. to develop one of the country's first private residential communities. He also served on the boards of the American Cancer Society and the Minnesota Society for the Prevention of Blindness; held offices in the Junior Chamber of Commerce, the Hallie Q. Brown Community House, the Selby District Commercial Club and the Scandinavian American Foundation; and was a patron of the Minneapolis Institute of Arts and the Minnesota Museum of American Art.

Two of Louis Hill's proudest accomplishments were achieved through his friendship to people of cultures widely divergent from his own. Interested in Native American cultures from Minnesota to Alaska, he was deeply honored to have been adopted by the Blackfeet nation, and given the name "Yellow Pinto Pony Rider." In the 1950's, he met with President Dwight Eisenhower about the need for person-to-person diplomacy with Japan following the World War; as a result, Hill helped to establish a Sister City relationship between St. Paul and Nagasaki, Japan -- the first relationship of its kind in the U.S. In recognition of this work and the international relationships that grew from it, Louis Hill was awarded the Order of the Rising Sun medal by the Japanese government in 1987.

Community involvement and cultural understanding were also the hallmarks of Louis Hill's philanthropic legacy. He was a director and trustee of the Northwest Area Foundation, established by his father in 1934. In 1964, he was instrumental in establishing the Grotto Foundation to empower grassroots human service programs, and helped his brother establish the Jerome Foundation to support the arts. For over thirty years, until his passing on April 6, 1995, Louis Hill served as a trustee of the Grotto Foundation, helping to direct resources to more than 3,000 organizations.

March, 1996

Mission and Statement of Policy

The mission of the Grotto Foundation is to improve the education and the economic, physical and social well-being of citizens in culturally diverse groups. The Foundation is further interested in increasing public understanding of American cultural heritages, the cultures of other nations, and the individual's responsibility to his or to her fellow human beings.

Grotto Foundation, Inc., was founded in 1964 by Louis W. Hill, Jr. and incorporated under the provisions of the Minnesota Nonprofit Corporation Act, Minnesota Statutes Chapter 317. A resolution adopting Chapter 317A by restating the Articles of Incorporation and Bylaws was accepted by the Members and Directors on August 2, 1990.

The Directors have chosen to limit the Foundation's grantmaking program primarily to Minnesota. (In the past, grants were made in the four adjoining states of Wisconsin, Iowa, South Dakota, and North Dakota, as well as Alaska.)

Grotto Foundation does not make 1) grants to individuals; 2) grants for capital fund programs and projects; 3) grants to subsidize the writing and publishing of books, monographs, or articles for professional journals with the possible exception of publications which report on the outcome of research and experimentation supported by the Foundation; 4) travel grants; 5) grants for undergraduate and graduate student research projects; 6) grants to non-operating foundations and to non-profit organizations serving as conduits for re-granting of funds; 7) grants for general operations of organizations; 8) grants to subsidize programs primarily supported by government agencies; or 9) loans as "program related investments."

Grants are made for limited periods of time to assist programs which demonstrate new approaches to problems and needs. The Foundation gives careful consideration to the potential of an organization to continue supporting proposed programs after the grant period. The Grotto Foundation does not operate any institutions or organizations nor does it conduct research other than that essential for careful consideration of the applications received.

In reviewing proposals, the Foundation takes into account such factors as the critical need for funding and the extent to which additional funds for proposed programs are available from government and voluntary sources. Careful consideration is also given to the quality of the management of applicant organizations, including the participation of Boards of Directors in developing and maintaining financial policies and overseeing program operations.

All applications to Grotto Foundation must be in writing and must include evidence that the applicant organization has secured from the Federal Internal Revenue Service its tax-exempt status, and has filed annual financial statements with the appropriate state governmental agency. Grant guidelines are described at the end of this report.

Organizations sponsoring specific projects supported by the Foundation are expected to assume proper fiscal responsibilities for the grants made, as well as an assurance to the Foundation through program and financial reports that the purposes of the grant are being fulfilled and the funds properly administered. Any unexpected or unencumbered balances of grants not used for the specific purposes set forth in grant resolutions are to be returned to the Foundation.

Grotto Foundation does not participate financially or otherwise in propaganda or lobbying activities to influence legislation. It is the policy of Grotto Foundation to adhere to the letter and the spirit of the federal and state laws and the regulations of the Internal Revenue Service and the appropriate state departments as they relate to private foundations and their roles in American philanthropy.

In the past, special grants were made in support of particular programs in Alaska. Several years ago, our funder, interested in the problems of young people in Alaska, contributed to Grotto Foundation an amount of money restricted to the support of specific programs primarily for youth in that state. These restricted funds have now been allocated.

NOTE: A statement of management and programmatic objectives through which these policies will be implemented can be found elsewhere in this report.

Report on Management Objectives

Grantmaking is the activity most often associated with foundations, but is, in fact, only one component of any foundation's operations. In Fiscal Year 1995-96 Grotto Foundation will be guided by the following management objectives. In summarizing these objectives, and reporting on progress made on last year's objectives, we hope to place grantmaking in a broader context and give insight into our decision-making processes.

Objectives for Fiscal Year 1995-96

Grantmaking:

- Focus support toward smaller organizations working in their own communities. (Communities can be defined geographically, racially, ethnically, by ability or disability, or by other uniting factors.) The intention of Grotto Foundation is to strategically focus on organizations where technical assistance or small amounts of money -- typically \$3,000 - \$5,000 -- can make a significant impact.

Financial Management:

- Increase the independent viability of the Foundation by implementing a new Foundation Investment Policy adopted by the Board.
- Monitor investment management by investigating new investment opportunities and through quarterly analysis of the performance of current investment managers by the Board Finance Committee.
- Develop financial and informational reporting systems by analyzing the recently compiled database of grants made since 1964 as a guidepost for future revisions of the Foundation's funding philosophy statement.

Administration:

- Decrease administrative costs by:
 - upgrading technical capabilities through the increase of computer technology;
 - effectively utilizing administrative assistance in grants management, delivery of technical assistance and coordination of special projects;
 - maintaining a combination of grants and administrative budgets at less than 5.5% of overall assets.
- Continue involvement in projects associated with A.A. Heckman, former Grotto Foundation Executive Director (e.g. University Social Work History Archives; Hill Monastic Manuscript Library Fund Drive).
- Finalize a decision on the medium to be used for storing Foundation archives.
- Develop relocation plan and associated costs for Grotto Foundation.

Technical Assistance:

- Maintain technical assistance at its current level of 32% of available staff hours while developing new efficiencies.
- Provide technical assistance to community organizations, with a greater use of referrals for grant development and accounting assistance.
 - technical assistance activities will consist primarily of linking organizations to resources.
 - technical assistance will also be provided to assist organizations in strengthening strategic aspects of their administrative or financial capabilities so that resources from other foundations or public dollars can be procured.
- Develop parameters that define how technical assistance projects are selected and completed.

Progress on Objectives for Fiscal Year 1994-95

Grantmaking: The Foundation strengthened its focus on small organizations and strategic grantmaking. More than half of grant dollars were directed toward nineteen organizations with budgets of less than \$500,000. Seven grants to larger institutions were made in support of Native American projects (a long-term interest of Grotto Foundation), and five of these were awarded to educational institutions. Fiscal Year 1994-95 also saw an increase in grant allocations by Grotto Foundation, a total that rose to \$120,000 in grantmaking from \$105,000 the previous year.

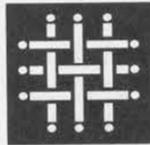
Administration: The effectiveness of grants administration was improved during Fiscal Year 1994-95 through:

- the addition of a part-time administrative assistant, which has improved staff efficiency and decreased the Foundation's need for outside consultants.
- the compilation of a computer database with information on more than 3,000 Grotto Foundation grants made since 1964, to be used in determining giving trends and setting grantmaking priorities for the future.
- a greater use of E-mail and fax transmissions for communication, made possible by improvements in computer technology.

As a result of increased effectiveness, administrative spending was significantly below 5.5% of the annual budget (the Board's target figure for the year).

Financial Management: The Board of Directors took an increasingly pro-active role in financial management during Fiscal Year 1994-95, instituting more rigorous monitoring of outside fund managers, developing financial and informational reporting systems, and establishing new guidelines for the withdrawal of funds from various accounts. Significant was the adoption of an investment policy statement that outlines plans for increasing the Foundation's fund balance to eight million dollars by the year 2000.

INDEPENDENT AUDITOR'S REPORT



Wilkerson, Guthmann + Johnson, Ltd.

Accountants Providing Solutions

John L. Phillippi
 Roger A. Katzenmaier
 James G. Platz
 Ronald H. Zuercher
 Randall J. Kroll
 Kirk D. Kleckner

Board of Directors
 Grotto Foundation, Inc.
 West 1050 First National Bank Building
 St. Paul, Minnesota 55101

We have audited the accompanying balance sheets of the Grotto Foundation, Inc. as of April 30, 1995 and 1994, and the related statements of revenue, expenses and changes in fund balance and cash flows for the years then ended. These financial statements are the responsibility of the foundation's management. Our responsibility is to express an opinion on these financial statements based on our audits.

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

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Grotto Foundation, Inc., as of April 30, 1995 and 1994, and the results of its operations and its cash flows for the year then ended, in conformity with generally accepted accounting principles.

Wilkerson, Guthmann + Johnson, Ltd.

St. Paul, Minnesota
 June 9, 1995

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BALANCE SHEETS

APRIL 30, 1995 AND 1994

<u>ASSETS</u>	<u>1995</u>	<u>1994</u>
Cash	\$ 62,322	\$ 12,068
Accrued Interest and Dividends Receivable	17,693	15,493
Other Receivable	3,000	
Investments, at Market Value		
Government Bonds and Convertible Securities (Cost - \$1,613,584 in 1995 and 1994)	1,167,328	1,346,868
Common Stocks (Cost - \$3,309,362 in 1995 and \$3,352,928 in 1994)	5,024,577	4,346,895
Cash Equivalents	207,979	180,252
Total Investments	6,399,884	5,874,015
Equipment (Net of Accumulated Depreciation of \$15,301 and \$12,223 in 1995 and 1994, respectively)	7,559	7,475
Total Assets	<u>6,490,458</u>	<u>5,909,051</u>
<u>LIABILITIES AND FUND BALANCE</u>		
Accounts Payable	3,279	3,451
Grant Commitments Payable	7,625	20,046
Federal Excise Tax (Receivable)	1,400	(186)
Total Liabilities	12,304	23,311
Fund Balance	6,478,154	5,885,740
Total Liabilities and Fund Balance	<u>6,490,458</u>	<u>5,909,051</u>

The accompanying notes are an integral part of the financial statements.



Wilkerson, Guthmann + Johnson, Ltd.
 Accountants Providing Solutions

**STATEMENTS OF REVENUE, EXPENSES
AND CHANGES IN FUND BALANCE**

YEARS ENDED APRIL 30, 1995 and 1994

	<u>1995</u>	<u>1994</u>
Revenue		
Interest	\$ 147,650	\$ 161,966
Dividends	65,306	84,670
Less: Investment and Agent Fees	(39,249)	(36,536)
Net Investment Revenue	<u>173,707</u>	<u>210,100</u>
Expenses		
Program Services:		
Grants to Charities	116,347	105,214
Consultative Support to Charities and Grants Management	114,135	64,525
Total Program Services	<u>230,482</u>	<u>169,739</u>
Management and General	30,193	82,834
Provision for Federal Excise Taxes	5,851	873
Total Expenses	<u>266,526</u>	<u>253,446</u>
(Deficiency) of Revenue Over Expenses Before Net Gains (Losses) on Investments	(92,819)	(43,346)
Net Gains on Investments - Realized	141,272	24,644
Net Gains on Investments - Unrealized	543,961	(53,651)
Net Gains (Losses) on Investments	<u>685,233</u>	<u>(29,007)</u>
Excess (Deficiency) of Revenue Over Expenses	<u>592,414</u>	<u>(72,353)</u>
Fund Balance, Beginning of Year	5,885,740	5,958,093
Fund Balance, End of Year	<u><u>6,478,154</u></u>	<u><u>5,885,740</u></u>

The accompanying notes are an integral part of the financial statements.



STATEMENTS OF CASH FLOWS

YEARS ENDED APRIL 30, 1995 AND 1994

	<u>1995</u>	<u>1994</u>
Cash Flows from Operating Activities:		
Excess (Deficiency) of Revenue Over Expenses	\$ 592,414	\$ (72,353)
Adjustments to Reconcile Excess (Deficiency) of Revenue Over Expenses to Net Cash (Used in) Operating Activities:		
Depreciation	3,078	3,741
Net (Gains) Losses on Investments	(685,233)	29,007
Net Loss on Sale of Equipment		441
Changes in Assets and Liabilities:		
(Increase) in Other Receivable	(3,000)	
(Increase) in Accrued Interest and Dividends Receivable	(2,200)	(404)
(Decrease) Increase in Accounts Payable	(172)	1,214
(Decrease) Increase in Grant Commitments Payable	(12,421)	16,046
Increase (Decrease) in Federal Excise Tax Payable (Receivable)	1,586	(19,575)
Net Cash (Used in) Operating Activities	<u>(105,948)</u>	<u>(41,883)</u>
Cash Flows from Investing Activities:		
Proceeds from Sales of Investments	1,209,428	889,250
Purchase of Investments	(1,050,064)	(838,038)
Proceeds from Sales of Equipment		759
Purchase of Equipment	(3,162)	(1,884)
Net Cash Provided by Investing Activities	<u>156,202</u>	<u>50,087</u>
Net Increase in Cash	<u>50,254</u>	<u>8,204</u>
Cash, Beginning of Year	12,068	3,864
Cash, End of Year	<u><u>62,322</u></u>	<u><u>12,068</u></u>
Supplemental Disclosure of Cash Flow Information		
Federal Excise Taxes Paid During the Year	\$ 4,265	\$ 4,600

The accompanying notes are an integral part of the financial statements.



NOTES TO FINANCIAL STATEMENTS

YEARS ENDED APRIL 30, 1995 AND 1994

1. Organization

The Grotto Foundation, Inc. was established in 1964 to provide support for projects which improve the educational, economic, physical and social well-being of citizens, with special focus on ethnic groups, children and youth.

2. Summary of Significant Accounting Policies**Cash and Cash Equivalents**

For purposes of the statement of cash flows, the Foundation considers all highly liquid investment instruments purchased with an original maturity of three months or less, other than those held for investment purposes under the custodial and management agreements, to be cash equivalents.

Investments

Investments are valued at market prices as determined at year end through published sources.

Net realized gain on sales of common stock is determined using the specific identification method. Lots of stock with highest costs are identified first as sold, as a means to minimize realized gain for tax reporting purposes.

Net unrealized appreciation or depreciation in the market value of investment securities, measured by the difference between the market value at year end and cost, if purchased in the current fiscal year, or market value at the end of the prior fiscal year, if held on that date, are recognized as gain or loss in the statement of revenue, expenses and changes in fund balance. Purchases and sales are recorded on the trade-date basis.

Interest income is recorded on the accrual basis and dividend income is recorded on the ex-dividend date.

Grants

Grants are recorded as expense in the period in which they are authorized by the Board of Directors.

Income Taxes

The Foundation is organized and operated as a private Foundation which is qualified for exemption from income taxes under Internal Revenue Code 501(c)(3). The Foundation is subject to federal excise taxes on net investment income.

Equipment

Equipment is stated at cost less accumulated depreciation. The Foundation depreciates equipment over its estimated useful life of five to ten years, using the straight-line method.



NOTES TO FINANCIAL STATEMENTS (Cont'd.)

YEARS ENDED APRIL 30, 1995 AND 1994

3. Grants

Grant activity for the years ended April 30, 1995 and 1994, was as follows:

	1995	1994
Beginning Grant Commitments Payable	\$ 20,046	\$ 4,000
Grants Made During the Year	119,347	105,214
Grants Paid During the Year	<u>(131,768)</u>	<u>(89,168)</u>
Grant Commitments Payable	<u>7,615</u>	<u>20,046</u>
Return of Grant During the Year	<u>3,000</u>	<u>0</u>

4. Operating Lease

The Foundation subleases its office space from Jerome Foundation. The sublease is an operating lease which expires August 31, 1996, and the agreement requires monthly rentals of \$946. Future minimum rental payments are as follows:

	Amount
April 30, 1996	11,576
April 30, 1997	<u>3,860</u>
Total	<u>15,436</u>

Rental expense was \$11,576 and \$11,351 for the years ended April 30, 1995 and 1994, respectively.

5. Expense Allocation

The Foundation contracts personnel services from the Jerome Foundation. Shared expenses are allocated to the Foundation indirectly, based on estimates of personnel time spent on the related Foundation activities, as well as direct allocation of expenses when identifiable. The expenses which are allocated include salaries, benefits and certain office and other expenses. Allocated expenses incurred for the years ended April 30, 1995 and 1994, excluding sublease rental expense which is detailed in Note 4, were approximately \$36,400 and \$28,000, respectively, of which \$1,097 was payable at April 30, 1995.

Expenses for the Foundation have also been allocated between program services and management and general based on estimates of personnel time spent in the respective areas, as well as direct allocation when applicable.



NOTES TO FINANCIAL STATEMENTS (Cont'd.)

YEARS ENDED APRIL 30, 1995 AND 1994

6. Federal Excise Tax

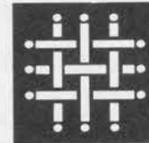
The provision for federal excise tax expense on net investment income for the years ended April 30, 1995 and 1994, was \$5,851 and \$873, respectively.

7. Pension Plan

The organization has a defined contribution plan which covers the full-time employees of the Foundation. Contributions to the plan range from 5.7% to 14% of employee compensation, with a 1% required employee match as defined by the plan. Pension expense for the Grotto Foundation, Inc. was approximately \$7,000 and \$6,200 for the years ended April 30, 1995 and 1994, respectively.

8. Financial Management

The Foundation pays for custodial and investment management arrangements with First Trust National Association, Mairs & Power, Wilke/Thompson, Piper Jaffray Inc. and Firstar Trust Company of Minnesota. The corporate articles of the Foundation provide for the Members of the Foundation to elect annually the Directors of the Foundation who appoint the Investment Managers.

INDEPENDENT AUDITOR'S REPORT ON
SUPPLEMENTARY INFORMATION**Wilkerson, Guthmann + Johnson, Ltd.**

Accountants Providing Solutions

John L. Phillippi
Roger A. Katzenmaier
James G. Platz
Ronald H. Zuercher
Randall J. Kroll
Kirk D. Kleckner

Of Counsel
Howard M. Guthmann
Austin J. Stibbe

Board of Directors
Grotto Foundation, Inc.
West 1050 First National Bank Building
St. Paul, Minnesota 55101

Our audits were made for the purpose of forming an opinion on the basic financial statements, taken as a whole. The accompanying information on pages 16 through 23 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements, taken as a whole.

Wilkerson, Guthmann + Johnson, Ltd.

St. Paul, Minnesota
June 9, 1995

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SCHEDULE OF FUNCTIONAL EXPENSES

YEAR ENDED APRIL 30, 1995
(WITH COMPARATIVE TOTALS FOR 1994)

	Program Services (Consultative Support and Grants Management)	Management and General	Totals	
			1995	1994
Salaries and Benefits:				
Salaries and Contracts	65,691	11,592	77,283	79,360
Payroll Taxes and Other Benefits	23,173	4,088	27,261	20,941
Total Salaries and Benefits	88,864	15,680	104,544	100,301
Office and Other Expenses:				
Rent and Utilities	10,154	1,792	11,946	11,802
Insurance	818	1,645	2,463	3,387
Professional Services		5,309	5,309	8,695
Travel and Parking	2,074	366	2,440	3,147
Office Expense	2,773	1,262	4,035	1,478
Telephone	1,104	195	1,299	1,178
Annual Report		1,992	1,992	1,941
Office Supplies	1,321	233	1,554	1,963
Meeting Expense	1,718	573	2,291	2,319
Postage	1,508	266	1,774	2,088
Printing	2,130	375	2,505	1,138
Publications and Subscriptions	811		811	967
Depreciation	2,616	462	3,078	3,741
Miscellaneous	244	43	287	3,214
Reimbursement of Expenses	(2,000)		(2,000)	
Total Office and Other Expenses	25,271	14,513	39,784	47,058
Totals	114,135	30,193	144,328	147,359



SCHEDULE OF INVESTMENTS

APRIL 30, 1995

	Face Amount or Number of Shares	Cost	Market
Government Bonds and Convertible Securities			
Piper Jaffray Institutional Government Income Fund	148,387	\$1,605,092	\$1,152,967
Sungard Data Systems, Inc. Subordinated Convertible Deb. 8.25% due 5/1/95	8,000	8,492	14,361
Total Government Bonds and Convertible Securities		1,613,584	1,167,328
Stocks			
ADC Telecommunications, Inc.	7,000	45,938	231,000
Advantage Health Corporation	650	9,562	18,200
Applebee's International, Inc.	900	8,382	19,800
Au Bon Pain, Inc.	800	15,900	10,800
Avid Technology, Inc.	550	12,325	22,172
Best Buy, Inc.	1,800	25,759	49,275
BGS Systems, Inc.	350	13,125	10,106
BHA Group, Inc.	620	10,304	8,060
Boole & Babbage, Inc.	525	6,825	15,159
Bristol-Myers Squibb Company	2,000	107,908	130,250
Broderbund Software, Inc.	800	9,437	39,600
Buffets, Inc.	2,700	39,425	27,338
CDW Computer Centers, Inc.	1,400	10,425	49,700
Cintas Corporation	800	23,600	30,800
Dayton Hudson Corporation	1,500	98,347	100,688
Dreyers Grand Ice Cream, Inc.	1,300	26,150	38,675
Elan PLC	850	22,942	30,069
Electric Arts	700	13,291	16,100
Emerson Electric Company	1,500	79,117	100,875
Fair Issac & Company, Inc.	300	13,613	13,875
Fastenal Company	2,040	16,957	54,060
First Bank Systems, Inc.	4,000	38,375	162,000
First Wisconsin Emerging Equity Growth Fund	47,512	985,579	1,229,444
Fiserv, Inc.	2,075	31,356	54,988
H B Fuller & Company	2,700	105,500	101,925
Gartner Group, Inc.	700	19,824	28,962
General Mills, Inc.	2,000	129,890	122,000
Grossmans, Inc.	2,600	11,779	6,175
Gymboree Corporation	800	19,287	18,800
Healthsouth Rehabilitation Corporation	1,600	16,561	31,600
Honeywell, Inc.	3,000	105,990	115,875
Hormel Geo A & Company	5,000	108,560	136,875
Idexx Labs, Inc.	1,200	11,894	51,600
International Business Machines Corporation	1,300	82,459	123,013
Johnson & Johnson	3,000	46,389	195,000
Jostens, Inc.	3,000	80,610	60,375
Landrys Seafood Restaurants, Inc.	750	22,116	25,969
Learning Company	950	18,683	24,938



GROTTO FOUNDATION, INC.

SCHEDULE OF INVESTMENTS (Cont'd.)

APRIL 30, 1995

	Face Amount or Number of Shares	Cost	Market
Marcomedia, Inc.	\$ 550	\$ 10,483	\$ 18,425
Manugistics Group, Inc.	750	5,546	7,525
Medtronic, Inc.	2,500	85,712	185,937
Mens Warehouse, Inc.	800	21,479	20,200
Merck & Company	3,000	14,873	128,625
Merrill Corporation	6,000	53,250	97,500
Micro Wholesale, Inc.	900	12,269	31,500
Minnesota Educational Computing Corporation	700	9,038	18,025
Minnesota Mining & Manufacturing Company	3,000	35,186	178,875
National Computer Systems, Inc.	4,000	63,000	71,000
Norand Corporation	400	15,700	12,200
Norwest Corporation	4,000	75,365	106,000
Paychex, Inc.	650	10,256	30,956
Pinnacle Systems, Inc.	400	5,795	7,300
Progress Software Corporation	400	18,558	16,200
Quality Food Centers, Inc.	850	28,355	17,266
Recovery Energy, Inc.	300	6,575	4,350
Roberts Pharmaceutical Corporation	550	16,852	13,475
Saber Software Corporation	500	4,843	3,500
St. Jude Medical, Inc.	2,000	57,000	86,000
St. Paul Companies, Inc.	3,200	54,619	153,600
Scherer R P Corporation	500	18,590	23,875
Sports & Recreation, Inc.	1,100	18,098	12,925
Sports Authority, Inc.	700	16,675	12,425
Staples, Inc.	1,575	23,275	37,997
Steris Corp.	500	17,823	19,750
Sungard Data Systems, Inc.	499	11,125	23,265
Talbots, Inc.	800	20,017	24,300
Tech Data Corporation	1,700	24,364	20,187
Tiffany & Company	500	18,733	16,062
Today's Man, Inc.	1,500	16,512	19,500
Unitrode Corporation	1,450	28,050	30,088
Watts Industries, Inc.	1,100	25,451	24,819
Zilog, Inc.	1,275	21,711	44,784
Total Stocks		3,309,362	5,024,577
Cash Equivalents			
Firstar Money Market Fund	4,714	4,714	4,714
Federated Prime Obligations Fund	203,265	203,265	203,265
Total Cash Equivalents	207,979	207,979	207,979
Total Investments		5,130,925	6,399,884



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GROTTO FOUNDATION, INC.

SCHEDULE OF GRANT COMMITMENTS AND PAYMENTS

YEAR ENDED APRIL 30, 1995

	Grant Commitments Payable 4/30/94	Grants Made During Year	Grants Paid During Year	Grant Commitments Payable 4/30/95
Advocating Change Together St. Paul, Minnesota General operating support	\$	\$ 5,000	\$ 5,000	\$
Alaska Public Radio Anchorage, Alaska To support start up of National Native News		15,000	15,000	
American Red Cross, St. Paul Chapter St. Paul, Minnesota Living with AIDS at Home: A Course for Caregivers		3,000	3,000	
Association of Black Foundation Executives Washington, D.C. General Operating Support		125		125
Augsburg College Minneapolis, Minnesota Ninth Annual Student Recognition Banquet for Native American Students		1,000	1,000	
COLORS Minneapolis, Minnesota A literary journal of reflection and opinion of Minnesota writers and artists of color		5,000	5,000	
Council on Foundations New York, New York Programs and activities for grantmakers in philanthropy		700	700	
Dayton Avenue Presbyterian Church St. Paul, Minnesota Development of Foster Care Mentoring Program of Ramsey County		4,730	4,730	
District 202 Minneapolis, Minnesota Programming for gay, lesbian, transgender and bisexual young people		2,500	2,500	



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SCHEDULE OF GRANT COMMITMENTS AND PAYMENTS (Cont'd.)

YEAR ENDED APRIL 30, 1995

	Grant Commitments Payable 4/30/94	Grants Made During Year	Grants Paid During Year	Grant Commitments Payable 4/30/95
Family Service of St. Croix Stillwater, Minnesota Youth mural painting project in the mobile home city of Landfall, Minnesota	\$	\$ 3,302	\$ 3,302	\$
The Foundation Center New York, New York General operating support		300	300	
Friends School of Minnesota Minneapolis, Minnesota Multi-cultural Outreach Program	2,500		2,500	
Hill Monastic Manuscript Library Collegeville, Minnesota A.A. Heckman Fund		5,000	5,000	
James Jerome Hill Reference Library St. Paul, Minnesota General operating support		2,500	2,500	
Hmong Minnesota Pacific Association St. Paul, Minnesota To provide summer jobs to Hmong youth workers		5,500	5,500	
Highland Park Middle School St. Paul, Minnesota To support the Parent Empowerment in Educational Excellence Program (S.P.L.A.S.H.)	1,500		1,500	
Independent Sector Washington, D.C. To support education about philanthropy		131	131	
Indianhead Council Boy Scouts of America St. Paul, Minnesota St. Paul Inner City Youth Programming		1,000	1,000	
Institute for Learning and Teaching St. Paul, Minnesota Project 120 which provides opportunities to view legislation in action for urban and rural Minnesota high school students		2,000	2,000	



SCHEDULE OF GRANT COMMITMENTS AND PAYMENTS (Cont'd.)

YEAR ENDED APRIL 30, 1995

	Grant Commitments Payable 4/30/94	Grants Made During Year	Grants Paid During Year	Grant Commitments Payable 4/30/95
Junior Achievement of Upper Midwest Minneapolis, Minnesota Partnership between Minnesota American Indian Chamber of Commerce and Junior Achievement of Urban American Indians	\$	\$ 2,500	\$ 2,500	\$
League of Women Voters St. Paul, Minnesota To support the research and distribution of the sourcebook <i>Indians in Minnesota</i>	2,500			2,500
Mankato State University Mankato, Minnesota Dental Health Program for Native Americans at White Earth, Cass Lake and Red Lake Reservations	2,296	2,649	4,945	
Metropolitan Center for Independent Living St. Paul, Minnesota Artists for Disability Pride Awareness Events		1,000	1,000	
Minnesota Alliance for Progressive Action Fund St. Paul, Minnesota To fund community wealth creation activities in Minneapolis and St. Paul		5,000	5,000	
Minnesota Coalition for Battered Women St. Paul, Minnesota Assist women of color and deaf women to attend the National Coalition Against Domestic Violence Conference in St. Paul		1,450	1,450	
Minnesota Council on Foundations Minneapolis, Minnesota Support programs in organized philanthropy		800	800	
Special programs on issues of racism and diversity in philanthropy		500	500	



SCHEDULE OF GRANT COMMITMENTS AND PAYMENTS (Cont'd.)

YEAR ENDED APRIL 30, 1995

	Grant Commitments Payable 4/30/94	Grants Made During Year	Grants Paid During Year	Grant Commitments Payable 4/30/95
Minnesota Indian Primary Residential Treatment Center, Inc. Sawyer, Minnesota Assistance in finding a development director	\$ 4,000	\$	\$	\$ 4,000
Moorhead State University Moorhead, Minnesota Retention of Native American students through student organizing activities		4,000	4,000	
National Charities Information Bureau New York, New York Services to Philanthropic Agencies		450	450	
Native Americans in Philanthropy Minneapolis, Minnesota General operating support		150	150	
Native American Journalists Association Minneapolis, Minnesota General operating support		8,000	8,000	
People for the American Way Washington, D.C. To support collaborations among St. Paul and East Metro School District Superintendents	2,000		2,000	
People of Phillips Minneapolis, Minnesota Phillips Agency's Initiative for Youth -- Summer events for young people		3,000	3,000	
Ramsey County Historical Society St. Paul, Minnesota General operating support		1,000	1,000	
Red School House St. Paul, Minnesota General operating support		1,000		1,000
Resource Center of the Americas Minneapolis, Minnesota To assist the RCA Board in adjusting employee salaries that are less than 50% of current nonprofit salaries	3,750		3,750	

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SCHEDULE OF GRANT COMMITMENTS AND PAYMENTS (Cont'd.)

YEAR ENDED APRIL 30, 1995

	Grant Commitments Payable 4/30/94	Grants Made During Year	Grants Paid During Year	Grant Commitments Payable 4/30/95
College of St. Scholastica Duluth, Minnesota Gashkiewiziwaad' Anishanabe Gikino'amaaganaag (Indian Students Achieving Program)	\$	\$ 5,000	\$ 5,000	\$
Sheldon Jackson College Sitka, Alaska To continue Grotto Scholarship Program in Natural Resources and Fisheries for Native American students		12,000	12,000	
Sisters of St. Joseph of Carondelet St. Paul, Minnesota An oral history project of the pioneer Sisters in Minnesota and North Dakota	1,500			1,500
United Cambodian Association of Minnesota St. Paul, Minnesota Comprehensive services to Cambodian elders		7,000	7,000	
Volunteer Braille Services Robbinsdale, Minnesota To develop statewide large print educational books for visually impaired students		3,000	3,000	
Women and Foundations/Corporate Philanthropy New York, New York National and local membership		60	60	
Women in the Trades St. Paul, Minnesota Programs in community education and technical assistance to women entering manual, mechanical, technical, craft or skilled trade jobs.		4,000	4,000	
	20,046	119,347	131,768	7,625
Highland Park Middle School St. Paul, Minnesota Return of grant payments to develop S.P.L.A.S.H., a parent involvement project		(3,000)	(3,000)	
Totals	<u>20,046</u>	<u>116,347</u>	<u>128,768</u>	<u>7,625</u>

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SAMPLE GRANT APPLICATION

Often people who write grant proposals are grappling with a tremendous task. They have a wonderful concept, community support and commitment, and are then confronted with the challenge of making their vision fit into pre-existing foundation guidelines. Unfortunately, as a result, many people are unnecessarily frustrated.

The following sample grant application, submitted by the College of St. Scholastica, contains the basic elements of a good grant proposal. It 1) describes an important community need; 2) presents a plan for addressing this need; and 3) demonstrates the organization's ability to carry out its plan. Grant applicants should also present financial information (which is not shared here) that reflects a full picture of the resources needed to carry out the plan, and an ability to secure these resources.

-- Grotto Foundation Staff and Board

AN APPLICATION TO THE GROTTO FOUNDATION
IN SUPPORT OF INDIAN STUDENTS ACHIEVING

OVERVIEW

The College of St. Scholastica has pioneered in developing a number of programs serving American Indian students. In 1972, St. Scholastica was the first private college in Minnesota to develop an American Indian studies major. In the 1980s, the College established what continues to be the only Ojibwe Bilingual/Bicultural Teacher Education program in the state. The program is fully licensed by the Minnesota Board of Teaching and partially funded by the U.S. Department of Education. One hundred percent of the Ojibwe bilingual program graduates are employed in the field of education.

St. Scholastica also offers a variety of services to help promote student success in college. A campus-wide student support services project assists first-generation, low-income, and minority students who are seeking a college degree. In addition, the College employs a full-time multicultural student services counselor to address the unique needs of students of color. The Grotto Foundation's support was instrumental in the initial development of this position.

On the pre-college level, the College actively encourages low-income and minority students to continue their education. The College operates three highly rated supplementary programs for students in tribal and public schools: an Upward Bound project which provides academic enrichment opportunities to disadvantaged youth, the PLUS Center (Promoting Learning among the Underrepresented in Science) which encourages girls and youth of color to pursue careers in mathematics and science, and Indian Students Achieving which the Grotto Foundation supported during 1992. This proposal seeks the Foundation's renewed commitment for the program during 1994-95.

NEED FOR THE PROGRAM

Minnesota had a high school graduation rate of 93.3 percent in May 1990, one of the highest in the nation. During the same period, the rate of high school completion among American Indian students was 48.8 percent. Despite the fact that the American Indian

school age population increased by 31.4 percent between 1980 and 1990, there were actually fewer American Indian students graduating from Minnesota high schools in 1990 than there were a decade ago.

The census data for individual reservations are consistent with the public school graduation rates. Among the four reservations served by the Indian Students Achieving program, the percentages of high school graduates among 18-24 year olds range from 45.3 percent to 64.9 percent. College graduation rates range from less than 0.1 percent to 2.3 percent. These data are illustrated below.

Reservation	% Completed High School	% Completed College
Bad River	64.9	< 0.1%
Fond Du Lac	59.8	< 0.1%
Leech Lake	45.3	0.4%
Red Cliff	51.6	2.3%

Source: Statistical Record of Native North Americans (Reddy, 1993)

One of every nine American Indian students discontinues his/her schooling each year. After the age of 16, when education is no longer compulsory in Minnesota, one of every five American Indian students drops out each year. The long-range trends are equally dismal. Only 54.8 percent of all Ojibwe people over the age of 25 have graduated from high school or received a GED; only 5.3 have graduated from college.

In order to address this situation, the College of St. Scholastica has collaborated with Indian reservations and organizations, public school districts, and tribal schools to plan and implement an educational enrichment program, Indian Students Achieving. This successful program, which is now entering its fourth year, is designed to encourage at-risk American Indian students to graduate from high school and to continue on in some form of post-secondary education.

PROGRAM DESCRIPTION

Indian Students Achieving is an educational enrichment and planning program which provides high school students with the opportunity to enhance their academic skills, learn about different career fields, and develop academic plans that will facilitate attainment of their goals. The program emphasizes hands-on teaching strategies; sustained interaction with college faculty; and role modeling by American Indian faculty, college students, and high school students. A mentoring program, described in greater detail later in this proposal, helps sustain the impact of the program over time.

Specific goals of the Indian Students Achieving program and related mentorship activities include:

1. To increase the number of at-risk American Indian youth who graduate from high school.
2. To increase awareness among American Indian youth and their parents of the importance of developing clear educational and career goals.
3. To enhance participants' understanding of different subject fields, the variety of post-secondary institutions in the region, and financial aid and admissions procedures for these area schools.

During the 1994-95 school year, we propose to offer two different educational series, with each series consisting of 15 day-long Saturday sessions. Twenty students will participate in each series, for a total of forty students during the year. The Fall 1994 series will serve students from the Red Cliff and Bad River Reservations in northwestern Wisconsin, most of whom are enrolled in the Ashland or Bayfield Public Schools. The Spring 1995 series will serve students from the Leech Lake Reservation and surrounding area. Financial support for the 1994-95 series is being sought from the Leech Lake Tribal Council, the Otto Bremer Foundation, and the Grotto Foundation. We also plan to discuss the program and its funding needs with casino representatives.

PLAN OF ACTION

Indian social work aides and home/school coordinators in the schools served by the program will be asked to recommend at-risk students that they feel would benefit from the program. Students will then receive a written description of the program and parental consent forms. (NOTE: Copies of these materials were included with the grant application.)

Format. Each Saturday session will be approximately five hours in length. Topics for the fifteen sessions will range from Indian Art and Ojibwe Bilingual Education to Computer Science and Entrepreneurship. (Lists of the session topics from past series were included with the application.) Parents will be invited to attend the final session; this will enable them to participate in graduation exercises and have the opportunity to meet college staff.

Students will receive a combination of stipends and incentives to encourage regular attendance. This arrangement has provided the motivation for at-risk students to devote their Saturdays to school activities. It has also helped generate parental support for the program, since many families depend upon students' part-time weekend employment to meet their financial obligations.

Role Modeling and Effective Teaching. The program emphasizes role modeling by American Indian people. A number of the project faculty are of American Indian ancestry; the project director and several instructors are graduates of the Ojibwe Bilingual Teacher Education Program at St. Scholastica. In addition, two American Indian college students will serve as teaching assistants, helping with small-group activities during classes and with recreational programming during lunch and breaks. This interaction will benefit the teenage participants and will also provide valuable practical experience for college students majoring in Ojibwe Bilingual Teacher Education. Finally, two past participants from earlier series will serve as peer assistants during each session. This will enable them to serve as role models to their peers and will also promote their own continued growth.

Each class session will involve at least four adults (instructor, project director, two teaching assistants) as well as two peer assistants. This 20:4 student:adult ratio will enable the program to meet the needs and aptitudes of students at different grade levels within one classroom. Moreover, instructors are encouraged to emphasize hands-on teaching strategies and individualized and small group instruction whenever possible.

Mentoring. With the support of the Grotto Foundation, the College added a mentoring component to Indian Students Achieving during 1993. This links past and present program participants with American Indian college students in an effort to sustain and extend the impact

of the program. Mentors work with their protégés on developing academic skills, motivation, self-esteem, and career plans. Mentors meet weekly with their protégés and keep journals of their interactions. They also enroll in a practicum entitled EDU 277 - American Indian Mentor Practicum/Section 70; the practicum requires them to attend bi-weekly discussion sessions with other mentors and the project director. It also provides them with reading materials relating to mentoring relationships. To date, thirty college students and high school students have participated in the mentoring program; all are very enthusiastic about its impact. (A letter from a current mentor was included with the application.)

Staff Qualifications. The program coordinator, Peg Saice, is a graduate of the College's Ojibwe Bilingual Teacher Education Program and has a Minnesota teaching license. She is responsible for all organizational aspects of the program, including recruitment, scheduling, planning, follow-up, and evaluation. She receives assistance in these tasks from other faculty and staff. (A copy of the project director's resume was included with the application.) Instructors are recruited primarily from the St. Scholastica faculty.

PROGRAM ACCOMPLISHMENTS

The program has just completed its third full year. Enthusiasm for the program is evident in the excellent attendance rates, in the large numbers of students who want to return as peer assistants, and in comments and letters received from parents, students, aides and mentors. Excerpts from several letters are included below.

"I can't say enough good about what this program has provided for our students. I have no doubt that these students will continue to excel in whatever they try. Several are already involved in extra programs here."

"I sincerely believe this program will be of great benefit in planning their education plans in the future. For some of them it opened up a whole new world that they previously thought was inaccessible to them."

"I have participated in the Mentor program at The College of St. Scholastica for over one year. In that year, my experience with this program has enriched my life... The future leaders of our community are being formed now. They need to be empowered and encouraged in their life's pursuits. I believe that your mentoring program is a win-win situation for all involved."

(The full text of these letters was also included among application attachments.)

Indian Students Achieving has served more than 120 students since its inception in 1991. The program director continues to maintain contact with many of the previous participants and conducts follow-up studies each spring to ascertain the lasting impact of the program. The most recent study found that 80 percent of the 120 students who participated in the program have either graduated from high school or are still enrolled and making satisfactory progress toward their diplomas. Only 5.7 percent have dropped out of school; this is substantially below the overall drop-out rate among American Indian students of more than 50 percent. This success rate is even more impressive when one considers that the program serves at-risk students, none of whom were expected to graduate from high school. The remaining 14.3 percent of the participants have moved away and could not be contacted for follow-up information.

PROJECT FUNDING

Over the past three years, Indian Students Achieving has benefitted from the support of nine local, state and national foundations. The annual budget for two 15-week series and the mentor program is \$83,131; the College contributes \$17,599 and the remainder is sought in grant support. (*Attachments included a list of previous and current funders and a line-item budget for the project.*) St. Scholastica is committed to maintaining this excellent program. On the other hand, we recognize that support from the foundation community for any particular project cannot extend indefinitely. Accordingly, the College has developed both interim and long-term funding strategies to ensure the continuation of the program.

On a long-term basis, plans have been made to incorporate Indian Students Achieving with the College's Upward Bound program, beginning in 1995-96. This will enable the College to continue to provide educational enrichment and planning services to American Indian youth within the context of the federally funded Upward Bound program.

On an interim basis, the College is currently seeking a combination of foundation and tribal support to continue the program during 1994-95. This interim funding will serve as a bridge to the 1995-96 year when Indian Students Achieving is incorporated into the Upward Bound program. The director has already begun to discuss the program with tribal representatives and has a formal meeting scheduled with the director of the Leech Lake Tribal Council to discuss the proposal. This is the first time that tribal support has been sought for the Indian Students Achieving Program. We are also planning to discuss funding needs with casino representatives in the near future.

CONCLUSION

Indian Students Achieving provides important assistance and encouragement for American Indian youth to complete high school and continue on with post-secondary education. Evaluation results confirm that the program is having a significant impact on the goals and aspirations of participants.

The College looks forward to continuing this program in future years under the auspices of the federally funded Upward Bound program. Grant support from the Grotto Foundation and other private and tribal sources would provide critical bridge funding for 1994-95. Viewed in this light, the proposed grant will not only be an investment in the lives of the forty students who participate in the program during the current year but in the lives of all future participants as well.

GRANT APPLICATION OUTLINE

NOTE: *The following guidelines were developed to give the Grotto Foundation as much information as possible about your project and organization—NOT as an obstacle to potential applicants. The Grotto Foundation will accept the Minnesota Common Grant Application with the attachments outlined in Section 6), Appendix. In lieu of that, the following guidelines are to be used as a guide and only as a guide. It is far more important that you tell your story as completely as possible than it is for you to answer questions which may not seem to be applicable.*

INFORMATION RECOMMENDED FOR ALL APPLICANTS**1) OVERVIEW**

- A. Provide a brief description of how the community demonstrates a need for the program. The summary can include information that contributes to our understanding of the reason for the project.
- B. A brief description of the involvement of your organization in the community, the history of the organization, and its relationship to other programs or agencies in the community.
- C. Any additional information which would contribute to an understanding of the impact your organization has had on the community over time.

2) THE PROJECT AND ITS IMPACT OR CASE FOR OPERATING SUPPORT

- A. A brief description of how the project was developed, including a discussion of community involvement.
- B. Specific information about the project which would contribute to an understanding of its goals and objectives, its oversight, and its impact.
- C. A brief description of the methods you propose to use for intermittent or final evaluation. Please use examples which will give staff an idea about how you determine the cost effectiveness of your success.
- D. A brief discussion of how this program will benefit not only the individuals involved in the project, but the community at large by the contribution of your knowledge; how this program will improve the functioning of an agency, service or department; or how this program will implement a new method or new application of knowledge previously not provided to the community.
- E. Describe any obstacles you foresee which may impede the success of your project and provide information contributing to an understanding of how you plan to overcome these obstacles.

3) MANAGEMENT AND ADMINISTRATION

- A. A brief description of the cumulative experience you have as a staff and how it will effect the program.
- B. A brief description of the key personnel responsible for the development and success of the project and information contributing to an understanding about their special expertise in dealing with this particular project in this particular community.

- C. A brief description and/or listing of any advisory committees or outside consultants which you may have used to develop or to oversee the project.
- D. Any additional information which would contribute to an understanding of how your organization and project is effectively managed. Additional information may be especially important for emerging organizations, or for organizations undertaking projects which are very new for them.

4) FINANCIAL ANALYSIS

- A. Provide last year's actual income and expense statement, balance sheet, this year's budget and next year's budget for your entire agency. If the budget for next year has not yet been developed, please discuss some of the assumptions you will use and some of the programs you will change in developing the budget.
- B. If applicable, provide last year's actual income and expense statement, this year's and next year's budget for your project. If this is an economic development project, include any financial summaries, proformas or agreements.
- C. Provide information which would contribute to an understanding of any significant changes in the financial health of your agency or project. Also, provide any information which would account for changes in programming or for substantial line item changes.
- D. Provide a brief discussion of any in-kind or non-cash contributions to your organization or project, if applicable. Conversely, would this project contribute to the income of the nonprofit or the community?
- E. Provide a brief discussion of your revenue base including information about how the project will be sustained after this grant period. Please include in your discussion evidence that you have approached other grantmaking agencies for support. If you believe that Grotto Foundation should be the sole source of financial support for this project, please be prepared to provide information which would justify this assumption.
- F. For many non-profits, financial stability is a problem. If your financial information indicates instability, in either your project or your agency as a whole, consider directly addressing this issue and your plans to deal with it, in your written materials.

5) OBSERVATIONS

- A. Provide a brief discussion of any additional information which could contribute to the Foundation's understanding of specific problems which the community is facing and which you are tackling. This information may be in the form of newspaper quotes, extracts from pamphlets, additional statistics, or a bibliography of reading materials.
- B. Provide any additional information that you feel Grotto Foundation may need to make an informed decision about your application.

6) APPENDIX

The following items are required of all applicants:

- A. The applicant's updated 501(c)(3) letter from the Internal Revenue Service.
- B. The applicant's registration receipt from the Minnesota Attorney General's Office Charities Review Section or, where required by law, the appropriate state governmental agency.
- C. The name(s) of Chief Administrative Officer(s) of applying organizations.
- D. A statement of agreements signed by the administrative officer(s) and by the Board Chair which include the following:
- 1) A statement endorsing the proposal and agreeing that the organization will assume the full responsibilities involved and the proper fiscal management of and accounting for any grant received, and will make certain that any reports required by the Grotto Foundation are submitted on time.
 - 2) A statement to submit regularly and on time such progress evaluations and financial reports as are requested by the Foundation. It is assumed that unless a special request is made by the Foundation, that a final report be submitted upon the completion of the grant. The Foundation usually requests semi-annual progress and financial reports and may request additional reports if appropriate, and if agreed upon mutually by the Foundation and the organization.
 - 3) A statement that no part of the grant from the Foundation will be used to support propaganda for, or in opposition to legislation, either enacted or proposed, or in campaigning for or against any candidate for a public office, or to employ or compensate officials contrary to Section 49401(D) of the Internal Revenue Code. In addition, the agency will not use this grant for the purposes of funding what is perceived to be grassroots lobbying under the revised Internal Revenue Code of 1988.
 - 4) A statement that this proposal has been reviewed by the Board of Directors of the applying organization, or will be reviewed at a Board meeting and give the date of that meeting.
- E. A list of the Board members and their affiliations. Also, a statement regarding the existence of a Governing Board which meets regularly. State the size of the Board, frequency of meetings and average number of Board members attending each meeting.
- F. The most recently audited financial reports, if your agency requires an audit.
- G. Letters of support for the project by community members, cooperating agencies, or other members of the community.

GROTTO FOUNDATION, INC.

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332 Minnesota Street
St. Paul, Minnesota 55102-1515
612-224-1994
FAX 612-224-1995





H.B. Fuller Company

1995 Community Affairs Annual Report



®

H.B. Fuller Company

Message from the President

Over the 39 years I've been affiliated with H.B. Fuller Company, I have witnessed countless examples of our employees' dedication to their communities. Their efforts, backed by the Board of Directors' encouragement and commitment of company funds, are an unbeatable combination.

We are very proud of the 75 Community Affairs Councils in North America, Europe and Latin America. Their 450 participating employees are directly responsible for our corporate community involvement achievements. In 1995 alone 150 community service projects were completed involving hundreds of additional employees, friends and family members. And now our Asia/Pacific group has added three new committees — in Japan, Australia and New Zealand — to our roster of Community Affairs Councils.

For more than 15 years, our charitable contributions were distributed at a level equaling five percent of prior year's U.S. pre-tax earnings. Now that we've become a global corporation, we believe our investment in communities likewise should be global. So, in a 1992 resolution by the company's Board of Directors, we set a challenging goal for ourselves and a pacesetter goal for others within the world

of business: to progressively increase community affairs funding to a level equaling five percent of prior year's worldwide earnings.

In 1995 we contributed 3.5% of our pre-tax worldwide consolidated 1994 earnings to support the activities and grants described in this report. We'll duplicate the 3.5 percent again in 1996.

Our employees confirm for us that we can have greater impact in our communities when we focus our efforts. They tell us they want to address the needs of children and youth in their cities and towns, that they want their communities to be healthy and safe places to raise children. Their voices give us the strategic focus we have today. That's why much of the investment from both the company and the foundation is directed to programs and organizations serving youth.

The foundation was able to support organizations which work with youth issues in four of our key communities — Palatine (Chicago), Illinois; Paducah, Kentucky; Roseville (Sacramento), California; and Covington (Atlanta), Georgia as well as continuing its support to similar groups in Minnesota.

There is no question that all businesses face a very competitive environment. At the same time, needs in communities

continue to escalate. More businesses must commit themselves to participation in their communities. Individual citizens must do more on their own to make their communities prosperous and safe. We are investing in our future and the future of our children. We may not see the results today, but I know we do make a difference in the lives of people.

I encourage you to explore this report thoroughly. Its content provides answers to many of the basic questions asked about our community affairs program. Within these pages you'll also find many examples of why I, and all of us, take great pride in being associated with H.B. Fuller Company.

In closing, I want to recognize all the employees who make our program work so effectively — the presidents of each Community Affairs Council and our small, but competent professional staff: Roxana Viquez and Alicia Melendez in Latin America; Alex Willems and Dagmar Krappe in Europe; Glenn Carland in Asia/Pacific; and our U.S. corporate staff, Karen Muller, Naida Kissner and Stacey Connors.



Walter Kissling
President and Chief Executive Officer



Walter Kissling also supports the company's philosophy of community involvement through service on boards of nonprofit organizations. After visiting a children's creative arts program in Costa Rica, Walter said: "The net result of the program was to, first of all, bring happiness into the lives of these children. Then the program gave them a sense of accomplishment through the creation of something beautiful."

Given the intense competition in the global market, why does Fuller set aside a percentage of pre-tax earnings for a community affairs program?

"Running a business is a privilege, not a right. An essential part of that privilege is the need to put time and money back into the local communities."

That statement by Elmer Andersen, retired CEO and Chairman of the Board, is often quoted by Fuller employees. It is the backbone of the company's commitment to being a good corporate citizen. That commitment does not come without cost—in dollars and in employee involvement. However, in good times and in lean times, the Board has never wavered in its commitment to set aside a percentage of pre-tax earnings for reinvestment in the communities where we live and do business.

What value does the company receive for the dollars invested in the program?

It may not be possible to put a "bottom line" value to the investment of financial support and employee involvement in Fuller's community affairs program. However, we know that it makes a difference to those organizations that receive a grant to continue their efforts. We know employees take pride in working for a company that has a reputation for being a good corporate citizen.

While H.B. Fuller spends an increasingly substantial amount of

capital on community affairs programs, the real return on this investment comes as a product of the active participation of employees. Community affairs gives people an opportunity to learn about their communities, the chance to learn a new skill and, by working together as a group, to build cohesiveness among employees.

Why does Fuller have a decentralized program with community affairs councils in Fuller locations worldwide?

The decentralization of Fuller's community affairs program provides employees with the opportunity to address specific issues within their community. Grant requests are reviewed and community services projects planned by employees who have first hand experience with the problems encountered daily in their community. We feel it is the best way to be certain we are tuned in and active in the communities where employees live and work.

How does the Community Affairs Program address the issue of different cultures in the countries where the program has been replicated?

Again, because the community affairs councils are made up of employees living in the community, it is the local council which selects the activities and addresses the needs in a manner that is appropriate for the local culture. Core company values are the same country to country. And, universally people are willing to help out when they see a need.

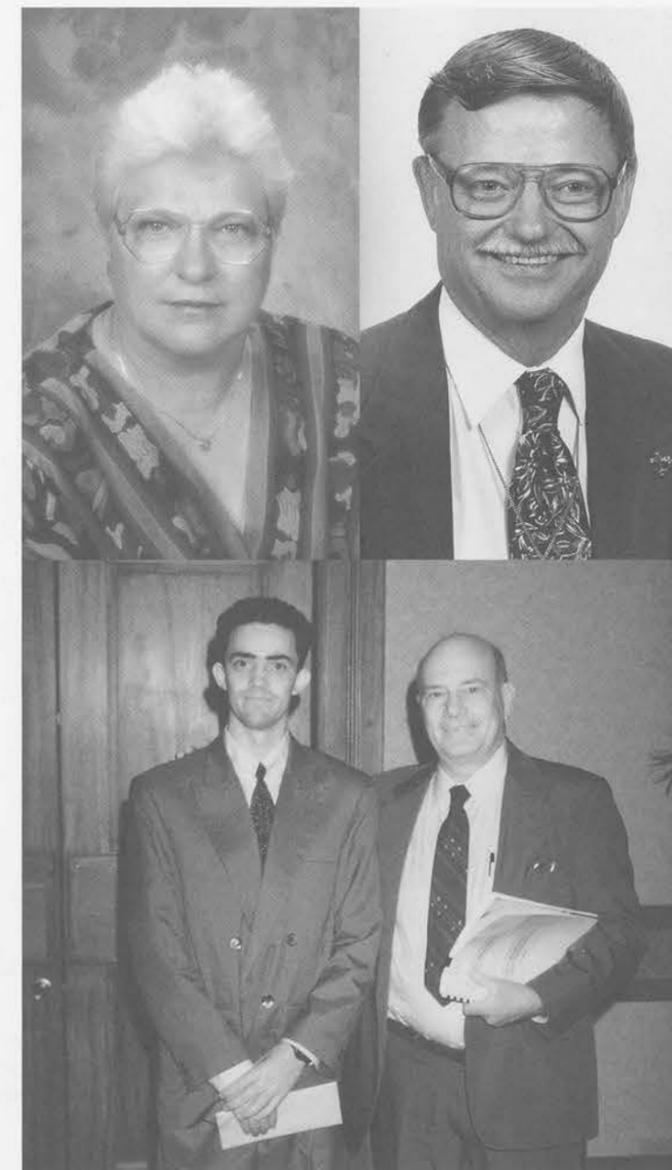
The Company encourages employee volunteerism. Doesn't the Community Affairs Program take employees away from their main purpose—doing a good job for the company?

On the contrary. A well rounded, involved employee will not only be able to give full attention to his/her daily work responsibilities, but will also seek out opportunities to make a difference in the community as well.

Why does the Community Affairs Program have a focus issue for grants and community service projects?

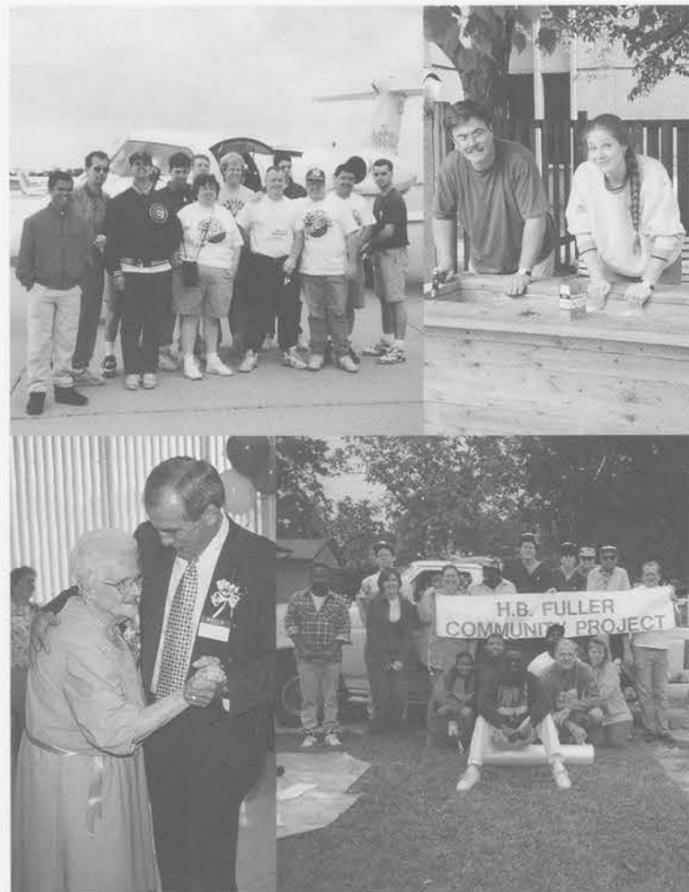
No contributions program is able to address all the social issues in today's society. By focusing our efforts, we are able to have a greater impact in at least one area. Employees at H.B. Fuller have chosen to focus their energies and contributions on building strong communities that create economic and educational opportunities for children and their families.

Although creating healthy communities for young people is the major focus, councils are at liberty, within certain guidelines, to address those issues that are prevalent in their community and have the support of employee volunteers.



Outstanding Volunteers
(Clockwise from upper left)
Sharron Strickland-Archuletta,
Roseville, California
Andy Benjamin, St. Paul,
Minnesota
Vanderiei Rodriguez, Costa,
Brazil, with Walter Kissling.

(Clockwise from upper left)
 Palatine, Illinois
 Mississauga, Ontario
 Mesquite, Texas
 St. Paul, Minnesota



Regional Highlights

Although each region has situations unique to their culture, a common thread is woven through the projects carried out by Fuller employees. A need is identified in the community and resources are sought to meet that need. Councils are apprised of the focus issue for grants and projects but are given latitude to address those issues that they feel can be impacted by a grant or volunteer support. Following are just a few of the kinds of activities pursued by these employee groups.

North America

Employees at Fuller's Palatine, Illinois, facility have played "unified" softball with athletes from the Northwest Suburban Special Olympics for several years. The teams are made up of an equal number of athletes with and without cognitive disabilities.

The Fuller team's win record made them the logical choice to represent Illinois Special Olympics athletes at the World Games. Illinois corporations donated the use of corporate jets to transport the teams to Connecticut for the Games. After several days of tough competition, the team brought home a Silver Medal.

Volunteers from Fuller's Mississauga plant in Ontario have befriended residents of nearby Chelsey Park Nursing Home. Employees plan evenings of Bingo and entertainment throughout the year. During these visits, residents talked of their love of gardening and how much they missed the activity. Since many residents were confined to wheel chairs, gardening was no longer available to them.

Recognizing these physical limitations, the employees developed the flower box project. Employees built waist-high flower boxes, then took them to the nursing home and installed them in the patio area. Residents were delighted and are now able to garden from their wheelchairs.

Since 1990, Fuller employees in St. Paul, Minnesota, have "adopted" residents in a subsidized housing high rise apartment building. A committee of volunteers plans several social events during the year. At the "Senior Prom," the committee provided corsages, boutonnieres, refreshments and recruited local managers as dance partners for the ladies.

In Mesquite, Texas, employees, family members and friends spent a busy weekend painting the home of an elderly neighbor. For their efforts the Mayor of the City of Mesquite presented the volunteers with a plaque thanking them for their part in the Neighborhood Revitalization Project.



(Clockwise from upper left)
 St. Paul, Minnesota
 St. Andre Est, Quebec
 Wilmington, Massachusetts
 St. Paul, Minnesota
 Tulare, California

Community Affairs Calendar of Events in 1995

December

Roxana Viquez hired as Director of Community Affairs and Communications for Latin America

Employees and retirees at the annual Holiday Party at Seal Highrise in St. Paul, Minnesota. Employees Kathy Eliason and Rick Fanning play Mr. & Mrs. Santa Claus, while other Fuller volunteers serve refreshments, sing carols and enjoy visiting with the residents.



January

H.B. Fuller Food for Friends Cookbook project completed. \$15,640 distributed to foodshelves in 36 U.S. communities.



February

H.B. Fuller Lüneburg employees redecorate day care center in Oedeme, Germany.



March

Vanderlei Rodriguez Costa, Brazil, is presented with Latin America's Outstanding Volunteer Award by Walter Kissling at the Kativo annual meeting.



Students at Murray Junior High School in St. Paul, Minnesota, receive many types of support from the school partnership with Fuller. Employees serve as tutors, classroom speakers, and science fair judges. Students are invited to tour various Fuller locations to learn more about the work world. Tom Howard, technical manager at the Pilot Facility in Vadnais Heights, Minnesota, helped organize a "career day" at the Willow Lake Research and Development Laboratory.

Some councils become fundraisers for important local causes. In St. Andre Est, Quebec, Adam Mark, facility manager, used a grant from the council to help raise funds for a van for the Garry Taylor Center. The Center is a residence for physically and mentally challenged adolescents and adults.

Since 1986, Wilmington, Massachusetts, employees have organized an annual paint-a-thon to help an elderly person or couple fix up their home. This year the group got together and painted the entire house in one day. The final result—the homeowner was thrilled and the employees experienced the satisfaction of knowing they made a difference in the community.

Ten employees at the Tulare, California, plant turned a good

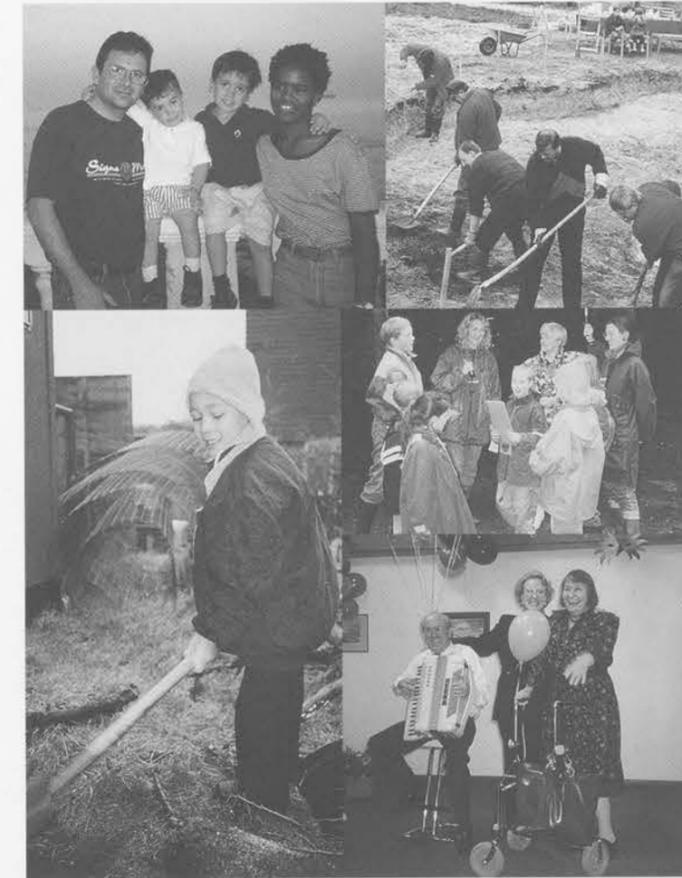
idea for a outdoor project for children in the community into a collaboration of many businesses and organizations. Enlisting the aid of the local Bass Fishing club, the Goshen Mounted Police, the Army Corp of Engineers, the Porterville Police and many others, the Tulare council brought together all the necessary elements to provide more than 250 young people with a day of fishing. At the end of the day the children were able to take the fishing gear home, thanks to the fundraising efforts of the Tulare employees.

In Minnesota there are over 100 Fuller retirees living in or near the Twin Cities. A committee of eight to 10 retirees meets once a month to plan volunteer projects. Retiree volunteers meet at the Science Museum of Minnesota and the Minnesota History Center once a month to do bulk mailings. Three times a year they gather to package bulk food items into smaller units that are then distributed to local food shelves. During the year this active group plans and carries out more than a dozen projects that help a variety of social agencies. While the retirees enjoy helping out with the projects, they say it is equally important to have the opportunity to stay "connected" to the company and socialize with fellow retirees.

Europe

In his home town of Crevillente, Spain, Fuller employee Pablo Mas learned of a project to help get war orphans out of Sabaran (in Sudan region of North Africa) for several weeks by placing them in homes of hosts in Alicante, Fuller's plant community. Pablo and his family invited 12-year-old Yhaboa to join their family for two months. At first the child was both frightened and amazed by simple things like water from a tap and the abundance of food. The young girl spoke no Spanish and the family did not speak her language but these obstacles were soon overcome with affection and confidence.

The city of Nienburg, Germany, has a lovely botanical garden thanks, in part, to aid from the H.B. Fuller council at Nienburg. The council was approached two years ago by a group, called Bund Kreisgruppe Nienburg, which wished to construct a botanical garden. The council made a financial contribution for the project. When the group returned for additional support, the employees agreed to offer volunteer support as well. On the appointed morning the volunteers gathered to prepare the ground that was to become a pond in the garden. Fuller Nienburg employees take great pride in inviting guests to visit the garden with a lovely pond that they helped create.



(Clockwise from upper left)
Alicante, Spain
Nienburg, Germany
Amerongen, Netherlands
Munich, Germany
Birmingham, U.K.

April

H.B. Fuller employees in Boliva complete the first stage of reforestation project by planting many trees in their neighborhood. The project, called "My Green City," is an ongoing project and Fuller employees plan to continue their participation.



Vancouver manager, Paul Dorwart, leads a team of volunteers working on a Habitat for Humanity project.

May



Logo is developed for Community Affairs Councils

More than 300 volunteers from six Fuller Costa Rica companies gather to renovate a home for girls and a local school house.

June

Palatine, Illinois, employees and physically and mentally challenged team-mates take Silver Medal in softball at Special Olympic World Games

Tulare, California, employees coordinate community effort to provide fishing and environmental training for more than 250 youth from 12 youth-serving agencies.



July

Roseville, California, "Operation Facelift" for local shelter for homeless families. The facility had become a center of community controversy because it had fallen in disrepair. Fuller employees recruit local companies and retailers to help with the project.



Students at St. Clements Primary School returned from their mid-term break to find the nursery and classrooms newly painted. Volunteers from Fuller's facility in Birmingham, U.K., spent a weekend at the school painting, and repairing toys and equipment. The children were given two apple trees for their garden to help remind them of their friends at Fuller.

Students from the elementary schools in the Netherlands town of Amerongen were invited to take part in a puzzle search laid out in a forest near the Fuller plant. Sixty children ages seven to 12 took part in the adventure that started at the Fuller warehouse and proceeded to a nearby forest. The teams, led by Fuller volunteers and parents of the children, followed arrows that led them on a search-walk. During the walk the children had to answer questions and do some games in order to earn points. The teams then returned to the warehouse for refreshments while the scores were tallied and the winners determined. The best three groups received prizes and all participants were given a small gift to remind them of the day.

For several years, employees at Fuller's Munich, Germany, plant have planned events for the multiple sclerosis group Unterhocking. The group invited their benefactors to enjoy an afternoon of enter-

tainment with them. The afternoon was full of surprises including a children's ballet, wheelchair dancers, musicians and refreshments.

Latin America

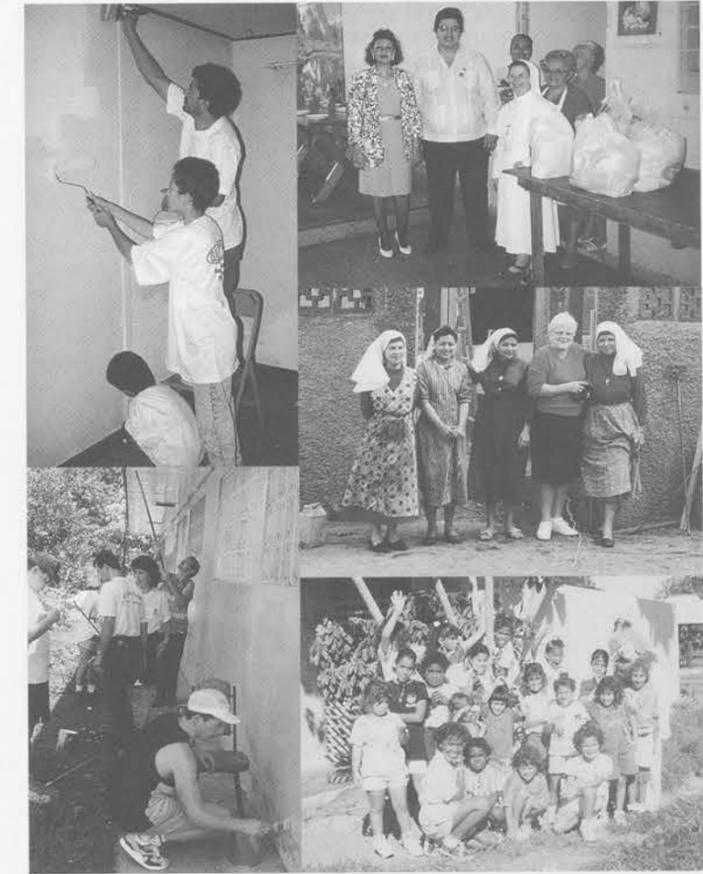
In September, Guatemala Kativo employees gathered together with family members, friends and children from the Hogar Niñas en Familia. The volunteers spent the day painting the inside and outside of the buildings. They also installed donated lockers for the children to store their personal belongings. The home cares for children ages four to 16 who are either abandoned or come from very poor families who cannot support them.

Centro Parvulario Amelia Denis de Icaza is a center that provides early education to children in the community near the H.B. Fuller Panama plant. Volunteers from the Fuller plant, parents of the children and staff members from the center worked together to paint, repair and reconstruct various sections of the center. The council provided all materials necessary to make repairs and renovate the buildings. When the project was completed there was a new front door, tables and chairs, kitchen accessories and dishes and glassware, all donated by the employees.

When employees of Kativo/H.B. Fuller Nicaragua learned that a children's orphanage in Managua had no proper place for the children to take their meals, they took action. The Orfanatoria Hermanas Siervas del Divino Rostro has a kitchen but children had to form a line outside in the rain, heat or cold to get their meals. Then they had to sit on the ground to eat. The Nicaragua committee encouraged other companies to help build a dining hall. The huge undertaking was accomplished with the support of employees from many companies.

Once a year, volunteers from the six Fuller facilities and subsidiaries in Costa Rica gather for a major project. In 1995, almost 300 Fuller employees, family members and friends, spent an intense day of work at the Christian Home El Roble of Puntarenas and the school of Caldera Harbor. The volunteers also had help from local firefighters and the rural guard of the area.

H.B. Fuller Puerto Rico organized a picnic day for the girls of San Jose de la Montaña Home. This home cares for girls who have been abused or abandoned by their families. Volunteers from the company prepared a special day for the children in a local park. The girls received two meals and played many games. The day's activities ended with a birthday cake to celebrate everyone's birthday.



(Clockwise from upper left)
 Guatemala Kativo
 H.B. Fuller Panama
 Kativo/Fuller Nicaragua
 H.B. Fuller Puerto Rico
 Costa Rica

August



Sharron Strickland-Archuleta and Andy Benjamin are selected as Fuller's North American Outstanding Volunteers.



Minnesota retirees receive an award for their work to help stock local food shelves.



Three CACs are established in Asia/Pacific

September

Janis Leafgren is one of a team of Fuller volunteers who raise more than \$5,000 for the Children's Home Society in St. Paul, Minnesota, during their annual phone-a-thon.



October

\$22,000 is contributed toward first over-night shelter for street children in San Pedro Sula, Honduras.

The Birmingham, UK, CAC provides funds for a daycare center for children whose parents are taking part in a training program to help them gain employment.



November

North American employees, retirees and the H.B. Fuller Company Foundation pledge more than \$430,000 to United Ways in more than 40 communities.



UNITED WAY

**1995 CONTRIBUTIONS SUMMARY
H.B. FULLER COMPANY WORLDWIDE**

CANADA	\$16,850
Boucherville	7,360
Mississauga	7,980
St. Andre Est	1,510
EUROPE	\$76,510
Austria	10,760
Belgium	2,510
France	8,250
Germany	38,240
Italy	2,340
Netherlands	4,030
Spain	1,490
United Kingdom	8,890
LATIN AMERICA	\$223,720
Argentina	3,000
Bolivia	540
Chile	10,270
Colombia	4,000
Costa Rica	98,170
Dominican Republic	2,650
Ecuador	5,550
El Salvador	9,590
Guatemala	4,650
Honduras	54,550
Nicaragua	7,470
Panama	15,000
Peru	3,000
Puerto Rico	1,560
Venezuela	3,720
UNITED STATES	\$332,510
Cash Contributions	292,070
Community Service Projects/Employee Involvement	40,440
WORLDWIDE COMPANY CONTRIBUTIONS (Does not include operating expenses and in-kind contributions)	\$649,590
H.B. FULLER COMPANY FOUNDATION (The Company donated \$772,989 to the Foundation)	\$613,578
WORLDWIDE COMBINED CORPORATE AND FOUNDATION CONTRIBUTIONS	\$1,263,168

**H.B. FULLER COMPANY CONTRIBUTIONS
GRANTS \$500 AND GREATER**

CANADA	\$16,850
Club Aviron de Montréal (Boucherville) (Junior Sports)	740
Corps de Cadets 3014 (Boucherville) (Musical instruments)	1,110
J.P. Gilbert/Élan Jeunesse (Boucherville) (Christmas party at children's shelter)	740
Foundation OLO (Boucherville) (Nutrition Program for low-weight new-borns)	660
Escadron 622 (Boucherville) (Musical instruments)	1,110
Byngmount Beach Public School (Mississauga) (School Partnership Projects)	3,450
Chelsey Park Nursing Home (Mississauga) (Volunteer Project/ Raised garden beds)	1,560
Open Door Mission (Mississauga) (Volunteer Projects/Thanksgiving and Christmas Meals)	1,300
United Way of Peel Region (Mississauga)	600
EUROPE	\$76,510
Caritas Institut St. Pius (Austria) (Therapy materials for handicapped)	970
Haus der Frauen in Not (Austria) (Furniture for dining room of women's shelter)	1,260
Kinderfreunde Wels/Pernau (Austria) (Audio-visual equipment)	580
Kindergarten de Diözese Linz/Wels (Austria) (Equipment for therapy)	1,270
"Miteinander" (Austria) (Association for help for the elderly)	970
Pfadfindergruppe Wels (Austria) (Equipment for Boys Scout summer camp)	890
Projekt Integrative Kindergruppe (Austria) (Redecoration of a group room, equipment for therapy)	680
SAMIGMA (Austria) (Furniture for relatives of prisoners self-help group)	970
Verein Tagesmütter Wels (Austria) (Donation of equipment)	530
Verein "Multiple Sklerose" (Austria) (Volunteer Project/Annual Outing)	780
Beschermcomite Gehandicapte Jongeren (Belgium) (Day Center for physically handicapped)	1,000
Cliniclowns Belgie VZW (Belgium) (A clown club serving children with cancer)	570
Moeders voor Moeders VZW (Belgium) (Donation of freezer at Center for mothers in need)	510

"Danse" School Villers Ecales (France) (Costumes for annual event of dance school)	600	Trenn und Scheidung Frauen für Frauen (Munich, Germany) (Furniture for therapy and working rooms)	1,810
Eveil Enfants Ste Marguerite/Duclair (France) (Circus tickets)	590	BUND (Nienburg, Germany) (League for Protection of Environment)	650
Les Restos du Coeur (France) (Volunteer project Christmas toys for children)	1,310	Eckhaus Nienburg (Nienburg, Germany) (Holiday passports for children's summer activities)	1,400
Maison des Jeunes et de la Culture (France) (Games and masks for children's activities)	660	FIA - Nienburg "Eigenes Projekt" (Nienburg, Germany) (Volunteer Project /Excursion for seniors)	1,190
School for Young Firemen (France) (Equipment donation)	750	Gasteltern für Tschernobyl-Kinder (Nienburg, Germany) (Host families for children from Chernobyl)	610
School Roumare (France) (Library books)	590	Gesellschaft zur Erforschung des Kindstods (Nienburg, Germany) (Sudden Infant Death Syndrome education materials)	560
Solidarité Traitonne (France) (Volunteer Project/Food Drive)	870	Grundschule Liebenau (Nienburg, Germany) (Traffic education for elementary school)	680
DROBS-Drug Information Center (Lüneburg, Germany)	1,470	Jugendfeuerwehr Heemsen (Nienburg, Germany) (Youth Firefighters Competition)	710
Evangelische Lukas-Communität (Lüneburg, Germany) (Transport of collected goods to Kiev, Russia)	1,530	Kindergarten Estorf (Nienburg, Germany) (Sports kits)	1,000
Freunde Choiniki-Ostheide (Lüneburg, Germany) (Outing for Chernobyl children and host families)	590	Lebenshilfe (Nienburg, Germany) (Leisure-time activities for handicapped children)	720
Hauptschule Kaltenmoor (Lüneburg, Germany) (Teaching materials)	640	Nienburger Kulturwerk (Nienburg, Germany)	1,050
Herbergsverein zu Lüneburg (Lüneburg, Germany) (Furnishings for new room)	1,180	Nordertorschule (Nienburg, Germany) (Gardening tools for elementary school)	910
Hermann-Löns Schule-Schulleiternrat (Lüneburg, Germany) (Children's and reference books for the library)	590	Ökologische Schutzstation (Nienburg, Germany) (Association for Ecological Protection)	560
Johannes-Rabeler-Schule (Lüneburg, Germany) (Renovation of school grounds)	590	Ortsrat Langendamm, Stadt Nienburg (Nienburg, Germany) (Setup of playground)	700
Lüneburger Landzeitung (Lüneburg, Germany) (Outing for 40 children)	590	Centro Ricreativo Giovanile di Borgolavezzaro (Italy) (Recreation Center for Children)	2,340
North German Gospel & Spiritual Festival '95 (Lüneburg, Germany)	590	"De Breeakker"/Elementary School (Netherlands) (Toys for the school playground)	600
Pädagogische Initiative (Lüneburg, Germany) (Teaching equipment)	550	Asociación de Amigos del Pueblo Saharai (Spain) (Host families for children from Saharan countries)	790
Projektbüro für Kultur und Pädagogik (Lüneburg, Germany) (New kitchen)	1,760	Child Care Line (UK)	510
Sonderschule am Knieberg (Lüneburg, Germany) (Handicapped children)	590	St. Clement's Project (UK) (Nursery for single parents in training)	2,370
Verein für Leibesübungen (Lüneburg, Germany) (Purchase of baseball uniforms)	590	LATIN AMERICA	\$223,720
Asylantenheim Aschauerstrasse (Munich, Germany) (Holiday passes for immigrant children)	570	Escuela No. 13 Almirante Luizar (Argentina) (Construction of two classrooms for primary school)	880
Kindergarten Fehwiesenstrasse (Munich, Germany) (Summer celebration)	600	Escuela No. 13 Liga (Argentina) (Construction of two classrooms for primary school)	2,130
Kinderhaus "KAI" (Munich, Germany) (Scholarship for special therapy)	1,810	Aldea Mis Amigos Peñafior (Chile) (Support for a center which cares for abandoned children)	1,230
MS-Selbshilfegruppe München (Munich, Germany) (Volunteer Project/Carnival party)	630	Club Adulto Mayor - San Jorge (Chile) (Support for Senior Center)	4,570
Offene Behinderten-Arbeit (Munich, Germany) (Group room for disabled seniors)	2,640	Cuerpo de Bomberos Ira Cía. Puente Alto (Chile) (Equipment donation for Volunteer Fire Fighters)	2,000
Seniorenclub Görzerstrasse (Munich, Germany) (Christmas party and excursion for seniors)	2,690	Fundación Helen Keller (Chile) (Support for Programs for blind children)	1,370

Ampara Zeledón (Costa Rica) (Repair of a shelter for delinquent youth ages 8-18)	1,940	Fundación Neotrópica (Costa Rica) (Protection of the environment and natural resources)	900
Asilo de Ancianos de Cartago (Costa Rica) (Volunteer Project/Holiday party for seniors)	520	Fundación Oratorio Don Bosco (Costa Rica) (Rehabilitation Program for inhalant abusers)	5,160
Asociación Amigos Encuentros (Costa Rica) (Building for youth training programs)	2,000	Fundación Paniamor (Costa Rica) (Sponsorship of International Forum for Child Welfare)	5,400
Asociación Centroamericana de Lectura, Educación y Cultura (Costa Rica) (Award for Outstanding Community Volunteer)	2,000	Fundación Reto Juvenil (Costa Rica) (Construction of a food center for economically disadvantaged children)	850
Asociación Comunidad Encuentro (Costa Rica) (Programs for drug dependent children)	2,000	Hogar Cristiano/Puntarenas (Costa Rica) (Corporate Volunteer Project/repairing a shelter for abandoned girls)	8,950
Asociación Costarricense de Salud Pública (Costa Rica) (Sponsorship for National Congress on Public Health)	1,500	Hogar Monserrat (Costa Rica) (Shelter for abandoned children)	600
Asociación de Desarrollo Integral Urbanización Chorotega (Costa Rica) (Community gardens in Alajuela)	2,000	Instituto Centroamericano de Administración de Empresas (INCAE) (Costa Rica)	4,000
Asociación Manos Abiertas (Costa Rica) (Home for children of incarcerated mothers)	2,000	Misioneros de la Caridad (Costa Rica)	1,410
Centro CEN-CINAI La Uruca (Costa Rica) (Volunteer Project/cleaning and painting of children's center)	920	Escuela de Haina (Dominican Republic) (Installation of windows for preschool)	1,100
Centro de Nutrición de Palmital del Guarco (Costa Rica) (Donation of construction materials to nutrition center)	520	Hogar San José (Ecuador) (Bedding for Seniors Residence)	500
Centro de Parálisis Cerebral de Guad. (Costa Rica) (Support for children with cerebral palsy)	620	Comité Nacional Olimpiadas Especiales (El Salvador) (Support for the Special Olympics National Committee)	570
Centro de Salud de Hatillo (Costa Rica) (Child Welfare Program)	510	Cuerpo de Bomberos de El Salvador (El Salvador) (Purchase of equipment)	800
Colegio María Auxiliadora Heredia (Costa Rica) (Volunteer Project/Painting and repair of high school)	730	Fundación Ayúdame a Vivir (El Salvador) (Support for children with leukemia)	1,320
Colegio Técnico Don Bosco (Costa Rica) (Volunteer project for economically disadvantaged children)	500	Teletón 20-30 (El Salvador)	550
Criaba (Costa Rica) (Recreation center for children at the National Children's Hospital)	2,000	Hogar Niños en Familia (Guatemala) (Volunteer Project/renovation of shelter for abandoned children)	1,870
Ejercicio de Salvación (Costa Rica) (Construction of a children's shelter in Limon)	10,350	Aldea El Retiro (Honduras) (Construction of sanitation facilities for children's home)	1,270
Embajada de Brazil (Costa Rica) (Art Competition and Exhibit)	2,000	Asentamiento Humano Padre Claret (Honduras)	550
Empresarios Juveniles (Costa Rica) (Support for Junior Achievement)	1,120	Casa Hogar - Proyecto Bencaeth (Honduras) (Home for Children with Muscular Dystrophy)	4,070
Escuela de Cipreses de Oreamuno (Costa Rica) (Support for primary school)	500	Comité Sanpedrano del Niño (Honduras) (Shelter Program for Street Children)	21,970
Escuela Filomena Blanco Vista de Mar (Costa Rica) (Repair of windows in primary school)	560	Escuela Guía Técnica (Honduras) (Technical education school)	780
Escuela La Asunción de Tejar (Costa Rica) (Volunteer Project for primary school)	650	Escuela Padre Nufio (Honduras) (Product donation for school improvements)	580
Escuela La Fuente (Costa Rica) (Product donation for primary school)	580	Fundación Amor y Vida (Honduras) (Medical supplies for children with AIDS)	1,070
Fundación DARE (Costa Rica) (Drug Abuse Prevention Program)	1,630	Hogar Materno Ocotepeque (Honduras)	3,500
Fundación Integral Campesina (FINCA) (Costa Rica) (Sponsorship of Community Banks)	2,400	Hogar Senderos de Amor (Honduras) (Shelter for homeless children)	590
Fundación Nacional Pro Clínica Dolor y Cuidados Paliativos (Costa Rica) (Support for the Pain Relief Clinic)	2,000	Obra de Teatro Ensueños (Honduras) (Support for Children's Theater)	510
		Proyecto Alternativas (Honduras) (Public health services for street and working children)	7,450
		Proyecto Diamante (Honduras) (Shelter Program for street children)	7,430

APNA (Nicaragua) (Construction of a dining hall and donation of kitchen equipment to feed street children)	600	Environment	
Orfanatorio El Crucero (Nicaragua) (Equipment for orphanage)	730	Global Action Plan for the Earth/EcoTeams (MN) (Earth Day's 25th Anniversary Celebration)	500
Proyecto Niños Huérfanos (Nicaragua) (Construction of dining hall and kitchen for orphanage)	820	Society for the Improvement of Conditions for Stray Animals (OH)	600
Remar Rehabilitación de Marginados (Nicaragua) (Drug Rehabilitation Program for street children)	890	St. Paul Foundation (MN) (Greening the Great River Park)	15,000
Siervas del Divino Rostro (Nicaragua) (Construction of children's shelter)	1,490	Willow Lake Nature Preserve Foundation (MN) (Trail development)	100,000
Centro Parvulario Amelia Denis de Icaza (San Miguelito) (Panama) (Volunteer Project/repairs for children's center)	1,310	Health	
COIF - Curundú (Panama) (Volunteer Project/reconstruction and painting of children's center)	610	Fuller For Kids (GA) (Third annual fishing clinic)	1,000
Escuela Los Lotes de Paora (Panama) (Equipment for a rural school)	1,230	Leukemia Society of America (KS)	500
Escuela Ricardo J. Alfaro (Panama) (Reconstruction of primary school)	1,960	Living at Home/Block Nurse Program, Inc. (MN)	5,000
Hogar San José de la Montaña (Puerto Rico) (Shelter for abused children)	1,060	Minnesota International Health Volunteers (MN) (Child Survival Project in Nicaragua)	1,000
Hospital General Valle de Tuy (Venezuela) (Volunteer Project/painting several hospital units)	1,810	Ramsey Foundation (MN) (Minnesota Regional Poison Center for poison prevention education)	15,000
Unidad Educativa Cristóbal Rojas (Venezuela) (Donation of school desks to preschool)	550	Human Services	
UNITED STATES	\$292,070	Action for Children (MN) (Kids Can't Wait Campaign)	3,000
Arts/Humanities		American Refugee Committee (MN) (Neal Ball Refugee Crisis Fund)	2,000
Minnesota Museum of American Art (MN) (Artist residency of Renato Lombardi)	1,500	Boys and Girls Club of Minneapolis (MN) (Kids Cafe)	500
Education		Childcare Connection (FL) (Big Chill '95)	500
Columbia Heights Senior High School (MN) (Scholarship for Columbia Heights senior)	500	Florida Special Olympics (FL)	1,250
Junior Achievement of South Florida (FL) (Elementary class sponsorship)	1,000	Fuller Cook Book Project (Matching donations to 37 food shelves in plant communities)	15,140
Murray Junior High School (MN) (Partnership School Fund)	3,000	Independent Sector (DC)	785
Richardson Elementary School (MN) (Student activities)	600	Inner City Tennis (MN) (St. Paul Urban Tennis Program)	500
St. Paul Chamber Foundation (MN) (Prepare St. Paul/School Partnerships)	2,500	Jack & Jill Nursery (FL) (Scholarships)	1,000
Stillwater School District 834 (MN) (Early Childhood Special Education)	600	Kiddie Keepwell (NJ) (Trip to the zoo for children)	800
University of St. Thomas (MN) (Summer Teacher Internship Program)	1,750	Kinship of South Dakota Inc. (OH)	600
University YMCA (MN) (Metro Internship Program)	3,000	Little Brothers Friends of the Elderly (MN) Merriam Park Community Center (MN) (Outing for participants in Early Intervention Program)	2,000 500
		Midway Family YMCA (MN) (Partners with Youth Campaign)	500
		Palatine Township (IL) (Food pantry for the needy)	1,500
		Palatine Township Community Child Care Center (IL) (Day care and family services for low income families)	1,500
		Palatine Township Senior Citizen Council (IL) (Training for Hispanic seniors)	500

Portland Women's Crisis Line (OR)	500	Magic Circle Repertory Theatre (CA)	2,500
The Salvation Army (MN)	500	(Youth master workshop production of "Annie")	
(Holiday fundraising campaign)		Minneapolis Institute of Arts (MN)	500
Special Leisure Services (IL)	7,000	Minnesota Center for Book Arts (MN)	1,000
Youth Investment Foundation (MN)	600	(Youth Programs)	
(Scholarships for Timber Camp)		Minnesota Children's Museum (MN)	10,000
		(School Services Program/Earth World Program)	
Public Benefit		Minnesota Opera (MN)	500
Capital City Trolley, Inc. (MN)	2,000	Minnesota Orchestral Association (MN)	500
(Trolley Premiere Week: sponsorship of Multi-Ethnic Folkloric and School Partnership events)		Minnesota Public Radio (MN)	80,000
Citizens League (MN)	1,300	(National and regional broadcasts of the Minnesota and St. Paul Chamber Orchestras)	
Foundation for Management Education in Central America (DC)	35,000	New Music -Theater Ensemble (MN)	1,500
(Sustainable Development Leadership Program at INCAE)		(School and community-based music-theater residencies)	
Friends of the Parks and Trails (MN)	500	Ordway Music Theatre (MN)	2,500
(Yellow Bike Coalition)		(Naa Kahidi Theatre Project)	
Greater Minneapolis Chamber of Commerce Development Foundation (MN)	6,000	Park Square Theatre Company (MN)	200
(20th year anniversary of Keystone Program)		Penumbra Theatre Company (MN)	2,500
Habitat for Humanity (OH)	600	(ACTIVE: Achieving Change through Imagination, Vision and Exploration)	
International Conference Foundation (MN)	1,000	St. Paul Chamber Orchestra (MN)	4,000
(Symposium on "Locating the New Political Center in America")		Science Museum of Minnesota (MN)	750
League of Women Voters of Minnesota Education Fund (MN)	500	Walker Art Center (MN)	500
(Elementary school curriculum "We've Got the Power: Skills for Democracy")		WCAL 770/WCAL-FM 89.3 (MN)	200
MAP for Nonprofits (MN)	5,000	Youth Performance Company (MN)	2,500
Orangeville Township Volunteer Fire Department (MI)	300		
(Equipment for fire truck)		Education	91,268
Points of Light Foundation (DC)	2,000	African American Academy of Accelerated Learning (MN)	5,000
University United (MN)	1,250	(Summer Arts and Saturday Enrichment Programs)	
		English Learning Center for Immigrant and Refugee Families (MN)	5,000
		(Children's Program)	
H.B. FULLER COMPANY FOUNDATION GRANTS		Friends of the St. Paul Public Library (MN)	5,000
Summary/Total	\$613,578	(Summer Reading Program)	
Arts/Humanities	118,850	Hands on Atlanta (GA)	5,000
Education	91,268	(Discovery Program)	
Environment	15,900	Institute for Education and Advocacy (MN)	5,000
Health and Human Services	381,895	(Study Connections Program)	
Public Benefit	3,300	Kera-Cel Family Resource and Youth Services Center (KY)	3,000
Employee Community Leadership Fund	2,365	("The Write Stuff")	
		Kids Company 1 Family Resource and Youth Services Center (KY)	3,000
		(Morgan Elementary School Store)	
Arts/Humanities	\$118,850	Kids Company Too! Family Resource and Youth Services Center (KY)	3,000
Child's Play Theatre Company (MN)	2,000	(Cooper Whiteside Elementary Cash and Canteen Program)	
Children's Theater Company (MN)	1,000	Macalester College (MN)	5,000
(Education and outreach initiatives)		(MACCESS: Program for College Success)	
Ethnic Dance Theatre (MN)	3,000	Minnesota Council on Economic Education (MN)	5,000
(Ethnic dance residency at Sheridan Fine Arts Magnet School, Northeast Minneapolis)		(Teacher training in Economics and the Environment curriculum)	
Greater Twin Cities' Youth Symphonies (MN)	2,500	Minnesota Private College Fund (MN)	2,000
(Music Program, Oak Park Neighborhood Center, North Minneapolis)		United Negro College Fund (MN)	1,000
Guthrie Theater (MN)	500	World Press Institute (MN)	2,500
KTCA Channel 2 (MN)	200	Matching Gifts to Education	41,768
		(233 grants to public and private educational institutions)	

Environment	15,900	Northern California Girls Softball Association, Inc. (CA)	1,000
Freshwater Foundation (MN)	5,000	(Outstanding Volunteer Award)	
(Children's Water Fair-Making Waves)		Northwest Youth and Family Services (MN)	20,000
Minnesota Zoo Foundation (MN)	400	Parents Anonymous of Minnesota (MN)	5,000
Nature Conservancy (MN)	500	Shelter, Inc. (IL)	5,000
Twin Cities Tree Trust (MN)	10,000	(Boy's Group Home)	
		Sierra Adoption Services (CA)	11,500
		(Permanent adoptive placements of special needs children)	
Health and Human Services	381,895	Simpson Housing Services (MN)	500
African American Clergies (OR)	5,000	(Outstanding Volunteer Award)	
(Summer Youth Program)		St. Paul Area Council of Churches (MN)	10,000
Ain Dah Yung (MN)	5,000	(Project SPIRIT-After School Tutoring)	
(Expanded services at youth shelter)		Summit University Teen Center (MN)	2,500
Boys and Girls Club of St. Paul (MN)	10,000	Tierra Del Oro Girl Scouts (CA)	5,000
Bridge Youth and Family Services (IL)	10,000	(Girl Scout Whiz Kids)	
(Family Violence Prevention Project)		United Ways	138,395
Catholic Social Service/Centro Guadalupe (CA)	6,000	(Contributions to 31 United Ways in H.B. Fuller communities)	
(Community Pals Mentoring Program)		W. Harry Davis Leadership Institute (MN)	5,000
Children are People Support Groups, Inc. (MN)	3,000	(African American Youth Leadership Initiative)	
Common Ground Foundation (MN)	2,000	West Seventh Community Center (MN)	4,000
Emma Norton Residence (MN)	500	(Kids Klub)	
(Outstanding Volunteer Award)		YMCA of Metro Atlanta, Inc. (GA)	5,000
Face to Face Health and Counseling Service, Inc. (MN)	10,000	(Partners with Youth Campaign)	
Family Service Inc. (MN)	5,000	YouthCARE, Inc. (MN)	15,000
(Counseling and outreach services for youth in the African American community)		(Camp Sunrise and Young Women's Mentoring Program)	
FUNDAR (Honduras)	30,000		
(Project Alternatives - health services for street and working children)		Public Benefit	3,300
Girl Scout Council of St. Croix Valley (MN)	6,000	Charities Review Council of Minnesota, Inc. (MN)	100
(Activity centers in Mt. Airy, West Side and Summit University)		Council on Foundations (DC)	800
Greater Minneapolis Council of Churches Division of Indian Work (MN)	1,000	Minnesota Council on Foundations (MN)	1,800
(Youth Leadership Development Program)		National Charities Information Bureau (NY)	100
Harbour, Inc. (IL)	10,000	Urban Coalition (MN)	500
(Emergency and transitional living services for homeless girls)			
HIRED (MN)	3,000	Employee Community Leadership Fund	2,365
(Youth employment services)		<i>A Matching Grants Program for Employees Serving on Boards of Community Agencies</i>	
McIntosh Trail Early Childhood Development Council, Inc. (GA)	5,000	Bacchus Foundation (KS)	140
(Equipment for the Head Start Program)		Creation Research Science Education Foundation (OH)	250
MELD (MN)	10,000	East Metro Women's Council (MN)	75
(MELD for Young Parents)		Face to Face Health and Counseling Service, Inc. (MN)	250
Merriam Park Community Center (MN)	6,000	Family Service Inc. (MN)	250
(Early Intervention Program)		Good Neighbor Services Foundation (MN)	250
Metropolitan Interfaith Council on Affordable Housing (MN)	5,000	Greater Twin Cities' Youth Symphonies (MN)	250
(Metropolitan Homeless Family Initiative)		HIRED (MN)	250
Minneapolis Foundation (MN)	500	Little Brothers Friends of the Elderly (MN)	250
(Minneapolis Emergency Fund)		On Our Own and Associates, Inc. (MN)	250
Minnesota Thunder Youth Development Organization (MN)	9,000	Prevention Alliance (MN)	100
(1995 Summer and 1996 Winter Soccer Program)		University of Missouri Alumni Association (MO)	50
Neighborhood House (MN)	7,000		
(West Side Chore Service)			
Newton County Special Olympics (GA)	5,000		

Company and Foundation Grant Guidelines and Application Information

H.B. Fuller Company through its contributions program is committed to building strong communities which create economic and educational opportunities for children and their families. Recognizing that healthy families and nurturing communities are necessary in order to create a healthy environment for young people, priorities within each contributions category include:

Education

Programs for economically disadvantaged youth which provide the basics in literacy and vocational training. Programs which include citizenship development and volunteer community service components will receive priority.

The Foundation uses the Matching Gifts to Education Program as the principal means of addressing the financial needs of accredited educational institutions.

Community Development

Programs which help families and their community to provide economically for their children. Local leadership and democratic processes which empower people to act on their own behalf are important elements which will be given priority.

Health and Human Services

Programs which provide activities for disadvantaged children and youth, engaging adults as active volunteer participants in the development of healthy, nurtured children and youth. Community-based health initiatives for disadvantaged youth which provide basic preventive health services not covered by third party reimbursement mechanisms.

Environment

Local neighborhood-organized youth programs to improve the environment and preserve natural resources.

Arts and Humanities

Organizations and programs which actively involve youth in the creative arts. Programs primarily directed at providing access for youth to performances will not be a high priority. H.B. Fuller's contributions program does provide limited support to a number of the principal arts and humanities organizations in the company's corporate headquarters.

General Priorities Which Guide Decision Making:

- Contributions will be made only to tax-exempt 501(c)3 organizations. Organizations incorporated in countries other than the United States must qualify for tax exempt status according to United States tax regulations and comply with national and/or state charity laws.
- Grants will be made to organizations serving the communities where H.B. Fuller Company has its operations. Since most Fuller operations are located in urban areas, urban programs will be given priority.
- Generally, the company will make contributions directly to organizations in the countries where services are provided rather than through multi-national or U.S.-based intermediaries.
- H.B. Fuller Company will not provide contributions to programs which appear to be the responsibility of governments unless the program is a community-based effort directed at improving the delivery of government funded services.
- Currently requests for capital campaigns and endowments will not be considered.
- Contributions for fundraisers and ticket purchases are made only by local Community Affairs Councils when there is strong employee involvement.

H.B. Fuller Will Not Make Grants to Support:

- Individuals
- Religious, fraternal or veterans' organizations except for programs which are of direct benefit to the broader community
- Political/Lobbying organizations
- Travel
- Basic or applied research
- Disease specific organizations
- Courtesy or public service advertisements

Please note:

Contribution requests are not accepted over the phone.

H.B. Fuller Company Foundation 1995 Contributions Committee

Jeffrey Gazich
Global Business Development Manager

Diane Helland
Senior Legal Counsel

Gerhard Koosmann
Division Controller

Brian Lim
Environmental Services Manager

Gwen Olson
Specialty Group Human Resources Director

Pam Sleet
St. Paul Facility Manager

Sandy Swanson
Department Head
Research & Development

Community Affairs Department Staff:

Karen Muller, Director of Community Affairs
Naida Kissner, Community Affairs Assistant
Stacey Connors, Secretary

The annual report of H.B. Fuller Company Foundation, filed on Internal Revenue Service Form 990-PF, is available for inspection.

Application Information:

The H.B. Fuller Company Foundation is the central contact point for new grant applicants. Initial inquiries may be made by telephone or mail. The Foundation currently makes grants primarily to projects and organizations providing services in the United States. Nonprofit organizations incorporated in the United States to provide services in other countries should contact the Foundation office directly.

Employee-managed Community Affairs Councils exist at most H.B. Fuller locations in Canada, the United States, Europe, Latin America and the Asia Pacific region. These committees make decisions for all requests from local organizations providing services in their plant communities and encourage employee volunteer service.

Employees are encouraged to convey needs of such organizations to the Community Affairs Councils at their location. Additionally, councils welcome suggestions from organizations for potential service projects which will expand the company's participation in central community issues.

Applications for support from the H.B. Fuller Company Foundation are reviewed three times a year with proposal deadlines of February 15, June 1 and October 15. Community Affairs Councils meet monthly and review proposals as they are received.

Application forms are available upon request from:

H.B. Fuller Company Foundation
2400 Energy Park Drive
St. Paul, MN 55108
(612) 481-3617

Please note:

The invitation to submit a grant application does not guarantee that a grant will be awarded.

H.B. Fuller Company Community Affairs Councils Worldwide Locations

Asia/Pacific

Melbourne, Australia
Hamamatsu, Japan
Auckland, New Zealand

Europe

Wels, Austria
Kontich, Belgium
Le Trait, France
Lüneburg, Germany
Munich, Germany
Nienburg, Germany
Borgolavezzaro, Italy
Amerongen, Netherlands
Alicante, Spain
Goeteborg, Sweden
Birmingham, United Kingdom
Leabrooks, United Kingdom

Latin America

Pilar, Argentina
La Paz, Bolivia
Sorocaba, Brazil

Maipu-Santiago, Chile
Itagui-Antioquia, Colombia
Alajuela, Costa Rica
Cartago, Costa Rica
San José, Costa Rica
Haina, San Cristobal,
Dominican Republic
Guayaquil, Ecuador
San Salvador, El Salvador
Guatemala City, Guatemala
San Pedro Sula, Honduras
Tegucigalpa, Honduras
Managua, Nicaragua
Panama City, Panama
Lima, Peru
Bayamon, Puerto Rico
Charallave, Venezuela

North America

Canada

Boucherville, Quebec
Mississauga, Ontario
St. André Est, Quebec

Mexico

Mexico City

United States

Chatsworth, California
La Mirada, California
Roseville, California
Santa Fe Springs, California
Tulare, California
Gainesville, Florida
Pompano Beach, Florida
Covington, Georgia
Forest Park, Georgia
Tucker, Georgia
Palatine, Illinois
Tinley Park, Illinois
Elkhart, Indiana
Kansas City, Kansas
Paducah, Kentucky
Baltimore, Maryland
Marlboro, Massachusetts
Wilmington, Massachusetts
Grand Rapids, Michigan

Madison Heights, Michigan
Arden Hills, Minnesota
Columbia Heights, Minnesota
Fridley, Minnesota
Oakdale, Minnesota
St. Paul, Minnesota
Vadnais Heights, Minnesota
Edison, New Jersey
Geneva, New York
Charlotte, North Carolina
Greensboro, North Carolina
Blue Ash, Ohio
Dayton, Ohio
Portland, Oregon
Memphis, Tennessee
Fort Worth, Texas
Houston, Texas
Mesquite, Texas
Vancouver, Washington
Kimberly, Wisconsin

H.B. Fuller Company Foundation Directors - 1995

Anthony L. Andersen
Chair - Board of Directors
H.B. Fuller Company

Bob Blamer
Phoenix Packaging
Customer Representative

Sarah Coffin
Vice President
H.B. Fuller Company

Reatha Clark King
Director, H.B. Fuller Company
Corporate Board Representative

James Metts
Vice President
H.B. Fuller Company

Mario Pérez
Vice President
H.B. Fuller Company

Jean M. West
West Premium Corporation
Shareholder Representative

Ann Wynia
North Hennepin Community College
Community Representative

H.B. FULLER COMPANY FOUNDATION OFFICERS

Reatha Clark King - President
Jean M. West - Vice President
Evelyn Borsheim - Secretary
David J. Maki - Treasurer



H.B. Fuller Company
Corporate Headquarters

2400 Energy Park Drive
St. Paul, Minnesota 55108

■ THE EDWARD W. HAZEN ■

HAZEN

■ FOUNDATION ■

■ GUIDELINES FOR GRANTSEEKERS & 1995 GRANTS LIST ■

HISTORY AND MISSION

Edward W. Hazen, an executive with the Curtis Publishing Company of Philadelphia, and later State Senator, established the Foundation in 1925. A nonprofit, tax-exempt organization, the Foundation seeks to assist young people, particularly minorities and those disadvantaged by poverty, to achieve their full potential as individuals and as active participants in a democratic society. This goal remains faithful to Mr. Hazen's original intentions and values – values that honored individual achievement and civic participation.

CURRENT PROGRAM INTERESTS

The Edward W. Hazen Foundation has two major grantmaking programs: Public Education and Youth Development.

PUBLIC EDUCATION

Recognizing that children are best considered within the context of family and community, and reflecting the Foundation's belief in the pivotal role that a strong public education system can play in helping youth fulfill their potential, the Foundation has designed its grantmaking strategy with the following goals in mind: 1) effective schools for all students; and, 2) full partnership for parents and communities working to reform and restructure their school systems.

To achieve these goals, the Foundation supports new or emerging:

- ◆ **Community and Parent Organizing** initiatives which seek educational equity and improved student achievement.
- ◆ **Educational Advocacy** efforts which address issues of equity and accountability, including issue analysis, policy recommendations and community education in order to:
 - *monitor schools to identify and analyze problems, recommending approaches toward helping schools become more responsive to children's needs;*
 - *ensure that children receive educational services and protection afforded to them by law;*
 - *empower children and families to participate fully in the educational process.*
- ◆ **Community-based Programs** which seek to strengthen the connections between schools, families and communities.

YOUTH DEVELOPMENT

The Foundation's new grantmaking strategy is focused on youth organizing around concrete social issues. By fostering new and increased roles for youth in communities and schools, the Foundation seeks to contribute to the development of a new generation of grassroots leaders committed to improving conditions in their schools and communities.

Toward this end, the Foundation supports new or emerging:

- ◆ **Leadership Development** initiatives which provide advocacy and community organizing skills to middle and high school-age youth.
- ◆ **Innovative Programs** of community-based and youth-serving organizations which wish to broaden their approach to youth development to include youth organizing around concrete social issues, public education in particular.
- ◆ **School-based Programs** of community-based and grassroots organizations which help middle and high school-age youth develop the interest and skills necessary to become involved in meaningful social change efforts.

GRANTMAKING CRITERIA

Approximately \$700,000 are awarded annually. Grants are made only to federally tax-exempt, nonprofit organizations. The Foundation does not make grants to individuals, schools, school districts, or government agencies. Similarly, the Foundation does not provide funds for ongoing operational expenses, endowments, building construction or maintenance, deficits, scholarships or fellowships.

Target Population: The Foundation's principal focus continues to be on middle and high school-age youth in minority and low income communities, both urban and rural.

Geographical Focus: While maintaining a national grantmaking program, priority is given to requests from the following states which have a high concentration of minority youth, or youth living in poverty: Alabama, Arizona, California, District of Columbia, Florida, Georgia, Illinois, Kentucky, Louisiana, Mississippi, New Mexico, New Jersey, New York, North Carolina, South Carolina, Texas. Priority is also given to requests from states with significant Native American population.

Type of Organizations Funded: The Foundation favors requests from community-based and grassroots organizations.

Period of Grant Support: In general, the Foundation awards one-year grants. When appropriate, two-year grants are awarded. Requests from former grantees are considered if they seek to expand an existing program, or to create a new program.

AFFIRMATIVE ACTION STATEMENT

The Edward W. Hazen Foundation seeks to further its program objectives by supporting the efforts of community-based, and other nonprofit agencies, that view people from diverse backgrounds as partners and not just as clients or program recipients. The Foundation favors proposals from organizations which demonstrate a commitment to diversifying their boards and staff. In those cases where the demographics of the community served by the organization limit such diversity, the Foundation encourages its grantees to collaborate with agencies or groups that work with people from other racial, ethnic, and cultural backgrounds.

APPLICATION PROCEDURE

There is a two step process:

1. LETTER OF INQUIRY

Applicants must first submit a brief letter (1-2 pages) highlighting the goals, objectives, activities, target population, duration and total cost of the program for which funding is sought. Applicants should not send articles, letters of reference, videos, audio cassettes, books, press kits with their letters of inquiry. ***The Foundation does not accept letters of inquiry by fax.***

All applicants will be notified in writing regarding the status of their request 2 to 3 weeks after submission. Because the Foundation receives a large number of requests, it is impossible for staff to engage in correspondence or telephone conversations regarding the reasons for declination.

2. GRANT APPLICATION

A grant application will be sent if, in the opinion of the staff, the proposed project is within the Foundation's program interests and priorities. Grant applications submitted for trustee review at the Spring board meeting must be received no later than January 15th. Applications for the Fall board meeting are due July 15th.

The Board of Trustees has the ultimate responsibility for setting Foundation policy and making grants at meetings held twice a year. Because the trustees review more proposals than they can fund, neither the request for a formal application, nor a recommendation to the board, guarantees funding.

1995 GRANTS LIST

TRUSTEE GRANTS

Public Education

THE ACHIEVEMENT COUNCIL \$30,000
To support a parent, student and community organizing effort around school reform in the Los Angeles Unified School District.

3460 Wilshire Boulevard, Suite 420, Los Angeles, CA 90010
Phyllis J. Hart, Executive Director

**21st Century Youth Leadership Training for
COALITION OF ALABAMIANS REFORMING EDUCATION** \$25,000
To support the Coalition's advocacy and organizing efforts aimed at eliminating tracking/ability grouping from the public schools in Alabama.

P.O. Box 2516, Selma, AL 36702
Rose Sanders, Executive Director

**21st Century Youth Leadership Training for
COALITION OF ALABAMIANS REFORMING EDUCATION** \$5,000
To enable C.A.R.E. to bring together its board of directors, and other key members of the Coalition, for a strategic planning session.

P.O. Box 2516, Selma, AL 36702
Rose Sanders, Executive Director

**Institute of Justice for
CHICAGO ACORN** \$20,000
Toward expansion of an organizing and training initiative which will prepare parents to work with school staff in the creation of small schools-within-schools.

117 W. Harrison Street, Chicago, IL 60605
Madeline Talbott, Executive Director

CROSS CITY CAMPAIGN FOR URBAN SCHOOL REFORM \$10,000
Toward the development and piloting of a curriculum on community organizing for school reform.

407 S. Dearborn, Suite 1725, Chicago, IL 60605
Anne C. Hallett, Executive Director

DALLAS AREA INTERFAITH \$25,000
Toward expansion of the Alliance School Project, which seeks to increase student achievement in low-performing schools in the Dallas Independent School District.

3300 W. Mockingbird, Suite 510, Lock Box 23, Dallas, TX 75235
Christine Stephens, Executive Director

EASTSIDE ALLIANCE \$20,000
Toward an organizing and training program which will help parents develop the skills needed to advocate for their children's education, and for better schools.

4806 Liberty Avenue, Pittsburgh, PA 15224
Leslie D. Reicher, Executive Director

HIGHBRIDGE COMMUNITY LIFE CENTER, INC. \$15,000
Toward expansion of the Power Parent Organizing and Training Program aimed at increasing the involvement of low-income parents in their children's education.

979 Ogden Avenue, Bronx, NY 10452
Brother Edward Phelan, Executive Director

H.O.P.E. ALIVE! \$20,000
Toward an organizing and training program that seeks to increase the capacity of parents of low-income students to be effective advocates for their children's education, and for better schools.

409 North Main Street, Suite 320, Pueblo, CO 81003
Sharon A Lucero-Villalon, Executive Director

Powerful Schools for KING COUNTY ORGANIZING PROJECT \$30,000
To support a parent organizing initiative which seeks to broaden the involvement of minority and low-income parents in the public schools in West Seattle and the Puget Sound region.

3301 S. Horton, Seattle, WA 98144
Greg Tuke, Executive Director

MOTHERS ON THE MOVE \$25,000
To support the organization's efforts to equip low-income parents with the knowledge and skills they need to become effective advocates for their children's education, and for better schools.

928 Intervale Avenue, Bronx, NY 10459
Mildred Bonilla, Co-Director

Grace Community United Methodist Church for NETWORK FOR CONGREGATIONAL DEVELOPMENT \$20,000
To support a parent/community/school collaboration to implement the Corner School Development Program in the Chester Upland public schools.

1213 Central Avenue, Chester, PA 19013
James Brunswick, Executive Director

Citizen Policy and Education Fund of New Jersey for NEW JERSEY CITIZEN ACTION \$5,000
To support a statewide campaign to educate the public about school vouchers and the use of public funds for private schools.

400 Main Street, Hackensack, NJ 07601
Phyllis Salowe-Kaye, Executive Director

Soc Education Fund for PARENT EMPOWERMENT PROJECT \$25,000
To support a parent organizing and training program aimed at increasing involvement of African-American and low-income parents in their children's education.

4622 West Broadway, Louisville, KY 40211
Joe McNealy, Coordinator

Center for Democratic Renewal for POSITIVE ACTION COMMITTEE \$25,000
To support an anti-racism, excellence in education, initiative aimed at ending racially discriminatory practices within the school system in rural Georgia.

P.O. Box 50469, Atlanta, GA 30302
Karen Watson, Executive Director

UPTOWN COMMUNITY LEARNING CENTER \$15,000
Toward publication of the Great Expectations newspaper, designed to raise the expectations of parents of public school children regarding instruction and achievement in math, science, and technology.

4409 N. Broadway, Chicago, IL 60640
Laurie Odell, Executive Director

Youth Development

COALITION FOR A BETTER ACRE \$15,000
To support a youth leadership program which trains young people as community organizers.

450 Merrimack Street, Lowell, MA 01854
Neal Newman, Executive Director

GLOBAL KIDS \$20,000
Toward expansion of the All-City Leadership Project, which trains junior and senior high school students to take on leadership roles in their schools and communities.

561 Broadway, Sixth Floor, New York, NY 10012
Carole Nichols, Executive Director

INTERFAITH COMMUNITY ORGANIZATION \$25,000
To support a youth organizing and training program for African-American and Hispanic youth with the goal of developing a cadre of youth leaders in each of the member institutions of ICO.

83 Wayne Street, Jersey City, NJ 07302
Tony C. Aguilar, Lead Organizer

ORANGE COUNTY CONGREGATION COMMUNITY ORGANIZATION \$20,000
To support a comprehensive organizing initiative that seeks to build a constituency for change focused on the needs of youth in poor communities.

310 W. Broadway, Anaheim, CA 92805
John Gaudette, Executive Director

PEOPLE IN COMMUNITY ACTING TOGETHER \$20,000
To support a comprehensive community organizing program aimed at increasing educational opportunities for San Jose's youth, and to train young people as community organizers.

24 North Fifth Street, San Jose, CA 95112
David L. Mann, Executive Director

SEATTLE YOUNG PEOPLE'S PROJECT \$25,000
To support a leadership development program which provides young people with the skills needed to work toward change in their schools, neighborhoods and communities.

2366 Eastlake Avenue East, Suite 330, Seattle, WA 98102
Kristin Joy, Executive Director

Youthbuild USA for YOUTH ON BOARD \$25,000
To support a leadership development initiative which seeks to recruit, train and support young people serving on nonprofit boards.

58 Day Street, 3rd Floor, Somerville, MA 02144
Karen S. Young, Director

Social Education Fund for YOUTH TASK FORCE \$25,000
To support an organizing and training program for African American youth working on social and environmental justice issues.

4622 W. Broadway, Louisville, KY 40211
Angela Brown, Executive Director

Philanthropy

New York Community Trust for DONORS' EDUCATION COLLABORATIVE \$25,000
Toward a joint grantmaking effort of New York-based education funders in support of systemic approaches to improving the quality of education in the New York City public schools.

2 Park Avenue, New York, NY 10016
Norma Rollins, Administrative Consultant

EDWARD W. HAZEN FOUNDATION \$88,000
Toward the Fall 1995 Hazen grantees' conference, "Investing in Our Children: Advocacy & Organizing for School Reform," aimed at providing a forum where grantees could learn from each other about what works in advocacy, parent/community organizing for school reform.

60 Madison Avenue, Suite 1110, New York, NY 10010
Barbara A. Taveras, Executive Director

EDWARD W. HAZEN FOUNDATION \$8,000
Toward preparation and dissemination of a report on the Fall 1995 Hazen grantees' conference.

60 Madison Avenue, Suite 1110, New York, NY 10010
Barbara A. Taveras, Executive Director

HISPANICS IN PHILANTHROPY \$15,000
To support the Latinos/Latin Americans and Philanthropy research initiative which will generate new knowledge about philanthropy's responsiveness to Latinos.

2606 Dwight Way, Berkeley, CA 94704
Diana Campoamor, President

DISCRETIONARY GRANTS

ABENAKI INDIAN CENTER, INCORPORATED \$2,500
To support a youth leadership development program for Native American youth in New Hampshire.

381 Chestnut Street, Manchester, NH 01301
Marci L. Martel, Executive Director

THE CENTRAL AMERICAN RESOURCE CENTER \$2,500
To support a youth leadership development program for Central American youth in Los Angeles.

1636 8th Street, Suite 215, Los Angeles, CA 90017
Roberto Lovato, Executive Director

CHILDREN'S EXPRESS \$2,500
Toward publication of "Endangered: At-risk Teens Talk About Their Lives", a series of monologues which explore the lives of at-risk youth from around the United States.

30 Cooper Square, 4th Floor, New York, NY 10003
Cliff Hahn, New York Bureau Director

CINCINNATI YOUTH COLLABORATIVE \$1,500
To support a youth-led conference aimed at helping students become problem-solvers and agents of change within their schools and communities.

542 Walnut Street, Suite 808, Cincinnati, OH 45202
Barbara Ford, Executive Officer

COMMITTEE AGAINST ANTI-ASIAN VIOLENCE \$2,500
Toward a leadership development program for Southeast Asian youth in New York City.

1919 East 3rd Street, New York, NY 10019
Anannya Bhattacharjee, Executive Director

NATIONAL LATINAS CAUCUS \$2,500
Toward the third annual Muevete! Boricua Youth Conference.

853 Broadway, 5th Floor, New York, NY 10003
Melissa Mark-Viverito, Coordinator

Native Americans For A Clean Environment for NATIVE MEDIA NETWORK	\$2,500
To support a youth leadership program for Native American youth.	
P.O. Box 1671, Tahlequah, OK 74465 Pamela Kingfisher, Executive Director	
NYACK PARTNERS IN EDUCATION	\$2,500
Toward a parent training program that prepares low-income and minority parents to serve as teacher's aides in their children's school.	
P.O. Box 167, Nyack, NY 10960 Daniel Wolff, Coordinator	
UNPLUG	\$2,500
Toward implementation of a strategy session on Channel One in New York and Washington, D.C.	
360 Grand Avenue #385, Oakland, CA 94610 Marianne Manilov, Co-Director	
YOUTH COMMUNICATION NETWORK	\$2,500
Toward a communication training and technical assistance program for youth-led organizations.	
1150 18th Street NW, 8th Floor, Washington, DC 20036 Kristen Grimm Wolf, Project Director	

ANNUAL GRANTS

AMERICAN INDIAN COLLEGE FUND	\$500
New York, NY General support.	
ASIAN AMERICAN/PACIFIC ISLANDERS IN PHILANTHROPY	\$1,000
San Francisco, CA General support.	
COUNCIL ON FOUNDATIONS	\$1,900
Washington, DC General support.	
COUNCIL ON FOUNDATIONS	\$1,000
Washington, DC Toward the Grantmakers for Children, Youth and Families.	
FIRST NATIONS DEVELOPMENT INSTITUTE	\$1,000
Falmouth, VA General support.	
THE FOUNDATION CENTER	\$1,000
New York, NY General support	

INDEPENDENT SECTOR	\$586
Washington, DC General support.	
NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY	\$1,500
Washington, DC General support.	
NATIVE AMERICANS IN PHILANTHROPY	\$500
Lumberton, NC General support.	
NEW YORK REGIONAL ASSOCIATION OF GRANTMAKERS	\$1,100
New York, NY General support.	
NEW YORK REGIONAL ASSOCIATION OF GRANTMAKERS	\$500
New York, NY Toward the New York City Youth Funders Network.	

Trustees and Officers

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<i>National Association of Latino Elected</i>	Aida I. Murrias, <i>Office Assistant</i>
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<i>Los Angeles, California</i>	<u>Auditors</u>

*Until April 1995

The Edward Hazen W. Foundation
60 Madison Avenue (26th Street)
Room 1110
New York, New York 10010-1600
Telephone: (212) 889-3034



Darcy Seaver
Education & Equality Program
122 W.1 Franklin Avenue
Suite 320
Minnesota, MN 55404

ARCHIE D. & BERTHA H. WALKER FOUNDATION

1121 Hennepin Avenue . Minneapolis . MN . 55403 . Office 612/332-3556 . Fax 612/333-6615

August 16, 1996

Ms. Darcy Seaver
Administrative Director
Education and Housing Equity Program
c/o MICAH
122 West Franklin Av. #320
Minneapolis, MN 55404

Dear Ms. Seaver:

The Archie D. and Bertha H. Walker Foundation makes grants in three major areas: (1) programs addressing the impact of chemical dependency, chiefly alcoholism, upon children and their development, (2) programs in the arts with which the Foundation has been historically associated, and (3) programs addressing the treatment of White Racism in the White Community. Proposals for seed grants supporting pioneering programs are encouraged.

Approximately twenty minor grants of \$1,000 each will be made each spring in the combined categories of conservation, health, culture, recreation, education, international affairs, and social welfare. The Foundation grants funds almost exclusively in the Twin Cities and greater Minnesota.

There are two funding cycles for the Walker Foundation. The deadline for consideration in the fall is July 1; for consideration in the spring the deadline is Dec. 1. Initial application should be made at least two weeks before the deadline dates in order for applicants to have time to complete required forms that will be sent after submission of a request for funds.

Thank you for your interest in the Archie D. and Bertha H. Walker Foundation.

Sincerely,



Mary Powell/Joan Schoepke
Foundation Administrators

MP/JS:dm

Encl.

GUIDELINES

The *Archie D. and Bertha H. Walker Foundation* is a family foundation which was incorporated in 1953. The trustees have designated four areas in which they will generally award grants:

- (1) Programs dealing with the impact of chemical dependency, chiefly alcoholism, on children and their development.
- (2) Programs in the arts with which the Foundation has been historically associated.
- (3) Programs addressing the treatment of white racism in the white community.
- (4) Seed grants supporting pioneering programs in chemical dependency, the arts, and/or white racism.

In addition, each year the Foundation makes approximately 20 grants, each in the amount of \$1,000, to programs in the areas of conservation, education, social welfare, and culture. Grant-making activity is centered in the State of Minnesota. Grants are usually awarded for a period of one year. The Foundation prefers grants for programs over grants for capital needs. No grants are made either to individuals or to private foundations.

APPLICATION PROCEDURES

- (1) Initial contact by letter is preferred.
- (2) Grant applications should include a description of the proposed program, a statement of need, a description of the organization's capability, a list of the qualifications of responsible personnel, and an itemized budget.
- (3) All applicants must include a copy of a letter from the Internal Revenue Service declaring the organization is tax exempt.
- (4) All *final* applicants will be required to complete an application which includes a program summary and a budget.
- (5) Applications are reviewed semi-annually. Deadlines are July 1 of the calendar year for review in October, and December 1 of the calendar year for review in March.

ARCHIE D. and BERTHA H. WALKER FOUNDATION

(Trustees and Officers as of March 1996)

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MEMBER

Foundation Center
Minnesota Council on Foundations
National Council on Alcoholism and Drug Dependence

1995
REPORT

ARCHIE D. and BERTHA H.
WALKER FOUNDATION

1121 Hennepin Avenue
Minneapolis, Minnesota 55403-1785
(612) 332-3556

**ARCHIE D. and BERTHA H. WALKER
FOUNDATION**

In 1995 the Foundation followed a contribution policy which emphasized three major areas of support. Greatest support was given to programs in the areas of chemical dependency, social welfare, and treatment of white racism in the white community. There was also continued support of traditionally funded programs in conservation, education, health, and the arts. Forty-eight grants totaling \$212,850 were funded.

Chemical Dependency	\$105,350
Conservation/Recreation	4,500
Culture	26,000
Education	2,000
Health	1,000
Social Welfare	41,500
White Racism	32,500

1995 Grants

CHEMICAL DEPENDENCY/ALCOHOLISM

American Indian Health Clinic	5,000
Cabrini House	3,000
Center School, Inc.	1,600
Children are People Support Groups	2,500
Chrysalis	2,500
Employment Action Center	5,000
Hazelden	7,500
Holos Foundation	7,500
House of Charity	5,000
Incarnation House	5,000
Kateri Residence Program	1,750
Lao Family Community of MN	4,000
Family Housing/Mpls & St. Paul	15,000
Rebuild Resources, Inc.	2,500
Simpson Housing Services	3,000
Sobriety High	10,000
The Bridge for Runaway Youth, Inc.	3,000
The Shelter at Our Savior's	7,500
The Twelfth Step House, Inc.	3,000
Walker Center	11,000

CONSERVATION and RECREATION

Ducks Unlimited	2,500
Freshwater Biological Research Foundation	1,000
The Nature Conservancy	1,000

CULTURE

Fine Arts Work Center	20,000
Frederick R. Weisman Art Museum	1,000
Guthrie Theater	1,000
Minneapolis Institute of Arts	1,000
Minnesota Orchestral Association	1,000
Minnesota Public Radio	1,000
Walker Art Center	1,000

EDUCATION

Science Museum of Minnesota	1,000
United Negro College Fund	1,000

HEALTH

Planned Parenthood of Minnesota	1,000
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SOCIAL WELFARE

American Indian Business Development	1,000
Anishinabe	1,000
Domestic Abuse Project, Inc.	2,000
Harriet Tubman Women's Shelter	1,000
Minneapolis Crisis Nursery, Inc.	1,000
Minnesota Women's Consortium	1,000
Neighborhood Involvement Program	1,000
New Beginnings Women's Support Network	7,500
The United Way	15,000
Women Venture	1,000
Walker Methodist Foundation	10,000

WHITE RACISM

Equity Institute	5,000
Minnesota Council of Churches	15,000
People for the American Way	7,500
Sexual Violence Center	5,000

TOTAL \$212,850

**ARCHIE D. and BERTHA H. WALKER
FOUNDATION**

Financial Information

Years ended December 31, 1995 and 1994

	1995	1994
ASSETS		
Cash	\$ 10,452	\$ 101,797
Marketable Securities:		
Debt Instruments	2,227,921	1,912,657
Equity	4,355,009	3,428,445
Other	50,582	53,132
Total Assets at FMV	6,643,964	5,496,031

INCOME

Investment Income*	523,953	322,397
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EXPENSES

Bank investment fees	51,365	44,219
Professional fees	16,700	16,919
Federal excise taxes	9,441	5,544
Other administrative expenses	25,406	23,209
Total expenses	102,912	89,891

Income before contributions	421,041	232,506
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CONTRIBUTIONS

Undistributed income (loss)	208,151	24,094
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*Investment income is comprised of dividends, interest, and capital gains and losses.

This financial information was condensed from the audited financial statements prepared on a full accrual basis.

EDUCATIONAL AND SUPPORT ACTIVITIES

IN PURSUING ITS GOAL of bringing new strength to public interest law, The Impact Fund engages in a number of support activities that supplement its grantmaking:

Attorney's Fees Litigation Project

Beginning in 1995, The Impact Fund is pleased to announce the launching of its Attorney's Fees Litigation Project, under the direction of attorney's fees expert Mari Mayeda.

With federal, state, and foundation funding shrinking drastically, attorney's fees remain the most important unrestricted source of funding for public interest lawsuits.

The Impact Fund's Attorney's Fees Litigation Project will provide cost-effective strategic and technical assistance to non-profit public interest litigators, as well as representation in settlement negotiations and fee litigation in large complex public interest cases. Our goal will be to teach litigators strategies and techniques that will allow them to do the bulk of the work themselves, thus reducing costly "fees on fees" when The Impact Fund acts as lead fee counsel.

In 1995, The Impact Fund is launching an important new attorney's fees litigation project.



Educational Activities

This year The Impact Fund is sponsoring training sessions on "Recovering Attorney's Fees and Costs in Public Interest Litigation" and "Litigating Disability Rights Cases".

Technical Assistance/ Grantee Oversight

The Executive Director actively monitors all grantees' cases, providing technical assistance and referrals to qualified litigation specialists as needed. The

Board of Advisors also advises and counsels grantees.

The Evelyn R. Frank Memorial Fund

The Impact Fund administers the Evelyn R. Frank Memorial Fund, which was established in 1993 to honor the late Legal Aid Society of Alameda County attorney. This fund focuses on helping the poor obtain cash assistance, medical care, and other legal entitlements. In 1994 the first award was made from this fund (see Sacramento/Commission on State Mandates, page 3).

CONTRIBUTORS

THE IMPACT FUND WISHES TO THANK the following generous contributors who have helped build a stronger public interest movement:

Manuel Abascal*, Berkeley; Judith Lefkowitz Anderson, Los Angeles; Robert Atkins, Berkeley; Hannah Bentley, San Francisco; Christopher & Eliza Brancart, Pescadero; Rufus L. Cole, San Francisco; Matt Coles, Berkeley; Davis, Cowell & Bowe, San Francisco; Teresa Demchak, Oakland; Dan Feinberg, Oakland; Barry Goldstein, Piedmont; Elizabeth Grossman, Berkeley; Susan Guberman-Garcia, Fremont; Amanda Hawes, San Jose; Howard, Rice, Nemerovski, Canady, Falk & Rabkin, San Francisco; Harold E. Kahn, San Francisco; Deborah Kaplan, Oakland; Steve Kaus, Berkeley; Kazan, McClain, Edises & Simon, Oakland; Ellen Lake, Oakland; Jocelyn D. Larkin*, Berkeley; Joel Levinson, Sacramento; Jeff Lewis, Oakland; Peter G. Lomhoff, Oakland; Mari Mayeda*, Berkeley; Arlene Mayerson, Berkeley; Shelley McEwan, Sacramento; Ellen J. Messing, Boston; Minami, Lew & Tamaki, San Francisco; David Offen-Brown, Albany; Amy Oppenheimer, Berkeley; Rich Pearl, San Francisco; Alan Ramo, San Francisco; John Riley, San Francisco; Rosen, Bien & Asaro, San Francisco; Mark Rudy, San Francisco; Saperstein, Goldstein, Demchak & Baller, Oakland; Schacter, Kristoff, Orenstein & Berkowitz, San Francisco; Brad Seligman*, Albany; Marci Seville, San Francisco; Susan Sher, Ukiah; Starnes, Becker, & White, Emeryville; Dan Stormer, Pasadena; Helen E. Thompson, Oakland; The Tides Foundation*, San Francisco; Marc Van Der Hout, San Francisco; Peter Van Schaick, Glen Ridge, NJ; Tommy Warren*, Tallahassee, FL; James Weill, Washington, DC; David Weintraub, Vallejo; Priscilla Winslow, Oakland; Fritz Wollett, Seattle, WA.

*Founders Circle—\$5,000 or more

PERSONNEL

Brad Seligman, Executive Director

Brad Seligman is the founder and Executive Director of The Impact Fund. One of the nation's most experienced public interest litigators, Seligman was managing partner of the Oakland law firm of Saperstein, Seligman & Mayeda (now Saperstein, Goldstein, Demchak & Baller). During that time he filed and helped win several landmark employment class actions, including a suit against Lucky Stores which resulted in a \$107 million settlement—the second largest ever in a sex discrimination case.

Seligman established The Impact Fund in 1992 with an endowment of \$1.25 million.

Mari Mayeda, Director, Attorney's Fees Project

Mari Mayeda comes to The Impact Fund from the Oakland civil rights firm of Saperstein, Mayeda & Goldstein, where she served as lead counsel in, among other cases, the massive class action race discrimination suit against Denny's Restaurant. She has represented numerous Legal Services and civil rights attorneys in attorney's fees litigation.

BOARD OF ADVISORS

The Impact Fund's Board of Advisors has authority for allocating all major grants, and actively monitors and assists grantees as necessary. The Board is comprised of some of California's pre-eminent public interest litigators:

Ralph Santiago Abascal

General Counsel, California Rural Legal Assistance

Melinda R. Bird

Senior Counsel, Western Center on Law & Poverty

Matt Coles

Director, Lesbian & Gay Rights Project and AIDS & Civil Liberties Project, American Civil Liberties Union

Theresa Fay-Bustillos

Vice President for Legal Programs, Mexican American Legal Defense & Education Fund

Abby Ginzberg*

Lawyer and Video Producer

Amanda Hawes

Director, Santa Clara Center for Occupational Safety & Health

Bill Lann Lee

Western Regional Counsel, NAACP Legal Defense & Educational Fund

Shauna Marshall

Assistant Professor, Hastings College of the Law Civil Justice Clinic; formerly Executive Director, East Palo Alto Community Law Project

Mari Mayeda*

Director, Attorney's Fees Project, The Impact Fund
formerly Partner, Saperstein, Mayeda & Goldstein

Arlene Mayerson

Directing Attorney, Disability Rights Education & Defense Fund

Eva Paterson

Executive Director, Lawyers' Committee for Civil Rights of the San Francisco Bay Area

Alan Ramo

Co-Director, Environmental Law and Justice Clinic, Golden Gate University Law School; formerly Legal Director, Citizens for a Better Environment

Brad Seligman*

Executive Director, The Impact Fund

Marc Van Der Hout

Immigration Lawyer, formerly President, National Lawyers Guild

*member of the Board of Directors

THE IMPACT FUND

1604 SOLANO AVENUE
BERKELEY, CALIFORNIA 94707
510 • 528-7344 fax 510 • 526-3672

All contributions are tax-deductible to the full extent provided by law.

Financial and Technical Support for Public Interest Law

T H E IMPACT F U N D



YEAR 2
ANNUAL REPORT
1994

FROM THE EXECUTIVE DIRECTOR

I AM PLEASED TO REPORT that, at the age of two, The Impact Fund is making a difference.

The Impact Fund began with a dual purpose. First, we wanted to help provide the financial wherewithal for complex public interest cases—the kind of difficult, expensive cases that over the last fifty years have helped end school segregation, extend voting rights, advance the rights of the disabled and the poor, and protect the environment.

Second, we wanted to encourage more lawyers to “represent the unrepresented”—and to win.

We began with a cohesive agenda:

- The Impact Fund would raise money to help public interest attorneys with daunting out-of-pocket costs.
- We would maintain extremely low overhead so that every dollar raised would go to grants.
- We would further leverage our efforts by establishing a “Permanent Revolving Public Interest Litigation Fund,” requiring successful grant recipients who recover fees and costs to repay their grants to this fund.
- We would produce seminars to teach grantees and other attorneys the complexities of class action litigation.
- We would lend technical assistance and provide referrals to public interest litigators as needed.

We have done these things and the results are striking.

In two years we have awarded over \$510,000 in grants.

Already, our grantees have won voting rights for Latinos in Monterey County, stopped slumlords in East Palo Alto, blocked a nuclear waste dump in Ward Valley, punished workplace discrimination based on accent in San Francisco,

**The Impact Fund
was founded
to help
reinvigorate
public
interest
law.**

and obtained environmental justice in Alviso. Many other cases are still pending.

More than \$112,000 has been paid into our Permanent Revolving Public Interest Litigation Fund by grantees who have won or successfully settled their cases.

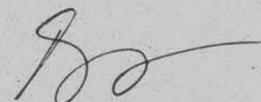
In full-day training programs held both in Los Angeles and San Francisco, we have taught more than 150 public interest lawyers how to bring better class action suits.

Perhaps as important as all of this, we have energized the public interest community. A recent grant recipient put it well:

“I felt empowered when I received your award letter. Now we know that we can take the depositions we need, confer with experts, meet with each other—in other words, do the basic tasks we need to do without being overwhelmed by the resources available to the defendants.”

Now more than ever, public interest litigation may be the last best hope of the disenfranchised. The Impact Fund gives each of us, no matter what kind of law we practice, a way to really make a difference in public interest law.

With this Annual Report, we thank all the donors who made our first two years so successful—and we look forward to a productive future.



BRAD SELIGMAN
Executive Director

**PUBLIC INTEREST LITIGATION
GRANTS**

THE IMPACT FUND AWARDS GRANTS for large and complex litigation such as class actions. Grants are awarded in the general areas of human and civil rights, the environment, and poverty law. Priority is given to private attorneys and non-profit organizations without other likely sources of funding. Generally, unsolicited applications are not considered. (For a copy of the Fund's application guidelines, contact the Executive Director.)

Grants generally are made to cover reasonable costs and expenses including expert fees, investigation costs, and other out-of-pocket expenses. The Impact Fund does not normally pay direct attorney's fees, nor award more than \$25,000 to one applicant in any given year. Major grants (those of \$5,000 or more) are awarded quarterly. The Executive Director has discretion to award grants up to \$5,000 throughout the year.

In 1995 The Impact Fund's major grants budget is \$250,000—a ten percent increase over 1994. Funds from repaid grants could increase this further.

**1994 GRANTS AWARDED: PENDING CASES
Human and Civil Rights**

AMAE v. State of California—\$25,000. This class action challenges the racially discriminatory impact of California's teacher's licensing examination. San Francisco law firm Public Advocates, applicant.

Challenge to Proposition 187—\$5,000. Preparation for a challenge to California's anti-immigrant initiative. ACLU Foundation of Southern California, applicant.

Collins v. Jordan—\$10,000, plus \$5,000 expert fund. This class action challenges the San Francisco Police Department's treatment of demonstrators and bystanders in the wake of the Rodney King verdicts. National Lawyers Guild/Bayside Legal Advocates, applicants.

**Since 1993,
The Impact Fund
has granted
\$510,000 to
advance 41
public interest
cases.**

Food Lion—\$15,000. This class action charges that African-American employees of a major grocery chain are systematically relegated to the lowest paying jobs and denied promotions. Florida lawyer Kent Spriggs, applicant.

Hill v. USAir—\$15,000. This disability discrimination case is one of the first to challenge the treatment of employees with carpal tunnel syndrome based on lack of reasonable accommodation. Washington, DC, attorneys Laura Einstein and David Weiner, applicants.

Los Angeles Metropolitan Transportation Authority Litigation—\$5,000. This

case challenges a racially discriminatory transportation planning process. Poverty & Race Research Action Council, applicant.

Trujillo v. State of California—\$45,000. This voting rights challenge to the Monterey County Superior Court election process seeks to make it possible to elect Latino judges. Joaquin Avila, applicant.

United States v. Dunifer—\$5,000 plus up to \$5,000 for expert costs as incurred. This is a defense against the Federal Communication Commission's ban on “micro-transmitters”. The defendant, “Radio Free Berkeley,” is at the forefront of a worldwide movement to bring radio access to local communities. Louis Hiken, applicant.

Environmental Protection

Environmental Justice Litigation—\$5,000 (plus up to \$10,000 in costs as incurred). This racial justice challenge to the Michigan Department of Natural Resource's incinerator siting practices seeks to prohibit the placement of a wood waste incinerator which would release airborne toxic lead paint residues in a minority area of Flint. Sugar Law Center, applicant.

RECLAIM Litigation—\$6,650 (with additional \$3,000 if applicant intervenes in “Small Emitters” case). This is a challenge to the Los Angeles program which allows polluters to “trade” pollution credits to other companies. The pro-

gram could result in increased pollution in poor and minority residential areas with no net county-wide reduction of pollution. Citizens for a Better Environment, applicant.

Poverty

Affordable Housing Litigation—\$10,000. Litigation to enforce low-income housing requirements in the City of Santa Cruz. Legal Aid Society of Santa Cruz County, applicant.

Affordable Housing Project—\$15,000. This project supports challenges to the widespread failure to enforce low-income housing construction mandates. Legal Services of Northern California, applicant.

Joyce v. City and County of San Francisco—\$4,000. A challenge to San Francisco's “Matrix” program which has resulted in the harassment of homeless people. Lawyers Committee for Civil Rights of the San Francisco Bay Area, applicant.

Lopez v. Delis—\$10,000. This class action charges discrimination, neglect, and lack of habitability in rental housing. Oakland attorney Christine Cleary, applicant.

Sacramento Commission on State Mandates—\$15,000. This grant will finance expert research and testimony to oppose Sacramento County's attempt to lower General Assistance payments. Western Center on Law and Poverty, applicant. This grant is funded by the Evelyn Frank Memorial Fund.

Workplace Injuries Project—\$25,000. This is a special project to help low-income workers present “non-major” workers compensation claims, which do not typically attract legal counsel and are routinely denied by insurance carriers. Santa Clara Center for Occupational Safety and Health and San Mateo Legal Aid Society, applicants.

CASES RESOLVED IN 1994

Environment

Alviso v. Maciel—\$19,100. An environmental justice class action case brought by a community of color regarding

**\$227,450 was
awarded in
1994 grants;
\$56,144 was
refunded by
successful
litigants.**

asbestos contamination. Oakland's Environmental Law Foundation, applicant. Settled; grant repaid into Revolving Fund.

Desert Tortoise v. Secretary of the Interior—\$4,000. Litigation to preserve the habitat of an endangered species and challenge a proposed nuclear waste dump. BANWaste Coalition, applicant. Preliminary injunction granted, habitat issue settled; grant repaid into Revolving Fund.

Human and Civil Rights

Chandler v. City of Dallas—\$2,257. Amicus brief in support of review by the U. S. Supreme Court of a Fifth Circuit decision holding that class action status

is inappropriate in disability employment discrimination cases. Disability Rights Education and Defense Fund, applicant. Certiorari denied; case closed.

Holland v. Sacramento Unified School District—\$1,544. This precedent-setting “mainstreaming” case clarified the right of a disabled child to attend regular classes in public school. Disability Rights Education and Defense Fund, applicant. Judgment entered; grant repaid into Revolving Fund.

Ramirez v. American Mutual Protective Bureau—\$12,500. An employment discrimination challenge to termination based on foreign accent. San Francisco's Asian Law Caucus, applicant. Settled; grant repaid into Revolving Fund.

Yrigollen v. Hanford—\$4,000. A challenge to Hanford's City Council election process which has excluded Latinos. Joaquin Avila, applicant. Settled; grant repaid into Revolving Fund.

Poverty

Aguilar v. Hee Duk Kang—\$15,000. A habitability/slumlord damage case. West Bay Law, applicant. Settled; grant repaid into Revolving Fund.

Williams v. Contra Costa County—\$4,000. Challenge to the County's General Assistance “sanctions” policy which was used to deny benefits to applicants who missed appointments regardless of the cause. Case settled; fees pending.

EDUCATION & HOUSING EQUITY PROJECT

Memorandum

TO: Mike Anderson
FROM: Darcy Seaver 
DATE: October 22, 1996
RE: EHEP fundraising and finances

As you requested, this is a summary of our finances and fundraising efforts to date.

I've attached a report from Tim that shows the remaining funds from the Otto Bremer Foundation grant (which is also our overall balance). As you'll see, if we include the \$1,000 administrative fee to MICAH, we have \$_____ left. I would recommend reserving as much of this as possible for expenses related to the study circle Discussion Guide printing and kick-off event costs. No additional funds will go to staff expenses.

The following summarizes the grant proposals we have submitted, and their status as of today:

1. Bush Foundation

- ▶ Request: \$10,000 (specifically for the Community Circle Collaborative)
- ▶ Submitted: 6/27/96
- ▶ Status: To be decided 11/1/96

2. Otto Bremer Foundation

- ▶ Request: \$50,000 over two years
- ▶ Submitted: 9/1/96
- ▶ Status: To be decided on 11/1/96

3. Minneapolis Foundation

- ▶ Request: \$10,000 for one year
- ▶ Submitted: 9/15/96
- ▶ Status: No word; final notification date is supposed to be 12/1/96

4. Thorpe Foundation

- ▶ Request: \$5,000 for one year
- ▶ Submitted: 9/1/96
- ▶ Status: Rejected 10/3/96

5. McKnight Foundation

- ▶ Request: \$50,000 over two years
- ▶ Submitted: Letter of inquiry sent 9/1/96

- ▶ Status: Rejected (they are waiting to see the results of IRP's research)

6. CURA Communiiversity Personnel Grants

- ▶ Request: \$1,414.40 (in-kind in the form of graduate student, specifically for the development of the Discussion Guide)
- ▶ Submitted: 9/10/96
- ▶ Status: Approved; waiting for applicants

In addition, I would suggest that we consider submitting to the following funders in late 1996 and early 1997:

1. **Joyce Foundation (Chicago)**
 - ▶ Filing deadline: 12/13/96, but letter of inquiry by 11/1/96
2. **Walker Foundation**
 - ▶ Filing deadline: 12/1/96 (but they suggest sending it in at least two weeks before that)
3. **St. Paul Companies**
 - ▶ Filing deadline: 12/15/96
4. **Bigelow Foundation**
 - ▶ Filing deadline: 4/97, but letter of inquiry due in 12/96
5. **Hazen Foundation**
 - ▶ Filing deadline: 1/15/97
6. **Grotto Foundation**
 - ▶ Filing deadline: 2/97
7. **Phillips Family Foundation**
 - ▶ Filing deadline: 3/97

As I mentioned, I would recommend improving our current grant proposal in the following ways:

- ▶ Adding more information in the "Need" section on the current political and legal situation here in the Twin Cities, better highlighting the timeliness of EHEP's work and the opportunities we have given things such as the NAACP and St. Paul school district lawsuits, the apparent interest among suburban superintendents and administrators in looking at options, the community schools initiative, the Met Council's growth options and housing work, etc. In the current draft, this is pretty vague and not quite as compelling as it could be. This is especially important if we

OCTOBER 22, 1996

hope to get funding from outside the state (e.g., the Joyce Foundation in Chicago, which has been very supportive of such efforts in other, bigger cities but may look to the Twin Cities if we can point out how things are starting to look here).

- ▶ Adding more specifics about how we hope to go about building a coalition or other organizing. In fact, we may want to reconfigure the overall structure of the request. It now requests funding for (1) working and networking with existing coalitions to link the issues of housing and education, (2) building a broad-based coalition that works on the two issues simultaneously, and (3) continued community education/study circle work. The new Board may want to re-think this overall approach, then add better specifics in terms of strategy and tactics.
- ▶ Adding letters of support from folks such as the Minnesota Minority Education Partnership, Urban Coalition, SHARC, the Study Circle Resource Center (we have one of these already), the Institute on Race & Poverty, etc.

One final financial matter: there was some confusion with the IRS as to whether we needed to file employer tax forms. After a conversation with an IRS officer, Tim and I concluded that we don't need to file such forms yet (because technically Travis and I were employees of MICAH), but just this week we received a notice from the IRS wondering where our forms were. I wrote back, with copies of the older correspondence, and I've attached all of this for your reference.

I hope this covers everything you need. I hope, too, that I'm leaving things in a manageable state. Please always consider me available to answer any questions or provide additional information.

Thanks again for everything, Mike.



Education & Housing Equity Project

Potential funders

Funder	Form of application	Relevant granting areas or things to keep in mind	Filing deadline	Notification date	EHEP GRANT SUBMITTED? When, how much
Bigelow Foundation	Own form <i>submit, Hr of inquiry first</i>	<i>St Paul area + east metro</i>	<i>Dec 1996,</i> 1997	<i>4/97</i>	
Fuller Company Foundation	CGA	In MN, fund only programs that directly serve children & youth			
General Mills Foundation	CGA+				
Grotto Foundation	CGA+ attachments (see guidelines); (first Letter of Inquiry)	Geographic focus is east metro/St. Paul and statewide	No deadline, but Feb. and August filings are preferred	6-9 months later (2/97-5/97 if filed in August)	
Hazen Foundation	Letter of inquiry (1-2 pgs), then full proposal if approved	Community & parent organizing that seeks educational equity and improved achievement; Educational advocacy around equity and accountability, including policy analysis and public education. NOTE: usually don't give in states outside their priority list, but because MN has large Am. Indian population, they might consider us.	1/15; 7/15 (for full proposal)	2-3 weeks after letter of inquiry is received	
Honeywell Foundation	CGA				
Joyce Foundation	Letter of inquiry (see guidelines); then full proposal	Educational reform; people of color; improvement of public policy	Next: 12/13/96 (letter of inquiry by 11/1/96)	3/97	
McKnight Foundation	Letter of inquiry	? (check guidelines)	9/1/96	12/1/96	<i>Letter of inquiry submitted 8/31/96</i> *REJECTED* <i>For \$50,000 for two years</i>
Minneapolis Foundation	Their cover sheet & proposal sections	Helping families overcome effects of poverty & "other related types of disadvantage"; public policy research and neighborhood/community studies to	9/15/96	12/96	<i>Proposal submitted 9/12/96</i> <i>For \$10,000 for one year</i>

		help citizens understand problems, esp. underlying causes of poverty			
Northwest Area Foundation					
Otto Bremer Foundation	CGA+	This would be request #2	Monthly	2-3 months after submission	<i>Proposal submitted 8/31/96</i> <i>For \$50,000 for two years</i>
Pequod Fund (of the Tides Foundation)	Called for info 8/6				
Phillips Family Foundation	Custom application format	Education; Programs to combat discrimination; Race relations; New thinking about community needs; long-term solutions	Next: 9/2/96 3/97 * But submissions taken on on-going basis	11/96-5/97?	
St. Paul Companies	CGA+; (w/Letter of Inquiry if desired)	Community Development; Education	9/15/96; 12/15/96; 3/15/97	12/96; 3/15/96; 6/15/97	
Thorpe Foundation	CGA+ (total 8 pgs maximum)	Education (includes programs targeting "disadvantaged groups"; Social Services (includes programs working with communities of color)	9/1/96 (for Social Services category); 3/1/96 (for Education category)	11/96	<i>Proposal submitted 8/31/96</i> <i>For \$5,000 for one year</i>
Walker Foundation	Letter proposal with their own questions	Treating "white racism in the white community" is major funding area; Education is minor area	7/1; 12/1 (though send in appl at least two wks before)	October, March	

F. R. BIGELOW FOUNDATION

REPLY TO:
600 NORWEST CENTER
SAINT PAUL, MINNESOTA 55101
(612) 224-5463

August 08, 1996

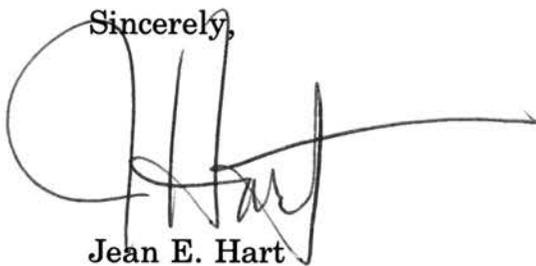
Ms. Darcy Seaver
Education and Housing Equity Project
122 West Franklin
Suite 320
Minneapolis, MN 55404

Dear Ms. Seaver:

Thank you for your interest in F. R. Bigelow Foundation. Enclosed are the materials you requested.

Please do not hesitate to call the Foundation at (612) 224-5463, if you have any questions or if you would like additional information. A member of our staff will be happy to assist you.

Sincerely,



Jean E. Hart
Director, Special Assignments

Enclosure - Annual Report and Guidelines

+K Program Officer
> suggested sending a ltr of
inquiry
> end of year
> next deadline: March or
(for full proposal) April
Sent to: Paul Verret
Secretary
F.R. Bigelow Foundation

**F. R. BIGELOW FOUNDATION
APPLICATION FORM**

CONTACT AND PROFILE INFORMATION:

Applicant Organization: _____

Address: _____

_____ Telephone () _____

Executive Officer: _____ Project Contact: _____

Project Title: _____

Amount Requested: _____

Proposed Starting Date: _____ Ending Date: _____

SUBMISSIONS REQUIREMENTS:

All applications must include the documentation listed below and the information requested in the narrative guidelines on the back of this form.

- ___ 1. A copy of the applicant organization's most recent letter of exemption from the Internal Revenue Service demonstrating that it is an organization exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, and stating whether or not it is a private foundation.
- ___ 2. Audit or year end financial statement for the most recently completed fiscal year, the current year's operating budget, and current year-to-date income and expense statement.
- ___ 3. Names and affiliations (place of employment and/or other relevant community involvement) of the policy board responsible for the management of the applicant organization.
- ___ 4. Indication that this application has been reviewed by the governing Board of the applicant organization and has received its endorsement. Where possible, a formal Board resolution to this effect should be submitted.

CERTIFICATION

In submitting this application, the applicant agrees to the following:

- 1. The applicant will spend funds solely for the purposes stated in the application and will refund the unexpended portion of such funds, if any. In addition, the applicant will provide interim and final reports as are required by the Foundation.
- 2. The applicant realizes that payment of funds granted will be at the convenience of the Foundation, including cancellation of the grant and/or modification of previously agreed upon payment schedules should such cancellation or modification be deemed necessary by the Foundation.
- 3. The applicant understands that the Foundation, in researching this grant application, may review any and all of the information submitted as part of this request with advisors of the Foundation's choosing, if deemed necessary by the Foundation.
- 4. The applicant has made a determination regarding the applicability of the Minnesota Charitable Solicitation Act (MS309), and intends to comply with the terms of this Act, if appropriate.

Signature: Chief Executive Officer

_____ Date

F. R. BIGELOW FOUNDATION NARRATIVE GUIDELINES

The information listed below must be provided in the proposal narrative:

1. Description of Applicant Organization

Provide a brief history of the applicant organization, plus a description of the general purpose of mission of the organization, its objectives, and the scope of its operations, including primary programs for services, primary service populations, and location of service activities.

2. Statement of Purpose

Explain the general purpose of the project or program for which the grant is requested, the issue it addresses, the significance of the issue, and an estimate of the number and geographic location of those who will benefit.

3. Proposed Program Design and Evaluation Plan

Describe (1) the objectives or intended outcomes of the project; i.e., the changes in people or institutions that are expected to occur as a result of the activities, (2) the activities or set of actions that will be implemented to achieve these objectives or intended outcomes, (3) the information that will be provided in the final report to demonstrate achievement of the outcomes and activities, and (4) the methods that will be used to gather the information. In addition to the narrative description, summarize this information on the enclosed Evaluation Plan Summary Form.

Requests for capital or endowment purposes need to address only (1), (2) and (3) and need not complete an Evaluation Plan Summary Form.

4. Staff Qualifications

Describe the qualifications and experiences of the principal staff members of the project in relation to its purposes and objectives, their probable availability for the duration of the project, and whether or not they can be replaced in the event they resign or are otherwise not available.

5. Detailed Budget

Present a reasonably detailed project budget, including a summary of the project's projected revenue sources and, if applicable, plans for continued funding of the program or service at the expiration of the grant period. A project budget is required in addition to the financial information listed on the Application Form.

6. Foundation Support

Provide a statement as to why Foundation support is requested, a description of what other efforts have been made to obtain the required funds, and a list of approved, pending, and denied requests for contributions, plus the amount received to date for this purpose.

Sample

F. R. BIGELOW FOUNDATION EVALUATION PLAN SUMMARY

This is a sample plan designed to help clarify the information required in the evaluation plan.

Organization Name: Hospice Program

Grant Title: Professional Training

Tracking Number: xx-xx-xxxx

<u>INTENDED OUTCOMES/ACTIVITIES</u>	<u>INFORMATION NEEDED</u>	<u>DATA COLLECTION METHODS</u>
Who or what is expected to change as a result of the grant? What activities or set of actions are planned to achieve each outcome?	What information will be provided in the final report to demonstrate achievement of outcomes and activities?	What methods will be used to gather the information?

Intended Outcome:

Hospice nurses will increase their understanding of the nature of family grief experienced when a family member is in a hospice.

Self-reported changes in understanding of family grief by participating nurses.

A random sample of 10 nurses will be interviewed by the project director at the end of the fifth workshop.

Activities to Achieve Outcome:

1. The project will conduct five two-hour workshops for nurses who work in a hospice. A total of 30 nurses will participate.

List of workshop dates, topics presented, roster of nurses in attendance.

The information will be retrieved from project records.

2. The 30 participating nurses will conduct a case study of one family to be discussed with a supervisor.

Record of discussion with the supervisor.

The information will be obtained from supervisor files.

Ms. Jane Doe
Signature of Project Director

(612) 000-0000
Telephone Number

For Internal Use Only
P. O. Approval: _____
Date: _____

F. R. BIGELOW FOUNDATION EVALUATION PLAN SUMMARY

(This form should be copied to accommodate multiple outcomes.)

Organization Name: _____

Grant Title: _____

Tracking Number: _____

<u>INTENDED OUTCOMES/ACTIVITIES</u>	<u>INFORMATION NEEDED</u>	<u>DATA COLLECTION METHODS</u>
-------------------------------------	---------------------------	--------------------------------

Who or what is expected to change as a result of the grant? What activities or set of actions are planned to achieve each outcome?	What information will be provided in the final report to demonstrate achievement of outcomes and activities?	What methods will be used to gather the information?
--	--	--

Intended Outcome:

Activities to Achieve Outcome:

Signature of Project Director

For Internal Use Only
P. O. Approval: _____
Date: _____

Telephone Number

(See sample on reverse side)

/l/bg.evalplan

Please send me information on developing an Evaluation Plan.

Send this information to:

Name of Individual

Organization

Address

City

State

Zip Code

600 Norwest Center
Saint Paul, Minnesota 55101-1797

F. R. Bigelow Foundation
600 Norwest Center
Saint Paul, Minnesota 55101-1797

Minnesota Common Grant Application Form

DEAR NONPROFIT COLLEAGUE,

The Minnesota Council on Foundations welcomes you to the first year of the Common Grant Application Form. The goal set by the foundations and corporations that developed this form is to make the grantseeking process more simple and efficient for nonprofits. Please feel free to reproduce any part of the form you find helpful, including the COVER SHEET and BUDGET forms.

Keep in mind that every grantmaker has different guidelines and priorities, as well as different deadlines and timetables. Before submitting this application to a potential funder, you must check to see whether your project or program matches their published interests. Any funder that has agreed to accept this form may request additional information as needed. (A list of participating funders is printed on the right side of this page.)

STRATEGIES FOR SUCCESSFUL GRANTSEEKING:

1. **Do your research** to determine whether the foundations' and corporations' goals and objectives for grantmaking are consistent with your type of grant request.
2. After you do the research, contact the grantmaker to secure their specific grantmaking guidelines.
3. Include a cover letter with each proposal that introduces your organization and your proposal, and makes a strategic link between your proposal and the funder's mission and grantmaking interests.
4. Type and single-space all proposals.
5. Answer all the questions in the order listed.
6. Submit the number of copies each grantmaker requests according to their guidelines.
7. Do not include any materials other than those specifically requested.

RESOURCES:

- Call or write to each grantmaker to obtain a copy of their funding guidelines.
- Use the *Guide to Minnesota Foundations and Corporate Giving Programs* and other directories listing foundations' interests and processes.
- Visit a Foundation Center Collection Library in Minneapolis, St. Paul, Fargo, Duluth, Rochester, or Marshall-Southwest State.

DISTRIBUTION NETWORK:

Additional copies of the Minnesota Common Grant Application Form are available from the following sources:

Foundation Center Collections: Duluth Public Library (218/723-3802); Minneapolis Public Library (612/372-6555); St. Paul Public Library (612/292-6307); Southwest State University Library, Marshall (507/537-7278). *Note: each location has different distribution requirements; call individual locations for details.*

Minnesota Council of Nonprofits: Fax-on-demand system: 612/646-3090 (After May 1, 1996).

Minnesota Council on Foundations: Call 612/338-1989. One copy will be sent per organization. *Note: The Council is considering making the form available on disk; look for details in the Summer 1996 or Fall 1996 Giving Forum. The Council is also working to place the form online by early 1997.*

Grantmakers Accepting the Minnesota Common Grant Application Form

The following funders have agreed to accept the Minnesota Common Grant Application Form. Before sending an application to any funder listed below, be sure to check their specific requirements. *NOTE: Other funders may have agreed to accept the form since this list was published. If a grantmaker is not listed below, ask the organization whether it accepts the Minnesota Common Grant Application Form when you apply for a grant.*

American Express Financial Advisors, Inc.**

Hugh J. Andersen Foundation**

Baker Foundation

Best Buy Company, Inc. (after 6/1/96)

Blandin Foundation**

Bloomington Community Foundation**

Blue Cross and Blue Shield of Minnesota Foundation**

Otto Bremer Foundation**

The Cargill Foundation**

Carolyn Foundation

Charlson Research Foundation**

Albert W. Cherne Foundation

Cowles Media Foundation

Dain Bosworth Foundation**

Dayton Hudson Foundation**

The Donaldson Foundation

Duluth-Superior Area Community Foundation**

The Jaye F. and Betty F. Dyer Foundation

Edwards Memorial Trust

First Bank System Foundation**

H. B. Fuller Company Foundation

General Mills Foundation**

The Graco Foundation**

Grotto Foundation, Inc.

Honeywell Foundation

International Multifoods Foundation**

The Jostens Foundation** (after 7/1/96)

MAHADH Foundation**

Marbrook Foundation

The Medtronic Foundation

The Minneapolis Foundation**

Minnegasco, A NorAm Energy Company**

Minnesota Mutual Foundation

Northern States Power Company**

Northland Foundation**

Northwest Minnesota Initiative Fund**

Norwest Foundation**

Onan Family Foundation**

Ordean Foundation**

Pentair, Inc.**

Perkins Foundation**

The Elizabeth C. Quinlan Foundation, Inc.

The Rathmann Family Foundation**

ReliaStar Foundation**

Ripley Memorial Foundation**

Rochester Area Foundation

Saunders Family Foundation

The St. Paul Companies**

TCF Foundation

James R. Thorpe Foundation**

DeWitt & Caroline Van Evera Foundation**

Archie D. and Bertha H. Walker Foundation**

The Wasie Foundation**

WCA Foundation**

Wendel Foundation**

West Central Minnesota Initiative Fund**

Williams Steel & Hardware

** Indicates funders that may require a letter of inquiry or additional or supplementary information. Contact these funders directly to find out what they need in addition to the Common Grant Application Form.

Minnesota Common Grant Application Form

COVER SHEET

(You may reproduce this form on your computer)

Date of Application: _____

ORGANIZATION INFORMATION

Legal Name of Organization _____

Address _____

City, State, Zip _____

Telephone _____

FAX _____

Individuals Responsible:

Name of top paid staff _____

Title _____

Direct dial Phone # _____

Contact person (if different from top paid staff) _____

Title _____

Direct dial Phone # _____

Organization Description: (2-3 sentences)

Is your organization an IRS 501(c)(3) not-for-profit? _____ YES _____ NO

If no, is your organization a public agency/unit of government
or religious institution: _____ YES _____ NO

If no, name of fiscal agent (fiscal sponsor) _____

AMOUNT AND TYPE OF SUPPORT REQUESTED

The dollar amount being requested: \$ _____

Funds are being requested for (make sure the funder provides the type of support you are requesting, then check the appropriate line)

_____ general operating support _____ capital _____ Other: _____
_____ project support _____ endowment
_____ start-up costs _____ technical assistance

If a project, give project duration _____ Month _____ Year to _____ Month _____ Year

If operating support, fiscal year: _____ Month _____ Year to _____ Month _____ Year

BUDGET

Total annual organization budget: \$ _____

Total project budget (for support other than general operating): \$ _____

PROPOSAL SUMMARY

(If operating or start-up support relate to the organization, If project and other support, relate to the project.)

Project name(if applying for project support): _____

Please give a 2-3 sentence summary of the request:

Geographic area served:

Population Served:

AUTHORIZATION

Name of top paid staff and/or Board Chair (type): _____

Signature _____

Minnesota Common Grant Application Form

PROPOSAL NARRATIVE

Please provide the following information in narrative form in this order. Five to seven pages or less is recommended excluding attachments. (Be sure to include a cover letter which introduces your organization and proposal and makes a strategic link between your proposal and the mission and grantmaking interest of each funder to whom you apply.)

A. ORGANIZATIONAL INFORMATION

1. Brief summary of organization history.
2. Brief summary of organization mission and goals.
3. Description of current programs, activities, service statistics, and strengths/accomplishments.
4. Your organization's relationship with other organizations working to meet the same needs or providing similar services. Please explain how you differ from these other agencies.
5. Number of board members, full time paid staff, part-time paid staff, and volunteers.

Mike
Anderson
↳ MICAH

B. PURPOSE OF GRANT

1. Situation

- The *situation*---opportunity, problem, issue, need, and the community---that your proposal addresses.
- *How* that focus was determined.
- *Who* was involved in that decision-making process.

2. Specific activities

- *Specific activities* for which you seek funding.
- *Who* will carry out those activities. (If individuals are known, describe qualifications.)
- Your overall goal(s).
- Specific objectives or ways in which you will meet the goal(s).
- Actions that will accomplish your objectives.
- Time frame in which all this will take place.

3. Impact of activities

- How the proposed activities will benefit the community in which they will occur, being as clear as you can about the *impact* you expect to have.
- Long-term strategies (if applicable) for sustaining this effort.

C. EVALUATION

1. How will you measure the effectiveness of your activities.
2. Your criteria (measurable, if possible) for a successful program and the results you expect to have achieved by the end of the funding period.
3. Who will be involved in evaluating this work (staff, board, constituents, community, consultants).
4. How will evaluations be used.

ATTACHMENTS

Be sure to check each funders guidelines. Generally the following is required

1. Finances

- Financial statements from your most recently completed fiscal year, whether audited or unaudited.
- Organization and/or Project Budget (see attached form)
- List names of corporations and foundations that you are soliciting for funding, with dollar amounts, indicating which sources are committed, pending, or anticipated.

2. Other Supporting Materials

- List of board members and their affiliations.
- One-paragraph description of key staff, including qualifications relevant to the specific request.
- A copy of your current IRS determination letter (or your fiscal agent's) indicating tax exempt status.

Minnesota Common Grant Application Form

BUDGET

(You may reproduce this form on your computer.)

If you already prepare organization and project budgets that contain this information, please feel free to submit them in their original forms. For project proposals, most grantmakers will request both organization and project budgets.

Check which budget(s) are included: _____ Organization Budget _____ Project Budget

Budget for the period: _____ to _____

INCOME		EXPENSE		
<u>Source</u>	<u>Amount</u>	<u>Item</u>	<u>Amount</u>	<u>% FT/PT</u>
<u>Support</u>				
Government grants & contracts	\$	Salaries & wages (for project budgets breakdown by individual position and indicate full or part time)	\$	
Foundations	\$		\$	
Corporations	\$		\$	
United Way or other federated campaigns	\$		\$	
Individual contributions	\$		\$	
Fundraising events & products	\$	Subtotal	\$	%
Membership income	\$	Insurance benefits & other related taxes	\$	
In-kind support	\$	Consultants & professional fees	\$	
<u>Revenue</u>		Travel	\$	
Earned Income	\$	Equipment	\$	
Other (specify)	\$	Supplies	\$	
	\$	Printing & copying	\$	
	\$	Telephone & fax	\$	
	\$	Postage & delivery	\$	
	\$	Rent & utilities	\$	
	\$	In-kind expenses	\$	
	\$	Other (specify)	\$	
	\$		\$	
Total Income	\$	Total Expense	\$	
		Difference (Income less expense)	\$	

		Year 1	Year 2	Year 3
Project Director	salary	\$ 50,000	\$ 50,000	\$ 50,000
	benefits	12,500	12,500	12,500
Organizers CONTRACTED SERVICES	FEEs salary	\$ 35,000	\$ 35,000	\$ 35,000
	benefits	8,750	8,750	8,750
Office Manager	salary	\$ 25,000	\$ 25,000	\$ 25,000
	benefits	6,250	6,250	6,250
Consultants		\$ 30,000	\$ 15,000	\$ 15,000
Office Equipment		\$ 25,000		
Office Expenses		\$ 15,000	\$ 15,000	\$ 15,000
Printing/Postage		\$ 12,000	\$ 12,000	\$ 12,000

500
12
1000
500
6000

MICAH
General Ledger

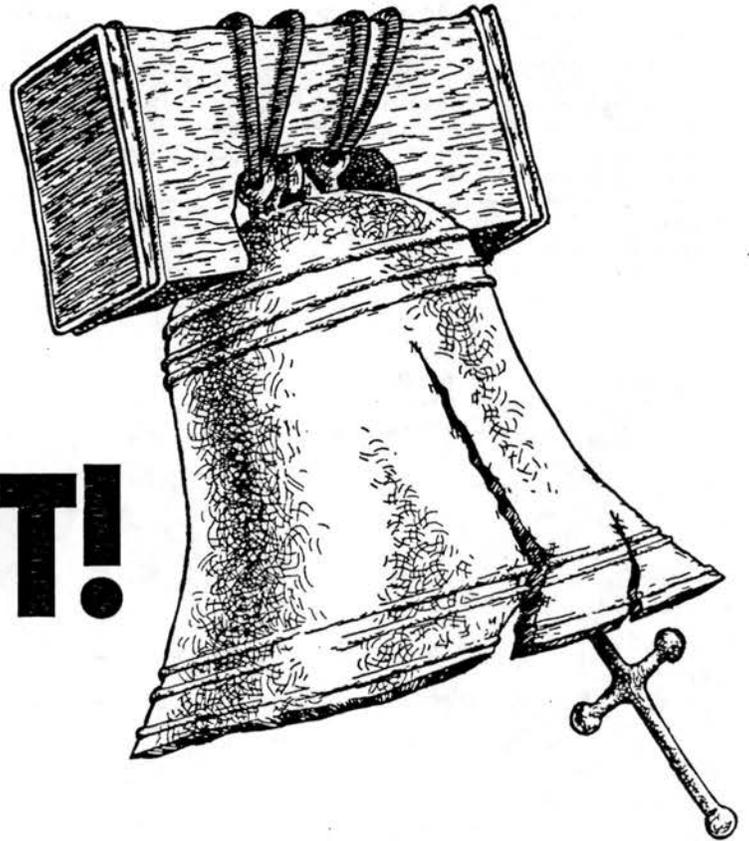
For the Period From Aug 1, 1996 to Aug 31, 1996

Filter Criteria includes: 1) GL Account IDs Masked as ****CC. Report order is by ID. Report is printed in Detail Format.

Account ID Account Description	Date Reference	Jrnl	Trans Description	Debit Amt	Credit Amt	Balance
5000CC Wages	8/1/96		Beginning Balance			12,675.00
	8/15/96 3524	PRJ	Travis R. Lee	390.00		
	8/15/96 3527	PRJ	Darcy L. Seaver	247.50		
	8/30/96 3533	PRJ	Travis R. Lee	390.00		
	8/30/96 3536	PRJ	Darcy L. Seaver	150.00		
			Current Period Change	1,177.50		1,177.50
	8/31/96		Ending Balance			13,852.50
5240CC Staff Expense	8/1/96		Beginning Balance			5.75
	8/31/96		Ending Balance			5.75
5280CC Subscriptions & Membersh	8/1/96		Beginning Balance			48.95
	8/31/96		Ending Balance			48.95
5420CC Postage	8/1/96		Beginning Balance			22.92
	8/31/96		Ending Balance			22.92
5440CC Conferences & Meetings	8/1/96		Beginning Balance			175.01
	8/31/96		Ending Balance			175.01
5900CC Miscellaneous	8/1/96		Beginning Balance			500.00
	8/31/96		Ending Balance			500.00

14605.13
 Darcy paycheck 12/31 487.50
 Payroll taxes 1314.46
 Admin fee 1000.00
\$ 17407.09

LET YOUR VOICE RING OUT!



*Join us to reclaim "Christian"
from the Religious Right.
Be part of the alternative!*

September 13-15, 1996

Omni Shoreham Hotel - Washington, D.C.

CALL TO RENEWAL: A NATIONAL FORUM ON FAITH AND POLITICS

*Help forge an independent Christian vision of faith and political responsibility
beyond both the Right and Left*

TOPICS INCLUDE:

- ▼ **Politics and Morality.** Rep. Tony Hall and other members of Congress will reflect on their struggle to bring moral values to Capitol Hill. Others invited: Christopher Shays, Marcy Kaptur, John Lewis, Frank Wolf.
- ▼ **New Vision: Real Solutions.** Religious leaders, political figures, and grassroots activists will explore new public/private partnerships that can lead us to real solutions. Speakers: Sen. Bill Bradley, Marian Wright Edelman, Cecile Richards, Ron Sider. Also invited: Sen. Dan Coats, John Perkins, Stephen Carter, Margaret Cafferty.
- ▼ **Learning From Each Other.** Leaders from evangelical, Catholic, mainline, and black churches will examine efforts within their constituencies to create an alternative political voice and find common ground. Speakers: Jim Wallis, Tony Campolo, Yvonne Delk, James Forbes, Eugene Rivers, Tom Sine, Wes Granberg-Michaelson. Also invited: Joseph Cardinal Bernardin, Don Argue, Bryan Hehir, Cal Thomas, Charles Colson, Richard Hamm.
- ▼ **Religion and the Media.** Prominent journalists will analyze how the media cover faith and politics—and how they should. Speakers: Barbara Reynolds (*USA Today*), David Neff (*Christianity Today*), Scott Simon (NPR), David Gergen (*U.S. News & World Report*). Also invited: E.J. Dionne (*Washington Post*), Peggy Wehmeyer (ABC), Peggy Steinfels (*Commonweal*).
- ▼ **Sing a New Song.** Ken Medema will lead in praise through music.
- ▼ **President Bill Clinton and Sen. Bob Dole** have been invited to speak on how their faith informs their political views.

WE INVITE YOU TO COME.

Demonstrate an alternative voice in this election year—a voice of civility, compassion, and community to heal our wounded nation.

Conference registration is \$95 per person; group discounts are available.

Sponsored by Call to Renewal, 2401 15th St. NW, Washington, DC 20009.

1-800-714-7474, e-mail: Call_to_Renewal@convene.com

MICAH
General Ledger Trial Balance
As of Apr 30, 1996

Filter Criteria includes: 1) GL Account IDs Masked as ****CC. Report order is by ID. Report is printed in Detail Format.

Account ID	Account Description	Debit Amt	Credit Amt
5000CC	Wages	7,410.00	
5240CC	Staff Expense	5.75	
5440CC	Conferences & Meetings	51.54	

Total: 7,467.29

+ 672.06
8,139.35 ← 11/1/96 - 4/30/96

12/31/95 = 531.38

Payroll taxes = $7467.29 \times 9\% = \boxed{672.06}$

Part IV Financial Data

Complete the financial statements for the current year and for each of the 3 years immediately before it. If in existence less than 4 years, complete the statements for each year in existence. If in existence less than 1 year, also provide proposed budgets for the 2 years following the current year.

A. Statement of Revenue and Expenses

	Current tax year	3 prior tax years or proposed budget for 2 years			(e) TOTAL
	(a) From 11/1/96 to 4/30/96	(b) 19.95	(c) 19.97	(d) 19.....	
Revenue					
1 Gifts, grants, and contributions received (not including unusual grants—see instructions) . . .	0	20,000	40,000		60,000
2 Membership fees received . . .	0	0	0		0
3 Gross investment income (see instructions for definition) . . .	0	0	0		0
4 Net income from organization's unrelated business activities not included on line 3	0	0	0		0
5 Tax revenues levied for and either paid to or spent on behalf of the organization	0	0	0		0
6 Value of services or facilities furnished by a governmental unit to the organization without charge (not including the value of services or facilities generally furnished the public without charge)	0	0	0		0
7 Other income (not including gain or loss from sale of capital assets) (attach schedule) . . .	0	0	0		0
8 Total (add lines 1 through 7)	0	20,000	40,000		60,000
9 Gross receipts from admissions, sales of merchandise or services, or furnishing of facilities in any activity that is not an unrelated business within the meaning of section 513	0	0	0		0
10 Total (add lines 8 and 9) . . .	0	20,000	40,000		60,000
11 Gain or loss from sale of capital assets (attach schedule) . . .	0	0	0		0
12 Unusual grants	0	0	0		0
13 Total revenue (add lines 10 through 12)	0	20,000	40,000		60,000
Expenses					
14 Fundraising expenses	0	0	0		
15 Contributions, gifts, grants, and similar amounts paid (attach schedule)	0	0	0		
16 Disbursements to or for benefit of members (attach schedule)	0	0	0		
17 Compensation of officers, directors, and trustees (attach schedule)	0	0	0		
18 Other salaries and wages . . .	8,139.35	531.38	34,000		
19 Interest	0	0	0		
20 Occupancy (rent, utilities, etc.) . . .	0	0	6,000		
21 Depreciation and depletion . . .	0	0	0		
22 Other (attach schedule)	0	0	0		
23 Total expenses (add lines 14 through 22)	8,139.35	531.38	40,000		
24 Excess of revenue over expenses (line 13 minus line 23)	(8,139.35)	19,468.62	0		

Part III Technical Requirements (Continued)

- 11** If you checked box **h, i, or j** on line 10, has the organization completed a tax year of at least 8 months?
 Yes—Indicate whether you are requesting:
 A definitive ruling (Answer questions on lines 12 through 15.)
 An advance ruling (Answer questions on lines 12 and 15 and attach two Forms 872-C completed and signed.)
 No—**You must request an advance ruling by completing and signing two Forms 872-C and attaching them to the application.**
- 12** If the organization received any unusual grants during any of the tax years shown in Part IV-A, attach a list for each year showing the name of the contributor; the date and the amount of the grant; and a brief description of the nature of the grant.

- 13** If you are requesting a definitive ruling under section 170(b)(1)(A)(iv) or (vi), check here and:
a Enter 2% of line 8, column (e) of Part IV-A _____
b Attach a list showing the name and amount contributed by each person (other than a governmental unit or "publicly supported" organization) whose total gifts, grants, contributions, etc., were more than the amount entered on line **13a** above.

- 14** If you are requesting a definitive ruling under section 509(a)(2), check here and:
a For each of the years included on lines 1, 2, and 9 of Part IV-A, attach a list showing the name of and amount received from each "disqualified person." (For a definition of "disqualified person," see **Specific Instructions, Part II, Line 4d.**)
b For each of the years included on line 9 of Part IV-A, attach a list showing the name of and amount received from each payer (other than a "disqualified person") whose payments to the organization were more than \$5,000. For this purpose, "payer" includes, but is not limited to, any organization described in sections 170(b)(1)(A)(i) through (vi) and any governmental agency or bureau.

15 Indicate if your organization is one of the following. If so, complete the required schedule. (Submit only those schedules that apply to your organization. Do not submit blank schedules.)	Yes	No	If "Yes," complete Schedule:
Is the organization a church?			A
Is the organization, or any part of it, a school?			B
Is the organization, or any part of it, a hospital or medical research organization?			C
Is the organization a section 509(a)(3) supporting organization?			D
Is the organization a private operating foundation?			E
Is the organization, or any part of it, a home for the aged or handicapped?			F
Is the organization, or any part of it, a child care organization?			G
Does the organization provide or administer any scholarship benefits, student aid, etc.?			H
Has the organization taken over, or will it take over, the facilities of a "for profit" institution? . . .			I

Part IV Financial Data

Complete the financial statements for the current year and for each of the 3 years immediately before it. If in existence less than 4 years, complete the statements for each year in existence. If in existence less than 1 year, also provide proposed budgets for the 2 years following the current year.

A. Statement of Revenue and Expenses

		Current tax year	3 prior tax years or proposed budget for 2 years			(e) TOTAL
		(a) From 1/1/96 to 4/30/96	(b) 1995	(c) 1997	(d) 19.....	
Revenue	1 Gifts, grants, and contributions received (not including unusual grants—see instructions) . . .	0	20,000	40,000		60,000
	2 Membership fees received . . .	0	0	0		0
	3 Gross investment income (see instructions for definition) . . .	0	0	0		0
	4 Net income from organization's unrelated business activities not included on line 3	0	0	0		0
	5 Tax revenues levied for and either paid to or spent on behalf of the organization	0	0	0		0
	6 Value of services or facilities furnished by a governmental unit to the organization without charge (not including the value of services or facilities generally furnished the public without charge)	0	0	0		0
	7 Other income (not including gain or loss from sale of capital assets) (attach schedule) . . .	0	0	0		0
	8 Total (add lines 1 through 7)	0	20,000	40,000		60,000
	9 Gross receipts from admissions, sales of merchandise or services, or furnishing of facilities in any activity that is not an unrelated business within the meaning of section 513	0	0	0		0
	10 Total (add lines 8 and 9) . . .	0	20,000	40,000		60,000
	11 Gain or loss from sale of capital assets (attach schedule) . . .	0	0	0		0
	12 Unusual grants	0	0	0		0
	13 Total revenue (add lines 10 through 12)	0	20,000	40,000		60,000
Expenses	14 Fundraising expenses	0	0	0		
	15 Contributions, gifts, grants, and similar amounts paid (attach schedule)	0	0	0		
	16 Disbursements to or for benefit of members (attach schedule)	0	0	0		
	17 Compensation of officers, directors, and trustees (attach schedule)	0	0	0		
	18 Other salaries and wages . . .	8,139.35	531.38	34,000		
	19 Interest	0	0	0		
	20 Occupancy (rent, utilities, etc.)	0	0	6,000		
	21 Depreciation and depletion	0	0	0		
	22 Other (attach schedule)	0	0	0		
	23 Total expenses (add lines 14 through 22)	8,139.35	531.38	40,000		
	24 Excess of revenue over expenses (line 13 minus line 23)	(8,139.35)	19,468.62	0		

THE EDWARD W. HAZEN FOUNDATION

GRANT APPLICATION

Please complete the following questions. (Feel free to make copies of this form or generate this one-page cover sheet on your computer.)

1. Name organization: _____
2. Address: _____
3. Telephone Number: _____ Fax Number: _____
4. Executive Director: _____ Contact person: _____
5. Name and address of fiscal sponsor (if applicable): _____

6. Project title: _____
7. Project description (one sentence): _____
8. Total Project budget: \$ _____
9. Amount requested: \$ _____
10. Funding time period: _____
11. Board composition:

	Black	Hispanic	Asian	Native American	White	*Other	Total
Male							
Female							
Total							

** Please
specify*

12. Staff composition:

	Black	Hispanic	Asian	Native American	White	*Other	Total
Male							
Female							
Total							

** Please
specify*

EXECUTIVE DIRECTOR'S SIGNATURE: _____

PROPOSAL NARRATIVE

Please answer the following questions. *Be sure to use our numbers and questions as heading for your answers.*

13. **Proposal Summary:** (*In two pages or less, prepare a summary of your proposal, stating its purpose, the need being addressed, the ways you will address that need, and your organization's qualifications to deal with the issue.*)
14. **Specifically, what do you wish to accomplish? Clearly state measurable objectives for the proposed program.**
15. **How do you propose to achieve the objectives of the program in terms of specific activities, including a timetable?**
16. **Indicate populations to be served by this program including size, location (urban, suburban, rural), age groups, and minority-group membership.**
17. **Describe the ways in which you will measure the success of the program? What tools will you use to document the impact of the program (i.e., questionnaires, interviews, etc.)**
18. **Do you know of other organizations that have similar programs? Please list them.**
19. **If so, how does your project complement what others have accomplished?**
20. **Is your program model capable of being replicated in other places? If so, what are your dissemination plans?**
21. **What is the anticipated budget for this project? Please include a detailed budget on a separate sheet.**
22. **List other potential funding sources for this project, the amount requested and the status of your request.**

23. If funds are granted for the proposed project, what provisions are now being made for financing beyond the grant period?
24. Specify your organization's operating budgets for:
Current year: \$
Previous year: \$
25. Have you operated with a balance or deficit in the above years? (If a deficit, please explain.)
26. Do you have an annual audit? If not, why?
27. What are your organization's current major funding sources?
28. What have been some of your major accomplishments in the past three years?
29. Were you a Hazen grantee in the past? If yes, what year and for what amount? (Please include a brief description of the results.)

**BE SURE TO SUBMIT THE FOLLOWING WITH EACH COPY OF YOUR
GRANT APPLICATION**

- a. Your organization's 501(c)(3) designation letter. *If your organization does not have an IRS letter of determination as a non-profit organization, you must submit the letter of agreement you signed with your fiscal sponsor accompanied by its 501(c)(3) letter.*
- b. List of present officers and board members (by affiliation)
- c. Detailed budget for the proposed project
- d. Brief description of the organization
- e. Current budget for the organization
- f. Latest auditor's report
- g. Resumes of staff responsible for the proposed project.

MAIL YOUR GRANT APPLICATION TO:

**Edward W. Hazen Foundation
60 Madison Avenue (Room 1110)
New York, New York 10010-1600**

THE EDWARD W. HAZEN FOUNDATION

REQUEST FOR PROPOSAL (RFP)

The Edward W. Hazen Foundation is pleased to announce that proposals are now being accepted for the Fall 1995 funding cycle. The Foundation has a particular interest in community and parent organizing efforts that seek educational equity and improved student achievement. The Foundation also supports a wide range of educational advocacy efforts that address issues of equity and accountability. Youth development programs that foster new and increased roles for youth in communities and schools are also considered for funding.

The Foundation seeks to fund the following types of programs and organizations:

- o Grassroots and community-based;
- o With diverse board and staff;
- o New or emerging programs that seek systemic change in public education;
- o New or emerging youth organizing and leadership development programs.

We encourage grassroots and community-based organizations to submit a proposal to the Foundation. A copy of the grant application can be obtained by calling 212/889-3034. The deadline for receipt of proposals is TUESDAY, AUGUST 15TH. Grants ranging in size from \$10,000 to \$30,000 will be announced in October 1995. Approximately \$500,000 will be awarded.

FOUNDATION FOCUS

Founded in 1925, the Edward W. Hazen Foundation is a small private foundation which seeks to assist young people, particularly minority and those disadvantaged by poverty, to achieve their full potential as individuals and as active participants in a democratic society. Recognizing that children are best considered within the context of family and community, and reflecting the Foundation's belief in the pivotal role that a strong public education system can play in helping youth fulfill their potential, the Foundation has designed its grantmaking strategy with the following goals in mind: (1) effective schools for all students; and (2) full partnerships for parents and communities working to reform and restructure their school systems. Under youth development, the Foundation's new grantmaking strategy seeks to contribute to the development of young grassroots leaders committed to addressing the issues affecting their communities.

RENEWAL FUNDING

It is not the policy of the Edward W. Hazen Foundation to provide multi-year grants. However, prior grantees are invited to submit proposals to expand an existing program, or to create a new program.

SPECIAL CONSIDERATION

While maintaining a national grantmaking program, priority is given to proposals from the following states: North Dakota, South Dakota, California, New Mexico, Arizona, Texas, Illinois, Louisiana, Mississippi, Alabama, Florida, Georgia, South Carolina, North Carolina, Tennessee, Kentucky, District of Columbia, New Jersey, and New York.

FUNDING RESTRICTIONS

The Foundation does not make grants to individuals, schools, school districts; nor do we fund capital fund drives, endowments, building construction/maintenance, scholarships or fellowships.

H.B. Fuller - Karen Mueller
Northwest Area - John Foster - ~~Ray~~ Bey
• Laura Letterer

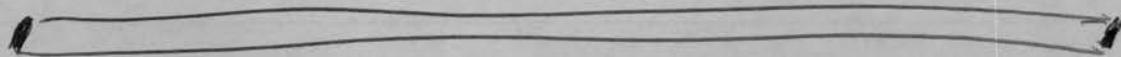
Mpls Foundation - Emmet Carson
Phillips Foundation - Pat Cummings

Grotto Foundation - Bob Thomas
Jewish Fund for Social Justice

VEATCH

General Mills - ~~Pat~~ Peck Clark-King

Honeywell -



Holman - Olson lawsuit

Network Clearinghouse

T H E
IMPACT
FUND
=

July 18, 1995

BRAD SELIGMAN
Executive Director

MICHA
122 W. FRANKLIN AVE., STE. 320
MINNEAPOLIS, MN 55404

BOARD OF ADVISORS

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ABASCAL

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MARI MAYEDA

ARLENE MAYERSON

EVA PATERSON

ALAN RAMO

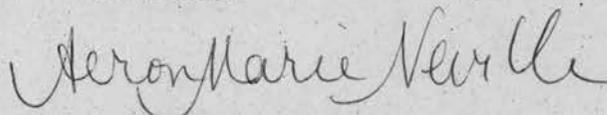
MARC VAN DER HOUT

RE: Grant Application Guidelines

Dear Sir or Madam:

Enclosed please find the grant application guidelines for The Impact Fund as per your request. I have also included an annual report brochure produced by The Impact Fund to help answer any questions you may have regarding their work. Should you have any other emergency needs prior to Brad's return on August 1, 1995, please feel free to contact me, as I can put you in contact with another member of the Fund's board.

Sincerely,



AERON MARIE NEVILLE
(for Brad Seligman)

BS:amn
enc.



T H E
IMPACT
FUND
=

GUIDELINES FOR APPLYING FOR A GRANT

I. Criteria For Funding

BRAD SELIGMAN
Executive Director

Major grant procedures apply to all grants that exceed \$5,000. The executive director may approve smaller grants, consistent with these guidelines. To be considered for a smaller grant, contact the executive director.

BOARD OF ADVISORS

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BILL LANN LEE

SHAUNA MARSHALL

MARI MAYEDA

ARLENE MAYERSON

EVA PATERSON

ALAN RAMO

MARC VAN DER HOUT

A. The Impact Fund is a public charity which is designed to provide funding for public interest litigation that will potentially benefit a large number of people, lead to significant law reform, or raise the public consciousness. Grants will be made in the general areas of poverty law, environmental law, elimination of discrimination, and civil and human rights.

B. Grants will be made to private attorneys and firms and nonprofit entities that do not have sufficient access to funding sources such that there is a likelihood that absent a grant the case either could not be effectively prosecuted or substantial hardship would incur to the applicant. Normally, when a grantee is working with a substantial private law firm, grants will be made on a matching basis (i.e. the firm will be expected to match the grant in providing costs or other expenses of litigation).

C. The applicant must be qualified to litigate the matter and committed to the successful completion of the case. The Impact Fund may condition a grant upon retention of appropriate co-counsel or other steps that will insure vigorous and effective litigation.

D. Normally no more than one outstanding major grant per year per grantee will be allowed, and normally \$25,000 is the maximum grant for any one year. If a recovery of costs or fees is made, the grantee is required to reimburse the Fund at the completion of the case, along with interest. In the event of only a partial recovery of cost or fees, The Impact Fund has the discretion to waive interest and/or a portion of the

reimbursement.

E. The Grantee must accept the grant agreement and its terms.

F. Grants are also made from the Evelyn Frank Memorial Fund which provides funding to assist the poor obtain cash assistance, medical care, or other legal entitlement. These grant Guidelines apply to Frank Fund grants except that such grants are limited to California projects and individuals and are not limited to litigation.

II. What The Grant May Cover

Grants may be sought to cover reasonable costs and out of pocket expenses (which may include expenses that are not recoverable costs), expert fees and expenses, investigation expenses and the like. Normally the Fund will not directly pay for attorneys fees, but in the rare case grants may cover necessary staffing costs (including, as appropriate, a stipend to cover attorney and paralegal salaries) that are directly attributable to the case where a showing is made that without such coverage, the case could not be brought. Overhead expenses directly attributable to a case may also be covered.

III. Who is Eligible to Receive a Grant

Grantees must either be a private attorney or firm, duly licensed to practice in the appropriate jurisdiction or a nonprofit entity which acts as counsel in litigation.

IV. Selection Process

Any member of the Board of Advisors may solicit a proposal. Normally unsolicited grant applications will not be considered. If an application has not been solicited, potential applicants should contact the executive director or send a brief (1-2 pages) description of the case for which funding is sought before preparing a formal application. Such requests to apply usually must be received at least 2 weeks before the application deadline to insure consideration in that application period.

All grant proposals will be initially screened by the executive director. He may ask for additional information or amendment of the grant application. A Board member may be delegated this responsibility. If the

application appears to meet funding criteria and is otherwise worthy of funding, the application is referred to the Board of Advisors, which reviews applications on a quarterly basis.

The Board will endeavor to approve grants in each of the general areas (e.g. poverty, environment, anti-discrimination, civil and human rights) each year. Board members may not vote on or otherwise participate in the discussion at Board meetings of applications from individuals or organizations associated with the Board member. Board members must disclose to the Board of Advisors any association or relationship he or she has with a grant applicant.

FORMAT FOR GRANT APPLICATION

An original and fourteen (14) copies of the following should be provided to the executive director. If you are mailing the application by FEDEX, please waive the signature requirement.

a) A one page summary attached to the application providing name, address and phone and fax numbers of applicant, case name, brief summary of the case, and the amount and purpose of the grant sought.

b) A brief description of the applicant's background and experience relevant to this type of litigation. A resume may be used in lieu of a description. If there is a sponsoring organization, describe its experience and goals. Whether an organization or private firm, identify the attorneys expected to be involved in the case. For lead counsel, provide the name and phone numbers of two references that are familiar with his or her work. If there is a co-counsel arrangement, please describe any cost sharing and lead counsel agreement.

c) Basic application: This may not exceed 8 double-spaced pages. It should address the following points:

1) Description of the proposed litigation. If a complaint or other document has already been drafted, attach it to the application. If the litigation has already commenced, state its status, venue, and the name of opposing counsel.

2) The need or problem the litigation addresses and how it serves the purposes of the Fund. The application should specifically state the potential public benefit and charitable purpose of the proposed litigation.

3)An explanation of the financial necessity for the grant, the purposes for which grant money will be used, and the overall litigation budget for the case. A proposed budget which specifies which items are to be covered by the grant should be supplied.

4)Anticipated length of litigation and potential problems, or risks that are contemplated.

5)If there are critical or essential documents which you believe will help support your application, you may attach them, but please use discretion. Please keep newspaper articles to a minimum. Brevity is the soul of wit and The Impact Fund appreciates your consideration. If in doubt, call the executive director.

All applications should be delivered to Brad Seligman, The Impact Fund, 1604 Solano Ave., Berkeley, CA 94707.

The Board meets quarterly to review applications. The next application deadline is August 28, 1995. The Impact Fund will be on vacation from June 25-August 1, 1995.

April 5, 1995

Note for Minnesota Grant Applicants:

The H.B. Fuller Company and Foundation guidelines attached attempt to describe our grants priorities **worldwide**. By necessity they must be broad enough to accommodate the realities of many of our international operations communities.

However, for Minnesota, the Foundation will only consider grant applications for organizations or programs which are **directly** serving children and youth, or grant applications from previous grantees.

If your program is family focused, or the clients you serve in your program are adults, we will not be able to consider your proposal this year. The foundation's allocation for grants in 1996 was not increased over last year's. So we are unable to consider many organizations which might fit our broader guidelines.



H.B. Fuller Company Foundation

2400 Energy Park Drive
Saint Paul, Minnesota 55108
612-647-3617

**H.B. FULLER
COMPANY AND FOUNDATION GRANT GUIDELINES
AND APPLICATION INFORMATION**

H.B. Fuller Company through its contributions program is committed to building strong communities which create economic and educational opportunities for children and their families. Recognizing that healthy families and nurturing communities are necessary in order to create a healthy environment for young people, priorities within each contributions category include:

ARTS AND HUMANITIES
Organizations and programs which actively involve youth in the creative arts. Programs primarily directed at providing access for youth to performances will not be a high priority. H.B. Fuller contributions program does provide limited support to a number of the principal arts and humanities organizations in the company's corporate headquarters.
COMMUNITY DEVELOPMENT
Programs which help families and their community to provide economically for their children. Local leadership and democratic processes which empower people to act on their own behalf are important elements which will be given priority.
EDUCATION
Programs for economically disadvantaged youth which provide the basics in literacy and vocational training. Programs which include citizenship development and volunteer community service components will receive priority. The Foundation uses the Matching Gifts to Education Program as the principal means of addressing the financial needs of accredited educational institutions.
ENVIRONMENT
Local neighborhood-organized programs to improve the environment and preserve natural resources which involve youth.
HEALTH AND HUMAN SERVICES
Programs which provide activities for disadvantaged children and youth, engaging adults as active volunteer participants in the development of healthy, nurtured children and youth. Community-based health initiatives for disadvantaged youth which provide basic preventive health services not covered by third party reimbursement mechanisms.

GENERAL PRIORITIES WHICH GUIDE DECISION MAKING:

- Contributions will be made only to tax-exempt (501(c)3) organizations. Organizations incorporated in countries other than the United States must qualify for tax exempt status according to United States tax regulations and comply with national and/or state charity laws.
- Grants will be made to organizations serving the communities where H.B. Fuller Company has its operations. Since most Fuller operations are located in urban areas, urban programs will be given priority.
- Generally, the company will make contributions directly to organizations in the countries where services are provided rather than through multi-national or U.S.-based intermediaries.
- H.B. Fuller Company will not provide contributions to programs which appear to be the responsibility of governments unless the program is a community-based effort directed at improving the delivery of government funded services.

(CONTINUED)

- Currently requests for capital campaigns and endowments will not be considered.
- Contributions for fund-raisers and ticket purchases are made only by local Community Affairs Councils when there is strong employee involvement.

H.B. FULLER WILL NOT MAKE GRANTS TO SUPPORT:

- Individuals
- Religious, fraternal or veterans' organizations except for programs which are of direct benefit to the broader community.
- Political/Lobbying organizations
- Travel
- Basic or applied research
- Disease specific organizations
- Courtesy or public service advertisements

APPLICATION INFORMATION:

H.B. Fuller Company and its foundation subscribe to the use of the Minnesota Common Grant Application which is attached or may be requested from the foundation office.

The H.B. Fuller Company Foundation is the central contact point for new grant applicants. Initial inquiries may be made by telephone or mail. The foundation currently makes grants primarily to projects and organizations providing services in the United States. Nonprofit organizations incorporated in the United States to provide services in other countries should contact the foundation office directly.

Employee-managed community affairs councils exist at most H.B. Fuller locations in Canada, the United States, Europe, Latin America and Asia. These committees make decisions for all requests from local organizations providing services in their plant communities and encourage employee volunteer service. Employees are encouraged to convey needs of such organizations to the community affairs councils at their location. Additionally, councils welcome suggestions from organizations for potential service projects which will expand the company's participation in central community issues.

Applications for support from the H.B. Fuller Company Foundation are reviewed three times a year with proposal deadlines of February 15, June 3 and October 15. Community affairs councils meet monthly and review proposals as they are received. Contribution requests are not accepted over the phone. All requests must be in writing. Furthermore, it is important to note that the invitation to submit an application does not guarantee that a grant will be made.

Application forms are available upon request from:

H.B. Fuller Company Foundation
2400 Energy Park Drive
St. Paul, MN 55108
(612) 481-3617

Minnesota Common Grant Application Form

COVER SHEET

(You may reproduce this form on your computer)

Date of Application: _____

ORGANIZATION INFORMATION

Legal Name of Organization

Address

City, State, Zip

Telephone

FAX

Individuals Responsible:

Name of top paid staff

Title

Direct dial Phone #

Contact person (if different from top paid staff)

Title

Direct dial Phone #

Organization Description: (2-3 sentences)

Is your organization an IRS 501(c)(3) not-for-profit? _____ YES _____ NO

If no, is your organization a public agency/unit of government
or religious institution: _____ YES _____ NO

If no, name of fiscal agent (fiscal sponsor) _____

AMOUNT AND TYPE OF SUPPORT REQUESTED

The dollar amount being requested: \$ _____

Funds are being requested for (make sure the funder provides the type of support you are requesting, then check the appropriate line)

_____ general operating support

_____ capital

_____ Other: _____

_____ project support

_____ endowment

_____ start-up costs

_____ technical assistance

If a project, give project duration

_____ Month _____ Year

to _____

_____ Month _____ Year

If operating support, fiscal year:

_____ Month _____ Year

to _____

_____ Month _____ Year

BUDGET

Total annual organization budget: \$ _____

Total project budget (for support other than general operating): \$ _____

PROPOSAL SUMMARY

(If operating or start-up support, relate to the organization. If project and other support, relate to the project.)

Project name(if applying for project support): _____

Please give a 2-3 sentence summary of the request:

Geographic area served:

Population Served:

AUTHORIZATION

Name of top paid staff and/or Board Chair (type): _____

Signature _____

Minnesota Common Grant Application Form

PROPOSAL NARRATIVE

Please provide the following information in narrative form in this order. Five to seven pages or less is recommended excluding attachments. (Be sure to include a cover letter which introduces your organization and proposal and makes a strategic link between your proposal and the mission and grantmaking interest of each funder to whom you apply.)

A. ORGANIZATIONAL INFORMATION

1. Brief summary of organization history.
2. Brief summary of organization mission and goals.
3. Description of current programs, activities, service statistics, and strengths/accomplishments.
4. Your organization's relationship with other organizations working to meet the same needs or providing similar services. Please explain how you differ from these other agencies.
5. Number of board members, full time paid staff, part-time paid staff, and volunteers.

B. PURPOSE OF GRANT

1. Situation

- The *situation*---opportunity, problem, issue, need, and the community---that your proposal addresses.
- *How* that focus was determined.
- *Who* was involved in that decision-making process.

2. Specific activities

- *Specific activities* for which you seek funding.
- *Who* will carry out those activities. (If individuals are known, describe qualifications.)
- Your overall goal(s).
- Specific objectives or ways in which you will meet the goal(s).
- Actions that will accomplish your objectives.
- Time frame in which all this will take place.

3. Impact of activities

- How the proposed activities will benefit the community in which they will occur, being as clear as you can about the *impact* you expect to have.
- Long-term strategies (if applicable) for sustaining this effort.

C. EVALUATION

1. How will you measure the effectiveness of your activities.
2. Your criteria (measurable, if possible) for a successful program and the results you expect to have achieved by the end of the funding period.
3. Who will be involved in evaluating this work (staff, board, constituents, community, consultants).
4. How will evaluations be used.

ATTACHMENTS

Be sure to check each funders guidelines. Generally the following is required

1. Finances

- Financial statements from your most recently completed fiscal year, whether audited or unaudited.
- Organization and/or Project Budget (see attached form)
- List names of corporations and foundations that you are soliciting for funding, with dollar amounts, indicating which sources are committed, pending, or anticipated.

2. Other Supporting Materials

- List of board members and their affiliations.
- One-paragraph description of key staff, including qualifications relevant to the specific request.
- A copy of your current IRS determination letter (or your fiscal agent's) indicating tax-exempt status.

Minnesota Common Grant Application Form

BUDGET

(You may reproduce this form on your computer.)

If you already prepare organization and project budgets that contain this information, please feel free to submit them in their original forms. For project proposals, most grantmakers will request both organization and project budgets.

Check which budget(s) are included: _____ Organization Budget _____ Project Budget

Budget for the period: _____ to _____

INCOME		EXPENSE		
<u>Source</u>	<u>Amount</u>	<u>Item</u>	<u>Amount</u>	<u>% FT/PT</u>
Support				
Government grants & contracts	\$	Salaries & wages (for project budgets breakdown by individual position and indicate full or part time)	\$	
Foundations	\$		\$	
Corporations	\$		\$	
United Way or other federated campaigns	\$		\$	
Individual contributions	\$		\$	
Fundraising events & products	\$	Subtotal	\$	%
Membership income	\$	Insurance benefits & other related taxes	\$	
In-kind support	\$	Consultants & professional fees	\$	
		Travel	\$	
Revenue		Equipment	\$	
Earned Income	\$	Supplies	\$	
Other (specify)	\$	Printing & copying	\$	
	\$	Telephone & fax	\$	
	\$	Postage & delivery	\$	
	\$	Rent & utilities	\$	
	\$	In-kind expenses	\$	
	\$	Other (specify)	\$	
	\$		\$	
	\$		\$	
Total Income	\$	Total Expense	\$	
		Difference (Income less expense)	\$	

**COMMUNITY CIRCLE COLLABORATIVE
EDUCATION AND HOUSING EQUITY PROJECT**

122 West Franklin Avenue, Suite 320

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February 28, 1997

Mr. George A. Garnett
Vice President, Programs
The Minneapolis Foundation
A200 Foshay Tower
821 Marquette Avenue
Minneapolis, MN 55402

Dear George:

Thanks for the very productive meeting earlier this month. It is a great pleasure to work with funders who are not only supportive of our work but also eager to offer new ideas and to actively help shape projects. You and Paul Williams are both great assets to our work and we thank you.

This letter is to outline the elements of a "Citizens Summit" on creating better schools and affordable housing for every resident of the Twin Cities. The project is designed to bring some closure to the "Community Circles" meetings now, or about to be, underway: to honor the work these dedicated citizens have undertaken, to provide a forum for further exchange of ideas (now in the form of more concrete solutions and next steps) among these diverse citizens, to further build connections among citizens metro-wide to *act*, and, finally to generate attention for those ideas among local and national policy leaders, the media and the public.

As we discussed, our plan is to hold a major public forum featuring a speaker of national stature. The program will be co-hosted by the Community Circle partners and the Minnesota Meeting. I've had a long conversation with George Latimer and he agrees that Andrew Cuomo, the new Secretary of HUD, would be an ideal speaker. Mr. Cuomo has expressed a keen interest in what we are doing – and George thinks we have a good chance at getting Cuomo within our May timeline.

The Citizens Summit with Mr. Cuomo will have two parts:

1) A Citizens Forum with the participants from the Community Circle project. At the forum, participants will present their best ideas for moving from ideas to action on better integrating the metropolitan area. The session will be fully interactive, with the participants having the ability to electronically vote on or rate the various ideas presented. The forum will be moderated by Mr. Latimer and co-facilitated by Jayne Marecek, president of EXPRESS.

In addition to Mr. Cuomo, the forum will be attended by a number of local policy makers/elected officials, from suburban, urban, metropolitan, school, county and state government – all the key officials working on or influencing these issues. The goal of the meeting will be to have these policy makers present to listen to citizens, and to understand the depth of support for their ideas. Our plan is to have 150-200 citizen participants from the study circles join us for the sessions, as well as several dozen policy makers.

2) A Minnesota Meeting address. In conjunction with the forum, the Minnesota Meeting will also host an address by Mr. Cuomo. The larger group of community leaders – largely from business and the professions –

will join the 200 or so participants from the morning forum for the Minnesota Meeting, which will likely be held just after the forum. It will be very easy for the forum participants – and the elected officials – to stay on for the luncheon, which will be broadcast live on the stations of Minnesota Public Radio. The Minnesota Meeting will also give Mr. Cuomo an excellent opportunity to relate to this larger audience his understanding of the work that happened that morning. Our target date remains late May.

The cost of the above is \$8,000. That cost will cover complete use of the EXPRESS Communications interactive meeting technology at the forum, and provision of the firm's expertise on meeting design, agenda-setting, media relations, and planning of such events. That amount includes \$1,000 to cover all miscellaneous costs associated with the forum (mailing, copying, etc.) and to purchase lunches for some participants. The Minnesota Meeting will cover all travel and lodging costs for Mr. Cuomo, will provide its staff for making all logistical arrangements and coordinating the large-scale meeting itself, will allow all participants to attend the Minnesota Meeting at the membership rate of \$18 and will provide luncheon scholarships for lunches of some non-profit and low income participants (with the project picking up some, too, on a needs basis).

The Community Circles project will handle all communications with the participants and the elected officials (with professional communications advice and support from EXPRESS, which has handled many similar public policy programs) and will actively recruit diverse participants.

As we stated at the meeting our goal is to bring together a group of diverse people who are all committed to moving ahead on these important issues, to "change how we do business" on these issues (schools, housing and segregation), to quote George Garnett. The group will include diversity by race, gender, income, geographic location and political perspective – and profession. We want new people in this discussion – including business owners and a very good mix of suburban and urban people.

We also desire to provide an evening forum for Community Circle participants, especially for those participants who will not be able to attend the daytime forum coupled with the Minnesota Meeting.

This forum will be moderated by Mr. George Latimer and Ms. Vivian Jenkins Nelsen and will use an interactive process modeled after the public deliberations of the Kettering Foundation's National Issues Forums and the Study Circles Resource Center. It will be held prior to the Minnesota Meeting forum, to enable the fullest possible input into the Citizens Summit. The cost of doing that forum is \$2,000. Accordingly our total request from the Minneapolis Foundation (and its partnering funders) is for \$10,000.

We think it would be ideal to have the project jointly funded by the Minneapolis Foundation and the Saint Paul Foundation (or another major St. Paul-based funder). Please do not hesitate to call me – or any of us – with questions. Thanks, again.

Sincerely,

Dick Little, Coordinator

cc: Paul D. Williams, Project Manager, *Building Better Futures*, The Minneapolis Foundation
 Mike Anderson, Board Member, Education and Housing Equity Project
 Jayne Maracek and Ken Darling, EXPRESS Communications/Minnesota Meeting
 Leonard Witt, Minnesota Public Radio Civic Journalism Project
 George Latimer, Professor of Urban Studies, Macalester College