



## Education and Housing Equity Project Records.

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## GRANT MAKING PROCEDURE

Applications are accepted throughout the year. Allow two or three months to evaluate the grant, since the request will come before the trustees of the foundation at two review meetings. These meetings are generally held monthly. Foundation staff investigate proposals, request additional information when necessary, and conduct site visits. Recommendations are then presented to the Board of Trustees who make all decisions on funding. Applicants receive written notification of Board action within a week of the board meeting. If a grant is awarded, recipients are asked to sign a donee agreement and submit a report upon completion of the projects.

Most grants are given for a one-year period, although some multi-year grants are awarded.

## PROPOSAL GUIDELINES

The foundation encourages initial telephone or written inquiries concerning its interest in a particular project. Applicants are also encouraged to contact foundation staff for assistance in the development of a proposal. Generally a proposal should include the following information:

- Legal name, address, and telephone number of the organization, and the name and telephone number of the contact person.
- A brief description of the organization including its goals, purposes, and a short history, if appropriate.
- A description of the project for which funds are being sought, what it is designed to achieve, and how this will be accomplished.
- The specific amount being requested.
- Documentation of the organization's nonprofit and tax-exempt status. Please include a copy of the ruling from the U.S. Internal Revenue Service.

- The names and qualifications of individuals responsible for implementing this project.
- Evidence that the request is endorsed by the board of directors of the applicant organization and a list of those members.
- A complete budget for the project, with both the projected revenues and expenses.
- An audited financial statement, if available, for the organization's previous fiscal year, a current operational budget, and a copy of the most recent IRS 990 report.
- An indication of other funding sources to be used to support this project. The foundation encourages applicants to seek funding from a variety of sources.
- A description of the project's future funding plans, where appropriate.
- A description of the procedures for reporting expenditures of grant funds and the progress of the project.
- Proposals may be submitted through the local Bremer bank affiliate or sent directly to the Foundation.

# Guidelines for Grant Applications

OTTO BREMER FOUNDATION  
EFFECTIVE APRIL 1, 1994

## OTTO BREMER FOUNDATION

Suite 2000  
445 Minnesota Street  
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# Invest in the Communities...

## PRIMARY AIMS

Otto Bremer believed in working cooperatively to sustain the vitality of the rural communities and the people who lived there. The grant making interests of the foundation were defined by Otto Bremer in the trust instrument with which the foundation was created in 1944. In it, the following programmatic areas of interest are identified:

### Community Affairs

*Support of activities that address the needs of the general community and which increase citizenship participation: community education, leadership training, and the development of local citizen organizations.*

### Education

*Internships with nonprofit organizations and scholarships with a community service emphasis for minority students. Higher education grants are limited to post-secondary institutions in Minnesota.*

### Health

*Promotion of individual and community health, environmental quality and health education: community hospitals, clinics, rural emergency services, and chemical dependency programs sensitive to special populations. Proposals for medical research and from national health organizations are generally not given priority.*

### Human Services

*Programs that address the needs of children, single-parent families, battered women, the elderly, people with disabilities and individuals affected by poverty.*

## Religion

*Support for those activities of religious organizations which address community needs. Ecumenical programs are especially favored.*

The foundation gives priority to communities served by Bremer-affiliated banks and seeks to assist nonprofit organizations which contribute to the well-being of those towns. (See map.) In addition, the foundation supports nonprofit organizations working toward elimination of poverty in the City of St. Paul.

Consistent with the purposes of the trust instrument, the foundation will periodically determine certain areas of program emphasis. Currently these are:

### Racism and Other Forms of Bigotry

*Projects that promote better understanding of cultural, racial, religious, or ethnic differences, help identify and confront racism, and heal the damage inflicted by racism.*

### Rural Poverty

*Projects that aim at removing barriers that keep people in poverty, address the root causes of poverty and enhance self-sufficiency for low-income people.*

## ELIGIBILITY

The foundation accepts grant applications for projects in its program and geographic area of interest for the following purposes: program development, operating support, capital (including building and equipment), matching or challenge grants, and internships.

Emphasis is given to those programs which have an impact on the future well-being of the communities and address their long term needs. The trustees and staff recognize that rural communities may have limited access to sources of support generally located in metropolitan areas. To address this, the foundation hopes to share its funding role with other foundations, corporate funders, or individuals, along with grassroots support. Furthermore, the foundation is interested in seeing that its resources are used to assist recipients to become self-

reliant. The foundation has a special interest in projects within these areas that address the needs of those with less access to resources.

The trustees of the foundation will make all decisions regarding the funding of proposals without discrimination on the basis of race, color, creed, sex, religion, age, disability, sexual orientation, marital status or national origin. It is expected that all beneficiaries of funding from the Otto Bremer Foundation will adhere to a like policy and take all necessary measures to assure access of any interested party to activities supported by grant funds.

Requests for grants for annual fund drives, benefit events, camps, economic development, or medical research are not given priority. The foundation does not have an emergency discretionary fund. Grants are restricted to private nonprofit or public tax-exempt organizations for purposes defined under section 501(c)(3) of the Internal Revenue Service code and are not made to individuals. Beneficiaries must be residents of Minnesota, North Dakota, or Wisconsin.

## PROGRAM RELATED INVESTMENTS

In addition to grants, the Foundation also makes program related investments which may be appropriate to some organizations where financing is a practical way of funding a project. Similar to low cost loans, program related investments are made for a maximum of five years and carry an annual five percent interest on the unpaid balance. As the investments are repaid, the funds become available for redistribution to other charitable projects. In this manner, more of the Foundation's resources can be employed in the charitable sector.

The same guidelines governing the grant making process apply to requests for program related investments. Because these investments must be repaid, special attention is given the applicant's cash flow projections and capacity to meet a repayment schedule. In 1993, the average program related investment was \$42,000.



OTTO  
BREMER  
FOUNDATION



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95

*Annual Report*

THE MISSION OF THE  
 OTTO BREMER FOUNDATION  
 IS TO BE AN ACCESSIBLE  
 AND RESPONSIBLE  
 FINANCIAL RESOURCE TO AID  
 IN THE DEVELOPMENT  
 AND COHESION OF COMMUNITIES  
 WITHIN THE STATES OF  
 MINNESOTA, WISCONSIN,  
 NORTH DAKOTA, AND MONTANA  
 WITH PREFERENCE GIVEN  
 TO THOSE COMMUNITIES  
 SERVED BY THE AFFILIATES  
 OF BREMER FINANCIAL  
 CORPORATION

TRUSTEES

*Charlotte S. Johnson*  
*William H. Lipschultz*  
*Daniel C. Reardon*

STAFF

*John Kostishack*  
*Lynda Miner*  
*Karen Starr*  
*Anthony A. Vasquez*  
*Elsa Vega-Perez*

RESIDENT

*Sharon Vizenor-Oker*

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## Trustees' Letter

The Foundation has entered its second half century with engine running and gears engaged. The year 1995 started with a new trustee joining the board. The sudden death of longtime trustee Robert J. Reardon was a shock to all who knew him and left a large hole in our lives. The loss, however, was slightly eased with Bob's son, Dan, stepping in eagerly and quickly, ready to take on his new responsibilities. Dan, raised on stories of the Foundation and the Bank holding company, has worked in the investment field for the last eleven years. He is currently an independent annuity broker with U.S. Annuity Financial Group. Dan and his wife Jodi live in Eagan, Minnesota with their son Benjamin.

By year end, Elsa Vega-Perez had joined the Foundation as a new program officer as well. Elsa came to the Foundation with a rich background in the nonprofit and Latino communities. Most recently Elsa served as executive director to the Minnesota Hispanic Education Program and as State Equal Opportunity Director in the Minnesota Department of Employee Relations. In addition to her knowledge, Elsa brought an energy and enthusiasm to learn as much as possible about the Foundation's constituents, their communities and their issues. In a few short months Elsa has been initiated into the Foundation with first hand experiences of the winds and snowstorms only a North Dakota winter can produce.

With new trustee and staff firmly in place, we enter 1996 ready to move forward on our commitment to be a resource to the region through a more visible presence in the communities. With an additional staff member we will be able to increase the number of visits with grant applicants. We will continue to hold our "good weather" monthly trustees' meetings in Bremer Bank communities using these visits to meet with representatives of the areas and hear their stories and concerns. We are also taking advantage of opportunities that arise when traveling through the countryside to explore new ways the Foundation can be a better resource to the individual communities either singly, or in collaboration with the local Bremer affiliate. By this time next year we will eagerly report results of these efforts.

In conversations with our constituents we reiterate our deep commitment to the continued focus area of *Racism and Other Forms of Bigotry*. The challenge to ourselves and our constituents is to incorporate inclusive practices in our daily business and dealings with others and confront discrimination as we come upon it. We must connect public incidents of bigotry and discrimination to the actions of our everyday organizational and personal lives. Our task is to seek ways to see ourselves as an outsider might, and to become enlightened

to barriers that prevent access because of our procedures or policies, no matter how well-intended. This self-examination is not a one time occurrence but rather continuous and evolving. Acting on these observations are as important as the specially focused programs designed to combat racism or promote inclusiveness. We look forward to an ongoing conversation with you on creative strategies of self-understanding and ways to make positive changes that will help us to fulfill our missions.

As you read the rest of this annual report, you will gain an understanding of who we are as an organization through both our history and the grants given this past year. With an increased budget for 1996 and an expected increase in the number of requests in an environment of anticipated shrinking funding, good communication and understanding are essential in a strong relationship of Foundation and community.



William Lipschultz

David C. Reardon

Charlotte S. Johnson

Otto Bremer emigrated from Germany in 1886, after completing his apprenticeship in banking. He began his banking career as a bookkeeper for the National German American Bank in St. Paul. Thirty-four years later, in 1921, Mr. Bremer was elected chairman of the American National Bank, of which he was a stockholder and director. He remained in that position for thirty years

## The foundation's history



combining with it a wide range of political, financial, and corporate activities, including the presidency of the Jacob Schmidt Brewing Company, which he assumed at the death of his brother, Adolph, in 1939. Active in community affairs, Mr. Bremer served as Treasurer of the City of St. Paul for ten years, played a key role in the creation of the Minnesota Democratic Farmer-Labor Party and advised presidents Woodrow Wilson and Franklin D. Roosevelt. He was named by Franklin D. Roosevelt to manage the Federal Home Owners' Loan Corporation of Minnesota.

Yet, it was his participation in banking that was most important to Otto Bremer. While his holdings were vast and made him at one time the largest investor in bank stocks in the Midwest, it was his association with what he called his "countryside banks" that proved to be more enduring and satisfying than other partnerships. He was always invited to become a stockholder in those institutions because of his reputation as a banker. One

of his banking creeds was that banks should be home banks, independently operated by people of their communities.

His commitment to these financial institutions and their communities was unwavering. During the Depression, Mr. Bremer liquidated many of his other assets to strengthen the viability of these countryside banks so that none of them had to close. His money, he said, was to serve the community in which it was invested first, last, and always.

It was this deep concern for his holdings in Minnesota, North Dakota, and Wisconsin, that prompted the formation of the Otto Bremer Foundation. Mr. Bremer realized that his death might initiate procedures which could disrupt many of the banks in which he believed so strongly. Through the foundation, he sought to insure the perpetuation of the Bremer banks and the ultimate return of his wealth to the trade territories of the banks and the City of St. Paul.

The Otto Bremer Company, which is now Bremer Financial Corporation, was formed in 1943 with the transfer of Mr. Bremer's stock in these countryside banks, in order to perpetuate their banking relationships. The Otto Bremer Foundation was created the next year and eventually received ownership of the assets of the Otto Bremer Company. As a charitable trust, the foundation is able to return to the communities philanthropic dollars earned from these affiliates.

## The Bremer concern NOW

### GRANTS AWARDED DURING 1995

The Otto Bremer Foundation concentrates its grant making activity in communities served by Bremer-affiliated banks and provides financial assistance to nonprofit organizations whose work contributes to the well-being of these towns. For the fifth year in a row, the foundation has identified two areas of focus for its grant making activity: racism and rural poverty.



*Americans have struggled with the issues of race, ethnicity, sexual orientation and religious differences throughout our history as a nation. The past few years, however, have seen an increase in incidents of bigotry and intolerance that is cause for alarm—and action. The countryside is by no means immune to this affliction. Increased racial diversity in small communities and increased economic hardship—conditions which could provide an opportunity for enrichment and pulling together in common purpose—in some cases have been cause for racially motivated attacks and anti-Semitic action. In order to assist in the healing necessitated by these past events, and to avoid similar situations in the future, the foundation encourages projects that will help communities understand and better appreciate diverse cultural perspectives and, finally, work to assure equal access to community resources.*

## Racism and other forms of bigotry

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| American Civil Liberties Union Foundation, New York, NY;<br>To develop a North Dakota affiliate which will provide education, information, and referral services on matters related to civil liberties and human rights. | 13,500 |
| BIHA Women in Action, Minneapolis, MN;<br>For the operations of this regional resource that works to resolve family, organizational, and community conflict as it affects people of color.                               | 5,000  |
| Central Minnesota Community Foundation, St. Cloud, MN;<br>To support the ADAPT Project (Appreciating Differences Among People and Things), a community-based cultural diversity project.                                 | 50,000 |
| COLORS, Minneapolis, MN;<br>For the operations of this magazine that features opinions and commentary by people of color.  | 5,000  |
| COLORS, Minneapolis, MN;<br>To conduct planning retreats for board and staff of this journal of opinion by writers of color.   | 3,400  |
| Crookston Public Schools, #593, MN;<br>For Project Pride, a program to build positive relationships among people of different cultural backgrounds.  | 3,175  |
| East Metro Women's Council, White Bear Lake, MN;<br>For an anti-racism project in the northeastern metropolitan area.  | 10,000 |
| Family Service, Inc., St. Paul, MN;<br>To continue the anti-homophobia training program.   | 25,000 |
| Great Lakes Indian Fish and Wildlife Commission, Odanah, WI;<br>For informational presentations on treaty rights, tribal governments, sovereignty, and Anishinabe culture.   | 12,800 |

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| Greater Minneapolis Day Care Association, MN;<br><i>To conduct anti-racism training for the staff and board of this organization.</i>  | 6,000  |
| The Institute for Education and Advocacy, Minneapolis, MN;<br><i>To bring the photographic exhibit "Faces of Sorrow: Agony in the Former Yugoslavia" to Minnesota.</i>   | 4,800  |
| Jewish Community Relations Council, Anti-Defamation League of Minnesota and the Dakotas, Minneapolis, MN;<br><i>For the continued work of the World of Difference Institute.</i>   | 15,000 |
| Messiah Lutheran Church, Washburn, WI;<br><i>To support an anti-racism program for the youth of this church.</i>   | 3,000  |
| Metropolitan Interfaith Council on Affordable Housing, Minneapolis, MN;<br><i>To develop a new organization, Citizens for an Integrated Community, which will focus on integration in education and housing through coalition building and community education.</i>  | 20,000 |
| Minnesota Advocates for Human Rights, Minneapolis, MN;<br><i>To produce educational materials supporting an initiative to combat anti-immigrant sentiment.</i>   | 19,000 |
| Minnesota Alliance for Health Care Consumers, Bloomington, MN;<br><i>To provide diversity and racism training to directors of nursing and administrators of nursing homes.</i>   | 3,715  |
| Minnesota American Indian Chamber of Commerce, St. Paul, MN;<br><i>For the internship and apprenticeship projects.</i>   | 10,000 |
| Minnesota Child Care Resource and Referral Network, St. Paul, MN;<br><i>For the development of a multi-ethnic, culturally responsive child care system in Minnesota.</i>   | 30,000 |
| Minnesota Council on Foundations, Minneapolis, MN;<br><i>To develop a Race and Diversity Tool Kit for grantmakers.</i>   | 5,000  |
| Minnesota Independent School Fund, Inc., St. Paul, MN;<br><i>To address white racism in Minnesota independent high schools and their constituent communities.</i>  | 60,000 |
| Minnesota Minority Education Partnership, Inc., Minneapolis, MN;<br><i>To support the expansion of the Diversity Planning Project which will help schools and agencies create environments that are inclusive and reflective of an increasingly diverse society.</i> | 50,000 |
| Minnesota Private College Fund, St. Paul, MN;<br><i>To continue the program of Dismantling Racism at member institutions.</i>  | 60,000 |

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| Minnesota Social Services Association, Breckenridge, MN;<br><i>To conduct a workshop on gender, class, and cultural diversity for human service workers.</i>   | 1,000  |
| Minnesota Women in the Trades, St. Paul, MN;<br><i>For activities that help break down gender barriers to employment.</i>  | 5,000  |
| Mixed Blood Theatre Company, Minneapolis, MN;<br><i>To tour in rural communities plays that deal with issues of racial identity.</i>   | 8,400  |
| The National Conference, Minneapolis, MN;<br><i>To expand workshops for middle and high-school aged students on issues of race and discrimination.</i>   | 35,000 |
| Next Innovations, Minneapolis, MN;<br><i>To develop leadership skills to combat racism and classism.</i>   | 15,000 |
| North Valley Vocational and Technology Center, Grafton, ND;<br><i>To support a community theater project which promotes greater understanding between youth from different cultural and racial backgrounds.</i>  | 3,000  |
| People for the American Way, Washington, DC;<br><i>To begin implementing recommendations of the "Invisible Walls" study of racial division and the challenge of building bridges of understanding in the Roseville, St. Paul, and South St. Paul school districts.</i> | 13,000 |
| The People's Institute for Survival and Beyond, New Orleans, LA;<br><i>To further develop the organization and expand its anti-racism work in Minnesota.</i>   | 40,000 |
| The Playwrights' Center, Minneapolis, MN;<br><i>To conduct a diversity training program for the Center and to support a tour of the play "Hand in Hand" to rural communities.</i>  | 13,000 |
| Pom Siab Hmoob Theatre, Minneapolis, MN;<br><i>To support a cross cultural performance on the subject of traditional Hmong and Christian religious beliefs.</i>  | 7,500  |
| Rainy River Community College, International Falls, MN;<br><i>For the presentation of "Turtle Island Blues," a theatrical account of history from a Native American perspective.</i>   | 2,500  |
| Runestone Museum Foundation, Alexandria, MN;<br><i>For the installation of "Brick by Brick," an exhibit documenting recent events in the former Yugoslavia republics.</i>  | 6,825  |
| St. Cloud Area Legal Services Association, MN;<br><i>For the Fair Housing Project which will address housing discrimination in rural counties.</i>   | 24,900 |

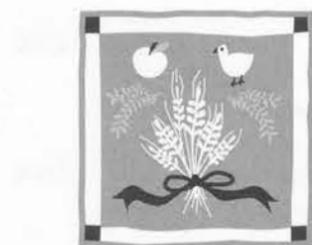
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| St. Cloud State University, College of Education, MN;<br><i>For a cultural exchange program between the communities associated with the tribal and public school systems in the Mille Lacs area.</i>   | 20,000 |
| St. Paul Area Council of Churches, MN;<br><i>For anti-racism training of member congregations.</i>   | 5,000  |
| St. Paul Tenants Union, MN;<br><i>For this organization's anti-discrimination work in housing.</i>   | 10,000 |
| Talmud Torah of St. Paul, MN;<br><i>For the development of a cross cultural moral and legal training program.</i>  | 2,525  |
| University of Minnesota, Law School, Minneapolis, MN;<br><i>To establish the Institute on Racism and Poverty.</i>  | 60,000 |
| University of Minnesota Foundation, Human Rights Center, Minneapolis, MN;<br><i>To expand the Partners In Human Rights Education program to communities in Minnesota, North Dakota, and Wisconsin.</i> | 15,000 |
| University of Wisconsin-Eau Claire Foundation, Inc., WI;<br><i>To prepare trainers for conducting anti-racism and diversity workshops for employees and students of the University.</i>                | 9,300  |
| University of Wisconsin-Eau Claire Foundation, Inc., WI;<br><i>To expand the Rural Choices Project which serves the needs of girls in rural areas as they explore career choices.</i>                  | 20,000 |
| Women's Network of the Red River Valley, Moorhead, MN;<br><i>For the operations of this regional organization that works towards equity for women and girls.</i>                                       | 10,000 |
| YMCA, Hiawatha Branch, Minneapolis, MN;<br><i>For a multi-racial family conference and celebration.</i>  | 5,000  |

## rural poverty

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| All Parks Alliance for Change, St. Paul, MN;<br><i>To assist participation of mobile home residents in the solution of housing related problems in Brainerd and Marshall.</i> | 15,000 |
| Bois Forte Reservation Tribal Council, Nett Lake, MN;<br><i>To construct a food distribution warehouse.</i>   | 20,000 |
| Burnett County, Siren, WI;<br><i>To complete a child care needs survey which will be used to expand or develop new facilities.</i>  | 2,000  |

*poverty line. Often as not, the new jobs that are being created do not include health care benefits or provide wages that are adequate to remove a family from poverty. While elderly people on fixed incomes represent a growing portion of the rural poor, this burden is often most heavily felt by women and children. These conditions are not confined to farm communities, nor is poverty new to rural areas. Native Americans living on tribal lands and others in the countryside have long struggled under the burden of material poverty. The foundation is interested in projects that work at removing barriers that keep people in poverty, address the root cause of poverty, and enhance the self-sufficiency of low-income people.*

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| CAP Services, Inc., Stevens Point, WI;<br><i>To enable women from rural communities in Minnesota and Wisconsin participate in the Women and Poverty Conference.</i>                                | 2,000  |
| Care and Share Center, Crookston, MN;<br><i>To purchase equipment for this organization that supplies emergency food and shelter services.</i>   | 22,000 |
| Central Minnesota Initiative Fund, Little Falls, MN;<br><i>To support a Housing Initiative which will increase the capacity of communities in Central Minnesota to develop low-income housing.</i> | 25,000 |
| Chippewa Valley Area Habitat for Humanity, Eau Claire, WI;<br><i>To construct homes for low-income families.</i>   | 3,000  |
| Church of the Sacred Heart, Glenwood, MN;<br><i>To construct a building for the Pope County Food and Clothes Closet.</i>   | 7,500  |
| Churches United for the Homeless, Moorhead, MN;<br><i>To replace the heating system and make other major repairs to the homeless shelter so that it can be more accessible.</i>                    | 25,000 |
| Crookston Area Habitat for Humanity, MN;<br><i>To develop affordable homes for low-income people.</i>  | 10,000 |
| Crossroads Displaced Homemaker Program, Thief River Falls, MN;<br><i>For the operations of the low-income Women in Transition Program.</i>   | 6,500  |
| Dunn County Interfaith Volunteer Caregivers, Inc., Menomonie, WI;<br><i>To develop a homeless shelter for this region.</i>   | 25,000 |
| Energy CENTS Coalition, Minneapolis, MN;<br><i>For operations of this coalition which advocates against rate increases and cuts in energy assistance for low-income rural people.</i>              | 5,000  |
| Falls Hunger Coalition, International Falls, MN;<br><i>To provide emergency food distribution and nutritional education.</i>   | 15,000 |
| Fargo-Moorhead Dorothy Day House of Hospitality, Inc., MN;<br><i>To renovate a shelter for homeless people.</i>  | 15,000 |
| FINCA International, Inc., Alexandria, VA;<br><i>To initiate a peer lending program to assist low-income entrepreneurs residing in disadvantaged rural areas of Minnesota.</i>                     | 30,000 |
| Grand Forks Mission, Inc., ND;<br><i>To provide matching funds for operations of this agency serving homeless individuals and families.</i>  | 20,000 |



*In the last decade, changes in the American economy in general and the rural economy in particular have resulted in hardship and despair for many. Reduced farm income, under-employment, reduced public assistance and continuing high costs have dramatically increased the number of rural families that live below the*

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| Grand Forks Mission, Inc., ND;<br><i>For the operations of this center for homeless people.</i>   | 30,000  |
| Grand Forks Public Schools, ND;<br><i>To construct classrooms for the expansion of the Head Start early childhood education program.</i>  | 150,000 |
| Hope Developmental Achievement Center, Tyler, MN;<br><i>To purchase and remodel a building which will be used as a place of employment for people with disabilities.</i>  | 10,000  |
| Indianhead Community Action Agency, Ladysmith, WI;<br><i>For a new Head Start facility in Siren.</i>  | 95,000  |
| Kinship of Polk County, Inc., Balsam Lake, WI;<br><i>To develop a new Kinship Teen Program by matching young people with volunteer companions.</i>  | 15,000  |
| Legal Assistance of North Dakota, Inc., Bismarck, ND;<br><i>To provide legal services for low-income people.</i>  | 20,000  |
| Mahube Community Council, Inc., Detroit Lakes, MN;<br><i>For a consumer-focused evaluation of services provided by this community action agency.</i>  | 8,400   |
| Mary's Shelter, Eagan, MN;<br><i>To support the operations of this shelter and its training program for single, pregnant, or homeless women.</i>  | 10,000  |
| Mixed Blood Theatre Company, Minneapolis, MN;<br><i>To produce and perform in rural communities a play about the effect of poverty on students.</i>   | 20,000  |
| Neighbors United Resource Center, Granite Falls, MN;<br><i>To expand advocacy and counseling services to farmers adversely affected by the floods and the farm economy.</i>   | 12,500  |
| North American Indian Fellowship Center,<br>International Falls, MN;<br><i>For emergency operations of this center which provides human services to the community.</i>  | 10,000  |
| North Country Food Bank, Inc., Crookston, MN;<br><i>For improvements that will make the building more accessible to people with disabilities.</i>   | 3,000   |
| North Country Food Bank, Inc., Crookston, MN;<br><i>For building improvements.</i>  | 2,000   |
| Northern Plains Sustainable Agriculture Stewardship Fund,<br>Langdon, ND;<br><i>For a regional educational project that aims to reduce economic instability and poverty in rural areas by increasing the production and local processing of organic products.</i> | 19,000  |

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| Northwest Wisconsin Community Services Agency, Inc.,<br>Superior, WI;<br><i>To purchase equipment which will be used to construct low-income housing in Bayfield County.</i>   | 5,000  |
| Ramsey Action Programs, Inc., St. Paul, MN;<br><i>To expand the Fare SHARE food distribution program in communities of eastern North Dakota and western Minnesota.</i>   | 15,000 |
| Rural Minnesota CEP, Inc., Detroit Lakes, MN;<br><i>To purchase equipment that will be used to provide more accurate and appropriate career assessments to people living in rural areas.</i>   | 6,000  |
| Second Harvest North Central Food Bank, Grand Rapids, MN;<br><i>To build a new freezer and renovate a refrigeration unit.</i>  | 15,000 |
| Self Empowerment of Low-Income Families, Inc.,<br>Crookston, MN;<br><i>To assist with programming which includes advocacy networks, transportation, children's projects, and workshops.</i>  | 10,000 |
| Southeastern North Dakota Community Action Agency,<br>Fargo, ND;<br><i>To develop new multifamily rental housing for low-income families in Lisbon.</i>  | 34,000 |
| Southwest Minnesota Housing Partnership, Slayton, MN;<br><i>For a home ownership program for low-income people in southwestern Minnesota.</i>  | 25,000 |
| Southwest Minnesota Housing Partnership, Slayton, MN;<br><i>To provide housing alternatives to a group of low-income Hispanic families that are being evicted from a trailer park in Willmar.</i>  | 25,000 |
| Stearns-Benton Employment and Training Council,<br>St. Cloud, MN;<br><i>For a youth program in a neighborhood experiencing racial tensions.</i>  | 25,000 |
| St. Paul Neighborhood Energy Consortium, MN;<br><i>For the Energy CENTS Coalition which works to secure affordable utility services for low-income people and to see that they have access to the process of decision making about energy use.</i> | 15,000 |
| Tri-Valley Opportunity Council, Inc., Crookston, MN;<br><i>For a Case Management/Self Sufficiency Project to help low-income families move out of poverty.</i>   | 39,500 |
| Turtle Mountain Tribal Council, Belcourt, ND;<br><i>For the Even Start Family Literacy Project serving parents and children.</i>   | 31,100 |

University of Minnesota Foundation, Community-University Health Care Center, Minneapolis, MN; 10,000  
*To support the Southeast Asian Community Coalition for family support and youth programs.*

Urban Coalition, St. Paul, MN; 15,500  
*For the operations of the Minnesota Food Education and Resource Center which provides research and advocacy on behalf of those who are hungry and poor.*

Volunteers of America Minnesota, Minneapolis, MN; 25,000  
*For the CornerStone Supportive Transitional Housing Program.*

West Central Wisconsin Community Action Agency, Inc., Glenwood City, WI; 25,000  
*To help low-income rural residents develop opportunities for self-employment.*

West Central Wisconsin Private Industry Council, Menomonie, WI; 15,000  
*For an employment program for low-income youth and adults.*

West Hennepin Human Services Planning Board, Hopkins, MN; 20,000  
*For the Job Gap Literacy Project, an educational activity of the JOBS NOW Coalition.*

Western Minnesota Farm Resource Center, Detroit Lakes, MN; 5,000  
*To provide crisis assistance to farmers.*

## community affairs

Advocating Change Together, Inc., St. Paul, MN; 20,000  
*For continuation of the Citizens in ACTION Program which allows people with disabilities to gain confidence and learn skills for social change.*

AFS Intercultural Programs, Inc., New York City, NY; 14,500  
*To place teachers from Latin America in rural communities of Minnesota, North Dakota, and Wisconsin.*

Alexandria Public Schools, #206, Community Education, MN; 5,000  
*For the Community Violence Prevention Council's community building program.*

Alexandria Technical College, MN; 1,500  
*To enable individuals with limited resources to participate in a community leadership program.*

City of Alvarado, MN; 10,000  
*For repairs to the senior citizen community center.*

American Indian Research and Policy Institute, St. Paul, MN; 5,000  
*To assist with the participation of elders at a forum on aging.*

American Red Cross, St. Paul Area Chapter, MN; 15,000  
*To continue support for the Youth Job Readiness Project for low-income youth.*

Arab Community Center in Minnesota, Minneapolis, MN; 10,000  
*To develop a multi-service community center.*

ARC of Anoka & Ramsey Counties, St. Paul, MN; 15,000  
*To establish a community cultural center for people with disabilities.*

Bayfield County 4-H Leaders Association, Inc., Washburn, WI; 4,200  
*For a service-learning program for youth.*

City of Bayfield, WI; 20,000  
*For the renovation of the Bayfield Lakeside Pavilion.*

Breckenridge Public Schools, #846, MN; 15,000  
*To continue a volunteer youth community service learning program.*

Centro Legal, Minneapolis, MN; 20,000  
*For the operations of the Naturalization project which assists residents in becoming citizens.*

Charities Review Council of Minnesota, Inc., St. Paul, MN; 5,000  
*To expand the outreach and educational programs throughout Minnesota for this organization which works to improve the environment for charitable giving.*

Children of the Lakes Child Care Center, Detroit Lakes, MN; 14,000  
*For the development of the Anishinabe Center of Greater Detroit Lakes.*

Council of American Indian Ministries, Minneapolis, MN; 6,000  
*For the development of an organization to serve tribal members living in St. Paul and Minneapolis by the Twin Cities Red Lake Tribal Members Committee.*

Dakota Resource Council, Dickinson, ND; 10,000  
*To establish the Souris Valley Project, a permanent grassroots citizens' organization that will address waste management and groundwater preservation.*

W. Harry Davis Foundation, Minneapolis, MN; 10,000  
*For the operations of a leadership institute.*

EARTHWATCH, Watertown, MA; 10,000  
*To provide fellowships for Native Americans to participate in research projects.*



*Activities that address the needs of the general community and which increase citizenship participation such as community education, leadership training, and the development of local citizen organizations.*

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| Embden Volunteer Fire Department, ND;<br><i>To purchase a used fire engine.</i>  | 10,000 |
| City of Fairdale, ND;<br><i>To renovate the community center.</i>  | 15,000 |
| Fargo-Moorhead Area Foundation, ND;<br><i>To start an Hispanic community center.</i>   | 34,000 |
| Fresh Air, Inc., KFAI, Minneapolis, MN;<br><i>A challenge grant to help the public radio station KFAI develop membership in Dakota and Ramsey counties.</i>              | 10,000 |
| Freshwater Foundation, Navarre, MN;<br><i>For board development and training.</i>  | 5,000  |
| Gladstone Consolidated Fire District, ND;<br><i>To purchase and renovate fire fighting equipment.</i>  | 5,000  |
| Gladstone Senior Citizens, ND;<br><i>To paint the senior citizen's center.</i>   | 1,500  |
| Glenwood Public Library, MN;<br><i>For an addition to the library.</i>   | 25,000 |
| Grafton Public Schools, #3, ND;<br><i>For a violence prevention program for students and parents.</i>  | 4,950  |
| City of Grafton, ND;<br><i>To renovate and construct an addition to the armory so that it can be used as a community center.</i>   | 30,000 |
| Haiv Hmoob, Inc., Brooklyn Center, MN;<br><i>For the operations of this organization that promotes activities that further the understanding of Hmong culture.</i>       | 10,000 |
| Hatton Public Schools, #7, ND;<br><i>For the construction of a multi-media center and library.</i>   | 15,000 |
| Village of Haugen, WI;<br><i>To construct a community center.</i>  | 8,000  |
| Head of the Red Youth Activities Association, Inc., Wahpeton, ND;<br><i>For the development of a community meeting room.</i>   | 1,000  |
| Headwaters Fund, Minneapolis, MN;<br><i>For a conference on organizing for diversity and democracy.</i>  | 5,000  |
| Hmong National Development, Inc., Omaha, NE;<br><i>For a national conference on service diversification and resource development for Hmong communities in Minnesota.</i> | 5,000  |
| Housing and Redevelopment Authority of Farmington, MN;<br><i>To equip and furnish an expanded community library.</i>   | 10,000 |

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| Institute for Learning and Teaching, St. Paul, MN;<br><i>For the operations of Project 120, a program which provides seminars to introduce high school students to the work of state government.</i>   | 2,500  |
| International Falls Public Library, MN;<br><i>For the automation of this library.</i>  | 25,000 |
| Lake Kabetogama Area Volunteer Fire Department, Ray, MN;<br><i>To purchase a pumper truck and a dispatching system.</i>  | 10,000 |
| Lakes Area Children's Museum, Brainerd, MN;<br><i>For the construction of interactive exhibits and the operation of an outreach program.</i>   | 15,000 |
| Land Stewardship Project, White Bear Lake, MN;<br><i>To provide materials on sustainable development to rural communities.</i>   | 7,500  |
| Lao Family Community of Minnesota, Inc., St. Paul, MN;<br><i>For a conference about democracy and human rights being organized by the United Lao Movement for Democracy of Minnesota.</i>  | 5,000  |
| Lauj Youth Society of Minnesota, St. Paul, MN;<br><i>For the Home Youth Tutoring Program.</i>  | 15,000 |
| The Lexington-Hamline Community Council, St. Paul, MN;<br><i>For the Tenant Action Council of Skyline Towers.</i>  | 8,000  |
| City of Littlefork, MN;<br><i>For a new community center.</i>  | 7,000  |
| Management Assistance Program for Nonprofits, Inc., St. Paul, MN;<br><i>For equipment used to provide technical assistance.</i>  | 15,000 |
| Marshall Community Services, MN;<br><i>For a delinquency prevention program.</i>   | 15,000 |
| Metropolitan Visiting Nurse Association, Minneapolis, MN;<br><i>For a child care providers' conference on violence and its affect on children.</i>   | 1,000  |
| Minnesota Chippewa Tribe, Cass Lake, MN;<br><i>To provide leadership training and outreach materials for a statewide Indian Elders Council.</i>  | 5,365  |
| Minnesota Commission Serving Deaf and Hard of Hearing People, St. Paul, MN;<br><i>To establish an on-line information network for people who are deaf or hard of hearing so that they can better communicate with each other and with state policy makers.</i> | 6,100  |

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| Minnesota Council of Nonprofits, St. Paul, MN;<br><i>For operations of this organization that provides technical assistance and advocates for nonprofit organizations.</i>                                | 15,000 |
| Minnesota Council on Foundations, Minneapolis, MN;<br><i>For a conference for grantmakers in the upper midwest.</i>   | 1,000  |
| The Minnesota Foundation, St. Paul, MN;<br><i>For a public service internship program that enables students of state universities to have work experience with private nonprofit and public agencies.</i> | 7,500  |
| Minnesota International Center, Minneapolis, MN;<br><i>To help bring international visitors into rural communities.</i>   | 15,000 |
| The Minnesota Project, St. Paul, MN;<br><i>To continue operating support for this organization that provides community development and other technical assistance to rural communities.</i>               | 10,000 |
| Morris Area Public Schools, #769, MN;<br><i>For the UNICEF exhibit "Girls and Girlhood: A Perilous Path."</i>   | 5,900  |
| North Dakota State University Extension Service, Pembina County, Cavalier, ND;<br><i>For a new 4-H building.</i>  | 9,000  |
| Northwest Regional Library, Thief River Falls, MN;<br><i>To improve access to regional database resources at the Hallock Public Library.</i>  | 10,000 |
| Northwest Regional Library, Thief River Falls, MN;<br><i>To improve access to regional database resources at the Red Lake Falls Public Library.</i>   | 16,000 |
| Northwoods Women, Inc./New Day Shelter, Ashland, WI;<br><i>For a photo exhibition to raise public awareness about domestic violence.</i>  | 1,000  |
| Organizing Apprenticeship Project, St. Paul, MN;<br><i>For an apprentice-based training program in greater Minnesota.</i>   | 40,000 |
| The Outback Athenaeum, Fargo, ND;<br><i>To purchase equipment for libraries in rural communities.</i>   | 2,280  |
| Peoples Network of Minnesota, Inc., St. Paul, MN;<br><i>For housing development services to the Hmong community.</i>  | 20,000 |
| Prairie Public Television, Fargo, ND;<br><i>For the "Prairie News Journal," a regional public affairs program.</i>  | 12,500 |
| Project for Pride in Living, Inc., Minneapolis, MN;<br><i>To support the maintenance of affordable housing in the City of St. Paul.</i>   | 20,000 |

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| Rainbow Research, Inc., Minneapolis, MN;<br><i>For the St. Paul Neighborhood Action Forum which will recognize and develop the capacity of neighborhood leaders by helping to build networks and increase their effectiveness.</i> | 15,000 |
| Roosevelt-Custer Regional Council for Development, Dickinson, ND;<br><i>For a pilot project to increase collaboration and coordination among school districts in Stark County.</i>   | 2,500  |
| Sand Creek Arts, Recreation and Theatre Corporation, WI;<br><i>To remodel the community center for the town of Sand Creek.</i>   | 25,000 |
| Science Museum of Minnesota, St. Paul, MN;<br><i>For educational programs presented in conjunction with the Tradiciones Vivas program.</i>   | 15,000 |
| Senior Meals and Services, Inc., Devils Lake, ND;<br><i>To purchase a van.</i>   | 9,400  |
| The Society For Nonprofit Organizations, Madison, WI;<br><i>To pilot a nonprofit management training program for rural organizations through the Wisconsin Cooperative Extension Service.</i>                                      | 20,000 |
| Southern Minnesota Regional Legal Services, Inc., St. Paul, MN;<br><i>For the work of the Commission on Funding for Legal Services.</i>  | 21,000 |
| Southern Minnesota Regional Legal Services, Inc., St. Paul, MN;<br><i>For the Southwest Minnesota Diversity Project, which provides legal education and outreach to communities of color new to the region.</i>                    | 25,600 |
| The St. Paul Public Education Fund, MN;<br><i>To purchase and distribute the Latinas Abriendo Camino series of posters that recognize the achievements of Latina women.</i>  | 3,500  |
| Temple of Aaron, St. Paul, MN;<br><i>Toward the cost of a translation system for newly arrived refugees.</i>   | 20,000 |
| Thomas-Dale Block Club Association, St. Paul, MN;<br><i>For the community development work and training programs of this organization.</i>   | 10,000 |
| University of North Dakota, Continuing Education, Grand Forks, ND;<br><i>To diversify the participation in adult and youth leadership programs.</i>  | 2,200  |
| University of North Dakota, School of Law, Grand Forks, ND;<br><i>For the operations of the Center for American Indian Legal Programs and Resources.</i>   | 31,750 |

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| University of North Dakota Foundation, Grand Forks, ND;<br><i>To conduct the North Dakota Indian Youth Leadership Institute.</i>   | 26,000 |
| City of Urbank, Vining, MN;<br><i>To develop a community center by remodeling the city hall.</i>   | 8,000  |
| Vietnamese Minnesotans Association, St. Paul, MN;<br><i>For the Youth Training and Employment Program.</i>   | 12,000 |
| Ward County Public Library, Minot, ND;<br><i>To purchase a new bookmobile.</i>   | 15,000 |
| West Central Minnesota Educational Television Company, Inc., Pioneer Public Television, KWCM, Appleton, MN;<br><i>For a series of programs, "Working for a Cleaner Minnesota River."</i>                   | 15,000 |
| White Earth Land Recovery Project, MN;<br><i>For the sustainable communities project which will improve the management of resources on the White Earth Reservation.</i>                                    | 20,000 |
| Amherst H. Wilder Foundation, St. Paul, MN;<br><i>For the forum series which will strengthen relationships and decision making processes among the various entities involved in community development.</i> | 5,000  |
| Wisconsin Child Care Improvement Project, Hayward, WI;<br><i>For the creation of a developmentally appropriate and culturally relevant violence prevention curriculum for pre-school children.</i>         | 20,000 |
| Women Candidate Development Coalition, St. Paul, MN;<br><i>For the organization's work in rural Minnesota which supports the participation of women in all levels of government.</i>                       | 10,000 |
| Youth Express, St. Paul, MN;<br><i>For the operations of this membership-run organization that provides employment and community service opportunities.</i>  | 15,000 |



## education

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| American Indian Research and Policy Institute, St. Paul, MN;<br><i>To establish an American Indian Research and Policy Institute at the Hamline School of Law.</i> | 23,000 |
| Arrowhead University Center, Hibbing, MN;<br><i>To develop a program resulting in a Bachelor of Science in teaching in International Falls.</i>                    | 20,300 |
| Bemidji State University, MN;<br><i>For a traditional ceremony to honor Native American women attorneys.</i>   | 1,925  |

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| Brainerd Community College, MN;<br><i>To develop a minority internship program and community anti-racism program.</i>   | 20,000 |
| Fond Du Lac Community College, Cloquet, MN;<br><i>To enable students, faculty, and staff from local colleges to attend the American Indian Higher Education Consortium's annual conference in Duluth.</i>         | 5,000  |
| Hamline University, Minnesota Center for Women in Government, St. Paul, MN;<br><i>For a rural women's forum that will be held as part of a conference on women and leadership.</i>                                | 5,000  |
| Lao Family Community of Minnesota, Inc., St. Paul, MN;<br><i>For support of the English Education Program which includes a Family English School offering classes for parents and their children.</i>             | 25,000 |
| Metropolitan State University Foundation, St. Paul, MN;<br><i>For the completion of the new campus.</i>   | 25,000 |
| Minneapolis College of Art and Design, MN;<br><i>To provide scholarships to students of color.</i>  | 10,000 |
| Minneapolis Community College Foundation, MN;<br><i>To provide need-based scholarships for St. Paul students of color.</i>  | 5,000  |
| Minnesota Consortium of Theological Schools, St. Paul, MN;<br><i>For the Northland Ministry Partnership, an ecumenical training program that is based on the changing context of regional communities.</i>        | 35,000 |
| Native American Educational Services College, Chicago, IL;<br><i>For the developmental needs of the Minnesota campus.</i>   | 30,000 |
| Page Education Foundation, Minneapolis, MN;<br><i>For the administration of this scholarship fund which provides educational opportunities for students of color at post-secondary institutions in Minnesota.</i> | 10,000 |
| Ramsey County Opportunities Industrialization Center, St. Paul, MN;<br><i>To provide employment training for people who are economically and educationally disadvantaged.</i>                                     | 10,000 |
| Southwest State University, Marshall, MN;<br><i>To support a four-year program on Global Awareness and Cultural Diversity.</i>  | 20,000 |
| Southwest State University, Marshall, MN;<br><i>To establish an American Indian Studies Program.</i>  | 15,000 |

*Internships with nonprofit organizations and scholarships with a community service emphasis.*

*Higher education grants are limited to post-secondary institutions in Minnesota.*



*Programs that promote individual and community health, environmental quality and health education; community hospitals, clinics, rural emergency services, and chemical dependency programs sensitive to special populations. Proposals for medical research and from national health organizations are generally not given priority.*

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| Southwest State University, Marshall, MN;<br><i>To provide scholarships to first generation rural freshmen students in a global studies program.</i> | 10,000  |
| St. Cloud State University, MN;<br><i>To develop a fellowship program that will bring scholars from South Africa to central Minnesota.</i>           | 40,000  |
| St. Mary's University, Winona, MN;<br><i>To establish the Robert J. Reardon Memorial Scholarship for minority students.</i>                          | 100,000 |
| College of St. Scholastica, Duluth, MN;<br><i>To provide scholarships for students enrolled in an Ojibwe bilingual education program.</i>            | 15,000  |
| College of St. Scholastica, Duluth, MN;<br><i>For a masters level management education program in Brainerd.</i>                                      | 19,500  |
| University of Minnesota, Minneapolis, MN;<br><i>For student activities conducted by the American Indian Learning Resource Center.</i>                | 4,400   |
| University of Minnesota, Duluth, American Indian Studies Department, MN;<br><i>For the Ojibwe Language Immersion Program.</i>                        | 4,000   |

## health

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| Alexandria Public Schools, #206, MN;<br><i>To purchase playground equipment for the Miltona Science Magnet School.</i>                              | 2,000  |
| Alexandria Public Schools, #206, MN;<br><i>To purchase playground equipment for the Voyager Elementary School.</i>                                  | 5,000  |
| City of Alvarado, Volunteer Fire Department, MN;<br><i>To support the start-up of a First Responder Volunteer Medical Team.</i>                     | 10,000 |
| American Indian Health Clinic, St. Paul, MN;<br><i>To provide dental care services.</i>   | 17,500 |
| American Red Cross, Red River Valley Chapter, Grand Forks, ND;<br><i>To further develop a public health educational program about HIV and AIDS.</i> | 20,000 |
| American Red Cross, St. Paul Area Chapter, MN;<br><i>For a HIV/AIDS statewide teacher training project.</i>   | 20,000 |

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| Amery School District, WI;<br><i>To install accessible equipment for the school and community playground.</i>   | 3,000  |
| ARC Minnesota, Inc., Sherburn, MN;<br><i>To coordinate administrative services of this organization for people with developmental disabilities in southwestern Minnesota.</i>                                       | 18,000 |
| Bayfield Public Schools, #1, WI;<br><i>To purchase physical training equipment for the community center.</i>  | 14,750 |
| Bethany Home, Alexandria, MN;<br><i>To help create a Special Care Alzheimer's Unit.</i>   | 25,000 |
| Bois Forte Reservation Tribal Council, Nett Lake, MN;<br><i>To help develop a chemical dependency outpatient treatment program.</i>   | 4,500  |
| Brandon Public Schools, #207, MN;<br><i>To construct a community fitness center in the school.</i>  | 15,000 |
| Casselton Park District, ND;<br><i>To purchase equipment for the public swimming pool.</i>  | 4,400  |
| Catholic Services for the Elderly, Inc., St. Paul, MN;<br><i>For the construction of an adult day care center.</i>  | 15,000 |
| Children Are People Support Groups, Inc., St. Paul, MN;<br><i>To extend to domestic abuse shelters throughout Minnesota this program that serves children who are members of chemically dependent families.</i>     | 15,000 |
| Township of Clam Falls, Lewis, WI;<br><i>For improvements to the softball field.</i>  | 6,000  |
| Clare Housing, St. Paul, MN;<br><i>To develop housing and supportive services for people with HIV and AIDS.</i>   | 40,000 |
| Clean Water Fund, Fargo, ND;<br><i>For the Migrant Farmworker Safety Training and Education Project.</i>  | 25,000 |
| Crisis Connection, Minneapolis, MN;<br><i>To train community agency staff and volunteers in identifying characteristics of a crisis situation and how to offer immediate counseling to help resolve the crisis.</i> | 20,000 |
| City of Crookston, MN;<br><i>Toward the construction of a community playground.</i>   | 2,500  |
| Dakota Area Resources and Transportation for Seniors, Inc. (DARTS), West St. Paul, MN;<br><i>To establish a client centered continuum of health care that connects social and health service programs.</i>          | 10,000 |

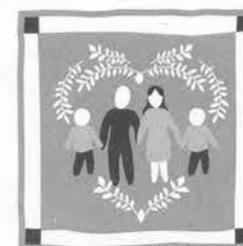
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| Developmental Center, Grafton, ND;<br><i>For the operations of the Wellness Project which provides community health education programs.</i>  | 500     |
| Devils Lake Park Board, ND;<br><i>To construct an outdoor basketball court.</i>  | 10,000  |
| Devils Lake Public Schools, ND;<br><i>To create an outdoor learning center and replace playground equipment.</i>   | 25,000  |
| Dunn County First Responders, Menomonie, WI;<br><i>To purchase emergency equipment.</i>  | 4,775   |
| Eau Claire, Diocese of, WI;<br><i>For the Lac Courte Oreilles Institute on Alcohol and Drug Abuse to develop and operate a cultural and family-based treatment program for young people.</i>                                       | 25,000  |
| Esmond City Park Board, ND;<br><i>To purchase playground equipment.</i>  | 4,750   |
| Grand Forks Public Schools, ND;<br><i>To purchase playground equipment for the Viking Elementary School.</i>   | 5,000   |
| The Holos Foundation, Minneapolis, MN;<br><i>To establish a tutoring and mentoring program at the P.E.A.S.E Academy which serves young people who are recovering from chemical dependency and wish to live a sober life-style.</i> | 5,000   |
| Holy Family-St. Francis School, Bayfield, WI;<br><i>To pave the playground.</i>  | 1,200   |
| Hoople Parks and Recreation Board, ND;<br><i>To purchase and install new playground equipment in the community park.</i>   | 10,000  |
| Hoople Volunteer Ambulance Service, Inc., ND;<br><i>To purchase a used ambulance.</i>  | 10,000  |
| H.E.A.R.T., Inc., Minneapolis, MN;<br><i>To support this organization that helps people with chemical addiction get treatment in rural communities.</i>  | 100,000 |
| Illusion Theater, Minneapolis, MN;<br><i>For the conference "CONVERSATIONS": Personal, Professional and Ethical Challenges in the Treatment of Breast Cancer.</i>  | 5,000   |
| Illusion Theater, Minneapolis, MN;<br><i>To present "For Our Daughters," a theatrical educational program about breast cancer.</i>   | 5,000   |

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| Institute for Child and Adolescent Sexual Health, Minneapolis, MN;<br><i>For the operations of this new agency which will work to provide research, education, and training to promote sexual health for young people.</i> | 10,000 |
| International Falls Memorial Hospital Association, MN;<br><i>To develop an outreach, tracking, and registry program for people with diabetes.</i>  | 11,500 |
| JCAHPO Education and Research Foundation, St. Paul, MN;<br><i>To train ophthalmic medical personnel.</i>   | 10,000 |
| Kindred Public Schools, #2, ND;<br><i>To purchase and install playground equipment.</i>  | 7,000  |
| La Familia Guidance Center, Inc., St. Paul, MN;<br><i>To develop a children's mental health program serving Latino children and their families.</i>  | 30,000 |
| Lansford Park Board, ND;<br><i>For improvements to the city park.</i>  | 1,600  |
| Lisbon Park District, ND;<br><i>To resurface the tennis and basketball courts.</i>   | 10,000 |
| Lisbon Public Schools, #19, ND;<br><i>To construct a running track.</i>  | 10,000 |
| Mariucci Inner City Hockey Association, St. Paul, MN;<br><i>To increase opportunities for low-income young people to participate.</i>  | 2,000  |
| Mercy Hospital, Devils Lake, ND;<br><i>To purchase emergency medical equipment.</i>  | 29,860 |
| Midway Public Schools, #128, Inkster, ND;<br><i>To purchase equipment for the community playground.</i>  | 15,000 |
| Migrant Health Service, Inc., Moorhead, MN;<br><i>To sustain an emergency fund and provide counseling for battered women and children.</i>   | 12,200 |
| City of Milroy, MN;<br><i>To purchase a defibrillator and other equipment for the Milroy First Responders.</i>   | 2,750  |
| Minnesota Extension Service, Norman County, Ada, MN;<br><i>To expand the Respite Caregiver's Support Program.</i>  | 5,000  |
| Minnesota Hospice Organization, St. Paul, MN;<br><i>To provide technical assistance to rural hospice programs.</i>   | 6,700  |
| Minnesota Institute of Public Health, Anoka, MN;<br><i>To train teachers in the use of Lessons in Lead, an educational curriculum designed to reduce lead poisoning.</i>   | 15,000 |

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| Minnesota Senior Federation, St. Paul, MN;<br><i>For a program to improve health care access in the Willmar area.</i>  | 20,000 |
| Minnewaska Area Public Schools, #2149, Glenwood, MN;<br><i>To purchase playground equipment for the E.N. Nordgaard Elementary School.</i>  | 5,000  |
| Minnewaska Area Public Schools, #2149, Glenwood, MN;<br><i>To upgrade playground equipment at the Starbuck Elementary School.</i>  | 5,000  |
| Minot Commission on Aging, ND;<br><i>For equipment to support the Region II Senior Service Providers food delivery program.</i>  | 35,000 |
| Nappen Park Board, Lankin, ND;<br><i>To purchase equipment for the community park.</i>   | 600    |
| Nedrose Public Schools, #4, Minot, ND;<br><i>To purchase equipment and make improvements to the playground.</i>  | 6,000  |
| Neighborhood Health Care Network, St. Paul, MN;<br><i>For continued support of the Urgent Care and Specialist Referral program.</i>  | 15,000 |
| New Rockford Elementary School, ND;<br><i>To make improvements to the playground.</i>  | 5,000  |
| City of Nisswa, Park and Recreation Department, MN;<br><i>To purchase playground equipment for a community park.</i>   | 10,000 |
| North Dakota Hospital Research and Education Foundation, Bismarck, ND;<br><i>For the Ladders in Nursing Careers project which helps train nurses for rural hospitals and homes.</i>              | 50,000 |
| North Dakota Park and Recreation Department, Bismarck, ND;<br><i>For the Rural Recreation Project which will increase access to sports and recreation programs for people with disabilities.</i> | 15,000 |
| North Dakota Scottish Rite Childhood Language Disorder Center, Fargo, ND;<br><i>To expand the services to children with language disorders.</i>  | 5,000  |
| Park River Park Board, ND;<br><i>To make renovations and additions for accessibility to the community swimming pool.</i>   | 16,000 |
| Parshall Resource Center, ND;<br><i>To support a fetal alcohol syndrome prevention, identification, and care coordination program.</i>   | 15,000 |

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| Rape and Abuse Crisis Center, Fargo, ND;<br><i>To provide community education programs and counseling services to victims of domestic violence, sexual assault, and child sexual abuse.</i> | 20,000 |
| Redwood Area Communities Foundation, Inc., Redwood Falls, MN;<br><i>To create a hospice room at the Parkview Nursing Home in Belview.</i>   | 3,900  |
| Redwood Area Communities Foundation, Inc., Redwood Falls, MN;<br><i>For improvements to the community playground in Belview.</i>  | 8,000  |
| Richardton Health Center, Inc., ND;<br><i>To purchase a washing machine and complete energy conservation measures.</i>  | 12,000 |
| Rugby Amateur Hockey Association, ND;<br><i>To install rest rooms accessible to people with physical disabilities.</i>  | 10,000 |
| Rural Enrichment and Counseling Headquarters, Inc., Hawley, MN;<br><i>To provide counseling services to rural residents of Becker and Clay Counties.</i>                                    | 5,000  |
| Rural Health Services, Alexandria, MN;<br><i>For a primary health professional's recruitment and retention program.</i>   | 25,000 |
| Sauk Rapids-Rice School District, MN;<br><i>For a playground at the Rice Community School.</i>  | 15,000 |
| Souris Valley Special Services, Minot, ND;<br><i>To provide assistive listening equipment for children with hearing disabilities.</i>   | 9,000  |
| South St. Paul Educational Foundation, MN;<br><i>To complete an athletic facility and sports stadium.</i>   | 25,000 |
| St. Croix Tribal Health Department, Hertel, WI;<br><i>For a mental health training workshop.</i>  | 9,750  |
| St. Joseph's LifeCare Foundation, Dickinson, ND;<br><i>To renovate a home that can be used by patients, out-patients, and family members utilizing regional medical services.</i>           | 15,000 |
| St. Thomas Academy, Mendota Heights, MN;<br><i>To replace a running track.</i>  | 25,000 |
| Taylor-Richardton Elementary School, ND;<br><i>To purchase playground equipment.</i>  | 5,000  |
| UniMed Medical Center, Minot, ND;<br><i>For the Rural Mental Health Consortium's training of parish nurses in mental health counseling skills.</i>  | 6,900  |

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| United Cerebral Palsy, West Central Wisconsin, Inc., Eau Claire, WI;<br><i>For Tech for Tots, an assistive technology lending program for children with disabilities.</i>                                     | 5,100  |
| United Hospital Foundation, St. Paul, MN;<br><i>To help defray the costs for rural patients' family members staying at the hospital's guest apartments.</i>   | 15,000 |
| United Tribes Technical College, Bismarck, ND;<br><i>To train nurses in communication and psychomotor skills.</i>   | 10,000 |
| University of Minnesota, Morris, MN;<br><i>For a public health education activity that will bring the NAMES Project AIDS Memorial Quilt to the campus and community.</i>                                      | 3,900  |
| University of North Dakota, College of Nursing, Grand Forks, ND;<br><i>To assist with the implementation of a mentorship program (MAIN) for American Indian undergraduate students interested in nursing.</i> | 25,000 |
| University of North Dakota, College of Nursing, Grand Forks, ND;<br><i>To conduct a nurse aide certification and skills enhancement program for American Indians.</i>   | 20,500 |
| University of North Dakota, Community Medicine Department, Grand Forks, ND;<br><i>For the Rural Physician's Assistant Program.</i>  | 17,500 |
| University of Wisconsin, Medical School, Madison, WI;<br><i>To recruit and place physician assistants in rural and other underserved communities.</i>   | 13,000 |
| Velva Public Schools, #1, ND;<br><i>For improvements to the gymnasium.</i>  | 10,000 |
| Villa Maria Center, Frontenac, MN;<br><i>To repair the swimming pool at this retreat center.</i>  | 2,000  |
| City of Wahpeton, Parks & Recreation Department, ND;<br><i>To resurface a multi-purpose play court in Chahinkapa Park.</i>  | 5,000  |
| Warren Community Hospital, Inc., MN;<br><i>For a new financial and accounting system.</i>   | 10,000 |
| City of Warren, MN;<br><i>To renovate the community swimming pool.</i>  | 20,000 |
| Warren/Alvarado/Oslo Public Schools, #2176, MN;<br><i>To purchase playground equipment for the Warren Elementary School.</i>  | 6,000  |



*Programs that address the needs of children, single parent families, battered women, the elderly, people with disabilities, and individuals affected by poverty.*

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| Watertown-Mayer Public Schools, #111, MN;<br><i>To purchase and install accessible playground equipment at the elementary school.</i> | 7,000  |
| Webster Public Schools, WI;<br><i>For playground equipment.</i>   | 5,000  |
| White Earth Reservation Tribal Council, MN;<br><i>To construct water and sewer systems for new housing for low-income elders.</i>     | 36,000 |
| Wisconsin Institute of Family Medicine, Milwaukee, WI;<br><i>To place family practice externs in rural Wisconsin Communities.</i>     | 8,800  |
| Woodbury Elementary School, MN;<br><i>To install accessible equipment for the school playground.</i>                                  | 4,000  |
| YMCA of Fargo-Moorhead, ND;<br><i>To construct a new facility in the West Acres neighborhood.</i>                                     | 25,000 |

## Human services

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| Accessible Space, Inc., St. Paul, MN;<br><i>For a supportive housing project and in-house services for and by persons with disabilities in Marshall.</i>                                  | 50,000 |
| Advocating Change Together, Inc., St. Paul, MN;<br><i>For the Citizens in ACTION program which enables people with disabilities to learn the skills and confidence for social change.</i> | 10,000 |
| Agape Home, Minneapolis, MN;<br><i>To provide holistic adult foster care for persons living with AIDS in the final days of their lives.</i>   | 10,000 |
| Ain Dah Yung, St. Paul, MN;<br><i>To develop program capacity and make improvements to this home that serves homeless and other young people at risk.</i>                                 | 40,000 |
| Alexandria Public Schools, #206, MN;<br><i>For a parent training and involvement program.</i>   | 3,600  |
| Alliance for the Mentally Ill of Minnesota, Inc., St. Paul, MN;<br><i>To continue a training and support program for family members of people with mental illness.</i>                    | 9,000  |
| AMICUS, Minneapolis, MN;<br><i>For Project Rasiki which will provide positive relationships between community offenders and volunteers in the community.</i>                              | 15,000 |
| ARC Dickinson, ND;<br><i>For the Life Guide/Companion Program which matches persons with disabilities with other community members.</i>   | 20,000 |

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| ARC St. Cloud, MN;<br><i>To coordinate administrative services of this organization for people with developmental disabilities in seven geographical areas of Central Minnesota.</i>   | 18,000 |
| Association for the Advancement of Hmong Women in Minnesota, Minneapolis, MN;<br><i>For the start-up of the Housing Information Service.</i>   | 2,500  |
| Bay Area Mental Health Center, Washburn, WI;<br><i>For an education treatment program for perpetrators of domestic violence.</i>   | 25,000 |
| Best Buddies, Miami, FL;<br><i>For activities of the St. Cloud State University chapter which pairs college students with people with disabilities.</i>  | 5,000  |
| Bethesda Homes, Inc., Willmar, MN;<br><i>To renovate an activity kitchen that will be used by elderly residents of the Bethesda Heritage Home.</i>   | 10,000 |
| Breckenridge Public Schools, #846, MN;<br><i>To provide high quality parent education services to at-risk and diverse low-income families.</i>   | 10,000 |
| Brown, Hallie Q., Community Center, Inc., St. Paul, MN;<br><i>For the child care, afterschool, and delinquency prevention programs of this human service agency that serves residents in the Summit-University neighborhood.</i> | 10,000 |
| Burnett County Aging Programs, Siren, WI;<br><i>To purchase a stove and refrigerator for this nutrition program serving low-income elderly people.</i>   | 4,500  |
| Camp ReCreation, Inc., Richardton, ND;<br><i>For a program that serves people with developmental disabilities.</i>   | 5,000  |
| Capitol Community Services, Little Canada, MN;<br><i>To continue a counseling and case management program serving low-income elders.</i>   | 3,000  |
| Carrington Youth Center, ND;<br><i>To purchase a building that will be used to provide day care services for young people.</i>   | 30,000 |
| Casa de Esperanza, St. Paul, MN;<br><i>To support the operations of this program for women and their children in violent relationships.</i>  | 20,000 |
| Catholic Family Service, Fargo, ND;<br><i>To develop a guardianship program to serve mentally ill and elderly populations in Minot.</i>  | 10,000 |

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| Center Against Sexual and Domestic Abuse, Inc., Superior, WI;<br><i>For legal services to victims of sexual abuse, domestic violence, or child abuse in Bayfield or Ashland counties.</i>                                   | 30,000 |
| Center Against Sexual and Domestic Abuse, Inc., Superior, WI;<br><i>To expand outreach services to victims of sexual and domestic assault in the communities of Bayfield, Washburn, and Ashland.</i>                        | 25,000 |
| Center Against Sexual and Domestic Abuse, Inc., Superior, WI;<br><i>To provide services to victims of sexual assault in the Washburn area.</i>  | 11,700 |
| The Center for Victims of Torture, Minneapolis, MN;<br><i>To support initiatives in the Center's volunteer program.</i>   | 20,000 |
| Central Minnesota Task Force on Battered Women, St. Cloud, MN;<br><i>To purchase equipment for Woman House and the St. Cloud Intervention Project.</i>  | 42,000 |
| Centro Legal, Minneapolis, MN;<br><i>To expand services to additional Spanish speaking clients in need of counsel in the areas of housing, consumer, employment, and administrative law.</i>                                | 25,000 |
| Children of the Lakes Child Care Center, Detroit Lakes, MN;<br><i>To purchase equipment.</i>  | 2,000  |
| Children's Law Center of Minnesota, Minneapolis, MN;<br><i>Toward the development of a legal service that will advocate for the rights and interests of children.</i>   | 10,000 |
| Chrysalis Center for Women, Minneapolis, MN;<br><i>To implement a new client intake system.</i>   | 10,000 |
| Clay-Wilkin Opportunity Council, Inc., Child Care Resource and Referral, Moorhead, MN;<br><i>To develop the capacity for this organization to serve families with children.</i>   | 20,000 |
| Clay-Wilkin Opportunity Council, Inc., Child Care Resource and Referral, Moorhead, MN;<br><i>To establish a Child Development Associate training program.</i>   | 10,000 |
| Community Action Region VI, Jamestown, ND;<br><i>To continue a parent education program in Carrington.</i>  | 5,000  |
| Community Violence Intervention Center, Inc., Grand Forks, ND;<br><i>To sustain services to victims of family violence, sexual assault, and other personal injury crimes while new funding sources are being developed.</i> | 20,000 |

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| Companions for Children, Minot, ND;<br><i>To recruit adult volunteers.</i>  | 13,000 |
| COMPAS, St. Paul, MN;<br><i>To maintain and expand the journal writing workshops in battered women's shelters throughout Minnesota and to support other activities that help combat domestic violence.</i>      | 25,000 |
| CornerHouse Interagency Child Abuse Evaluation Center, Minneapolis, MN;<br><i>For training of social service workers and other professionals conducting investigations of child abuse in rural communities.</i> | 7,500  |
| Crookston Area Seniors Association, Inc., MN;<br><i>To purchase kitchen equipment.</i>  | 9,400  |
| Dakota Boys Ranch Association, Minot, ND;<br><i>To develop a transitional living facility for young men and women.</i>  | 20,000 |
| Dakota, Inc., Eagan, MN;<br><i>To train staff in teaching the use of communication devices for people with developmental disabilities.</i>  | 5,400  |
| Domestic Violence Crisis Center, Inc., Minot, ND;<br><i>For operations of this program for victims of family violence.</i>  | 20,000 |
| Domestic Violence Program of Walsh County, Inc., Grafton, ND;<br><i>To establish a shelter for women and children who are victims of abuse.</i>   | 5,000  |
| Earthstar Project, Inc., St. Paul, MN;<br><i>For the Earthstar Program which serves Native American elders.</i>   | 25,000 |
| City of East Grand Forks, MN;<br><i>For an outreach program to serve elderly residents.</i>   | 38,000 |
| EDEN Programs, Inc., Minneapolis, MN;<br><i>To continue and expand chemical abuse intervention and training services for children and their families.</i>   | 15,000 |
| Episcopal Community Services, Inc., Minneapolis, MN;<br><i>To help with the relocation of the St. Paul office of Putting It All Together (PAT), a program for unemployed or underemployed single-mothers.</i>   | 10,000 |
| Equaysayway, Duluth, MN;<br><i>To provide outpatient treatment for chemically dependent Native American women and their children.</i>   | 18,850 |
| Family Violence Network, Lake Elmo, MN;<br><i>For operations of this shelter and advocacy program for victims of domestic violence.</i>   | 15,000 |

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| First Call for Help, Inc., Menomonie, WI;<br><i>To establish and run a community information and referral service.</i>  | 15,000 |
| Freeport West, Inc., Minneapolis, MN;<br><i>For the planning and development of StreetWorks, a collaborative outreach program to serve homeless and other youth at-risk.</i>                                | 20,000 |
| Friends Against Abuse, International Falls, MN;<br><i>For the operations of this program that serves victims of family violence.</i>  | 21,000 |
| Functional Independence Training, Inc., Minneapolis, MN;<br><i>To purchase equipment that will be used to assist adults who have hearing and visual disabilities.</i>                                       | 8,000  |
| Genesis II for Women, Inc., Minneapolis, MN;<br><i>To provide counseling and support for women and their children who are involved in the correctional child protection system.</i>                         | 20,000 |
| Grand Forks Public Schools, ND;<br><i>For the Anger Awareness Program which helps reduce violence among young people.</i>   | 6,000  |
| Groundswell, Inc. of Minnesota, Redwood Falls, MN;<br><i>To support the "Women of the Heartland" and "Toys for Rural Children" projects.</i>  | 4,000  |
| Guadalupe Area Project, St. Paul, MN;<br><i>For the renovation and expansion of the community education center.</i>   | 50,000 |
| Charles Hall Youth Services, Bismarck, ND;<br><i>To develop a new emergency shelter for troubled youth.</i>   | 11,000 |
| City of Hancock, MN;<br><i>To repair the roof of the Hancock Area Senior Citizens Club.</i>   | 5,000  |
| Hennepin County Bar Foundation, Minneapolis, MN;<br><i>To enable high school students to intern with public and private nonprofit agencies serving the justice system.</i>                                  | 5,000  |
| Hmong American Community Association, Menomonie, WI;<br><i>For the development of a mutual assistance organization that will provide cultural, educational, employment, and legal services to refugees.</i> | 25,000 |
| Hmong Minnesota Pacific Association, Inc., St. Paul, MN;<br><i>For the operations of this organization that promotes the well being of refugees in Minnesota.</i>   | 5,000  |
| Indian Child Welfare Law Center, Minneapolis, MN;<br><i>For the development of a legal service center to assist extended family members in matters falling under the Indian Child Welfare Act.</i>          | 12,775 |

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| Indian Family Services, Minneapolis, MN;<br><i>To provide transportation services to elders.</i>   | 15,000 |
| Inner City Youth League, St. Paul, MN;<br><i>To help stabilize the operations of this multi-service youth agency.</i>  | 30,000 |
| International Falls Public Schools, #361, MN;<br><i>To purchase equipment for a new child care program at Holler Elementary.</i>   | 2,000  |
| James River Senior Citizen's Center, Inc., Jamestown, ND;<br><i>To establish a transportation program for senior citizens and people with disabilities in the town of Fessenden.</i>                         | 2,500  |
| Joseph's Coat, Inc., St. Paul, MN;<br><i>For the operations of this storefront drop-in center and clothes shelf serving poor individuals.</i>  | 6,000  |
| Kandiyohi County Community Corrections, Willmar, MN;<br><i>To support the production of "GunPlay" which will further the work of the Child Protection Team.</i>  | 1,200  |
| Kinship of Dunn County, Inc., Menomonie, WI;<br><i>For the operations of this program that matches children from single-parent families and adult companions.</i>  | 5,000  |
| Kinship Partners, Inc., Brainerd, MN;<br><i>To support a new staff position for this program for young people.</i>   | 15,000 |
| Kinship Partners, Inc., Brainerd, MN;<br><i>To provide grief counseling services.</i>  | 16,800 |
| Koochiching County Sexual Assault Program,<br>International Falls, MN;<br><i>For operations of this advocacy program for victims of sexual assault.</i>  | 15,000 |
| Lac Courte Oreilles Tribal Council, Hayward, WI;<br><i>To support the thirteenth annual Aniishinabe Way Alcohol and Drug Abuse Workshop for recovering people, professionals, and community members.</i>     | 9,000  |
| Lake Country Community Resources, Inc., Fergus Falls, MN;<br><i>For expansion of the information and referral "Teen Line."</i>   | 10,000 |
| Link Management, Inc., St. Paul, MN;<br><i>To support the renovation of the Metro facility, a project of Re-entry Services, which offers transitional services to incarcerated women and their children.</i> | 20,000 |
| Little Earth of United Tribes Housing Corporation,<br>Minneapolis, MN;<br><i>To provide training for members of the board and of the residents' association.</i>   | 920    |

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| Little Hoop Community College, Ft. Totten, ND;<br><i>For the operation and expansion of the early childhood education program.</i>   | 19,000 |
| Lutheran Social Service of Minnesota, Duluth, MN;<br><i>To build a crisis shelter for children and youth in Brainerd.</i>  | 20,000 |
| Lutheran Social Services of North Dakota, Fargo, ND;<br><i>For the Addiction Outreach for Recovery program, which assists people who have developmental disabilities deal with addiction.</i>  | 12,500 |
| Lutheran Social Services of Wisconsin and Upper<br>Michigan, Inc., Eau Claire, WI;<br><i>For a Relapse Outpatient Treatment Program serving people with chemical addiction.</i>  | 15,000 |
| Maddock Memorial Hospital Association, Inc., ND;<br><i>To expand and renovate this nursing home.</i>   | 20,000 |
| Marshall County Group Homes, Inc., Argyle, MN;<br><i>To help re-roof this residence for people with developmental disabilities.</i>  | 4,900  |
| Minneapolis American Indian Center, MN;<br><i>To support the Indian Child Welfare Project in St. Paul.</i>   | 14,000 |
| Minneapolis Park & Recreation Board, MN;<br><i>For girls' leadership and recreation programs in St. Paul.</i>  | 1,000  |
| Minnesota Council of Churches, Minneapolis, MN;<br><i>For the operations of the Refugee Services Program which develops sponsors and conducts case management for resettling families throughout Minnesota.</i>  | 5,000  |
| Minnesota Department of Education, St. Paul, MN;<br><i>To develop and coordinate a statewide, school-based mentoring program that will involve disadvantaged rural youth, senior citizens, and the Future Leaders of America.</i>                            | 5,000  |
| Minnesota Developmental Achievement Center Association,<br>St. Paul, MN;<br><i>For costs associated with a statewide informational campaign about training and habilitation programs offered to developmentally disabled people by member organizations.</i> | 12,500 |
| Minnesota Early Learning Design, (MELD), Minneapolis, MN;<br><i>For a parent education program for Hmong families.</i>   | 20,000 |
| Minnesota Extension Service, Polk County, Crookston, MN;<br><i>For the continuation of the Partners in Parenting Mentoring program for teen mothers.</i>   | 5,700  |
| Minnesota Justice Foundation, Inc., Minneapolis, MN;<br><i>For the expansion of the pro bono project, which assists law students to work with volunteer attorneys serving low-income people.</i>   | 15,000 |

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| Minot Public Schools, #1, ND;<br><i>A parent involvement program for low-income families.</i>   | 14,000 |
| Morris Area Child Care Center, MN;<br><i>To establish a new day care center.</i>  | 23,000 |
| Neighborhood House, St. Paul, MN;<br><i>To address the need for bilingual-bicultural social services through a demonstration project in the Willmar area.</i>   | 23,700 |
| Neighborhood House, St. Paul, MN;<br><i>To support the emergency services program that provides basic resources to people experiencing hardships.</i>   | 20,000 |
| Nokomis Child Care Center, Inc., Fargo, ND;<br><i>For capital improvements associated with expanded service to children.</i>  | 20,000 |
| North Dakota Association of the Deaf, Inc., Fargo, ND;<br><i>To evaluate and certify sign language interpreters.</i>  | 15,000 |
| North Dakota Committee Preventing Child Abuse, Bismarck, ND;<br><i>To conduct "Child Centered Coaching" workshops.</i>  | 7,600  |
| North Dakota Council on Abused Women's Services, Bismarck, ND;<br><i>To support the Criminal Justice System Monitoring Program, an effort to demonstrate the need for a statewide data collection system on incidents of domestic violence.</i> | 30,000 |
| North Dakota Silver-Haired Education Association, Inc., Bismarck, ND;<br><i>To conduct workshops throughout North Dakota on services and advocacy for the elderly.</i>  | 5,675  |
| North Suburban Senior Council, Inc., Roseville, MN;<br><i>A challenge grant to increase individual giving to this program serving elderly residents.</i>  | 2,500  |
| Northwest Passage, Ltd., Webster, WI;<br><i>To purchase training and equipment for this program that works with at-risk youth.</i>  | 3,500  |
| Northwest Youth and Family Services, Shoreview, MN;<br><i>To address problems facing youth and families in St. Paul's northern suburbs.</i>   | 20,000 |
| Northwood Deaconess Health Center, ND;<br><i>To purchase beds and related furnishings for this nursing home.</i>  | 7,500  |
| Occupational Development Center, Inc., International Falls, MN;<br><i>To develop job seeking skills, employment opportunities, and retention support for people with mental illness.</i>  | 10,000 |

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| Opportunity Center, St. Paul, MN;<br><i>To meet the cash flow needs of this agency which works to prevent crime and violence.</i>   | 5,000  |
| Owobopte Industries, Inc., Eagan, MN;<br><i>To purchase equipment for the Life Skills program which increases the independence of people with developmental disabilities.</i>                     | 10,000 |
| Pathfinder Services of North Dakota, Minot, ND;<br><i>To produce a videotape to be used by the Native American Family Network System which works with families of children with disabilities.</i> | 10,000 |
| Pierce County Social Service Board, Rugby, ND;<br><i>To establish a resource library for human service programs serving families and children.</i>  | 2,980  |
| Planned Community Living, Inc., Willmar, MN;<br><i>To replace the heating and air conditioning system at Becker House, a home for men recovering from chemical dependency.</i>                    | 3,900  |
| Prairie Harvest Human Services Foundation, Grand Forks, ND;<br><i>To install an elevator for a facility that serves individuals who are mentally ill.</i>   | 30,000 |
| Prairie Home Hospice, Marshall, MN;<br><i>To purchase office equipment for this caregiving program for people who are terminally ill and their families.</i>                                      | 4,500  |
| Professional Sports Linkage, Inc., Minneapolis, MN;<br><i>To support employment training, counseling, and advocacy services for juvenile offenders.</i>   | 10,000 |
| Project Foundation, Minneapolis, MN;<br><i>For this organization which operates an emergency shelter and provides supportive services for homeless youth.</i>                                     | 15,000 |
| Project New Hope, Alexandria, MN;<br><i>To purchase a van for people with developmental disabilities.</i>   | 8,000  |
| Redwood Falls Public Schools, #2758, MN;<br><i>To support the Learning Readiness and Early Childhood Family Education Program for at-risk children.</i>   | 6,000  |
| Regeneration Center, Siren, WI;<br><i>For the operations of the Kinship program that matches youth from single-parent families with adult companions.</i>   | 8,000  |
| Region IV Council on Domestic Violence, Fergus Falls, MN;<br><i>To provide services to victims of violence in Wilkin County.</i>  | 2,900  |
| Region VIII North Welfare, Marshall, MN;<br><i>To enable Partners for Adoption to conduct a workshop on talking with children about adoption issues.</i>  | 500    |

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| Rehab Services, Inc., Minot, ND;<br><i>To develop a residential treatment facility for addicted women with children.</i>   | 75,000 |
| Renville County Community Residence, Inc., Bird Island, MN;<br><i>To construct group homes for people with disabilities.</i>   | 10,000 |
| Resources for Child Caring, Inc., St. Paul, MN;<br><i>To support the Legal Unlicensed Child Care Project which helps remove barriers to child care that face low-income families and communities of color.</i> | 10,000 |
| Riverview Economic Development Association, St. Paul, MN;<br><i>For Manos Creativas, a work cooperative for low-income immigrant women.</i>  | 6,000  |
| Safe Alternatives for Abused Families, Devils Lake, ND;<br><i>To provide emergency relief to members of families suffering from violence.</i>  | 20,000 |
| The Salvation Army, St. Paul, MN;<br><i>To support Project Breakthrough, a self-sufficiency counseling program.</i>  | 15,000 |
| Scott-Carver-Dakota CAP Agency, Shakopee, MN;<br><i>For the operations of the Carver County Chapter of Parents Anonymous which works to prevent child abuse.</i>   | 4,000  |
| Second Story, Minot Social Club for Exceptional Persons, Inc., ND;<br><i>For the operations of this support program and community center for people with disabilities.</i>                                     | 10,000 |
| Sexual Assault Services, Inc., Brainerd, MN;<br><i>To purchase educational materials that will be used in conducting community activities addressing sexual violence.</i>                                      | 8,000  |
| Souris Basin Transportation Board, Minot, ND;<br><i>For a handicapped equipped van to transport people who are elderly or have disabilities.</i>   | 9,000  |
| Southern Minnesota Regional Legal Services, Inc., St. Paul, MN;<br><i>To expand the Battered Women's Legal Advocacy Project which is working to improve the legal system's response to battered women.</i>     | 30,000 |
| Southern Valley Alliance for Battered Women, Belle Plaine, MN;<br><i>For the operations of a child visitation center for use by families who have a history of family violence.</i>                            | 13,000 |
| Southwest and West Central Educational Cooperative Service Unit, Marshall, MN;<br><i>For the start-up of an information and support service for families.</i>  | 5,000  |

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| Southwest Minnesota Sexual Assault Program, Marshall, MN;<br><i>For the Tri-County Children's Network, a support program for victims of child abuse.</i>  | 10,000 |
| Stevens Community Medical Center, Morris, MN;<br><i>To develop a volunteer hospice into a professionally staffed and certified program.</i>   | 17,500 |
| St. David's School for Child Development and Family Services, Minnetonka, MN;<br><i>To enable low-income participants from St. Paul to attend the Fourth Annual Parenting Symposium— "Family in Community."</i>       | 1,500  |
| St. Mary's Regional Health Center, Detroit Lakes, MN;<br><i>To develop a child care service for mothers receiving treatment for chemical dependency.</i>  | 15,900 |
| St. Paul Union Gospel Mission, MN;<br><i>For the Naomi Family Center which provides transitional housing for homeless women and children.</i>   | 50,000 |
| St. Paul Youth Service Bureau, MN;<br><i>To increase the capacity of the Youth Intervention Program by adding a counselor for Southeast Asian women.</i>  | 30,000 |
| Summit University Education Consortium, St. Paul, MN;<br><i>To continue the African-American student tutorial and parent education programs.</i>  | 25,000 |
| Sunflake Pre-School, Inc., Grand Forks, ND;<br><i>For the construction of an addition.</i>  | 17,300 |
| Tri-County Action Programs, Inc., St. Cloud, MN;<br><i>To enable staff of nonprofit organizations to attend a seminar on serving people with disabilities.</i>  | 500    |
| United Cambodian Association of Minnesota, Inc., St. Paul, MN;<br><i>For bilingual/bicultural mental health workers to serve Hmong and Cambodian clients at the Multicultural Mental Health Clinic.</i>               | 40,000 |
| United Health Foundation, Grand Forks, ND;<br><i>To develop the ElderNet Pilot Program, a coordinated delivery system of supportive services that will help at-risk elders live independently in their own homes.</i> | 8,750  |
| United Jewish Fund and Council, St. Paul, MN;<br><i>To assist in the resettlement of refugees from the Commonwealth of Independent States.</i>  | 10,000 |
| University of North Dakota, Continuing Education, Grand Forks, ND;<br><i>To enable parents participating in Head Start programs to attend a series of workshops on parenting skills.</i>                              | 10,000 |

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| University of Wisconsin, Health and Human Issues Department, Madison, WI;<br><i>To bring quality training and technology expertise to providers and organizations that work for people with developmental disabilities.</i> | 24,100 |
| Upper Midwest American Indian Center, Minneapolis, MN;<br><i>To secure and renovate a building for a multi-service center.</i>  | 60,000 |
| Valley-Lake Boy's Home, Breckenridge, MN;<br><i>For an addition to this residential treatment center for youth.</i>   | 20,000 |
| Vietnamese Social Services of Minnesota, St. Paul, MN;<br><i>To support the Elders Program.</i>   | 15,000 |
| Vikingland Community Support Program, Inc., Alexandria, MN;<br><i>To purchase office equipment for a new out-patient program for people with mental illness.</i>  | 1,870  |
| Vinje Lutheran Church, Willmar, MN;<br><i>To develop an infant child care center.</i>   | 7,000  |
| Violence Intervention Project, Thief River Falls, MN;<br><i>To expand the crisis advocacy program in the Crookston area.</i>  | 11,500 |
| Walker Community United Methodist Church, Minneapolis, MN;<br><i>For Project Foundation which operates an emergency shelter and provides supportive services for homeless youth.</i>  | 10,000 |
| Watch Women at the Courthouse, Minneapolis, MN;<br><i>To start a court observation and victim's advocacy program in St. Cloud.</i>  | 12,000 |
| West Central Educational Cooperative Service Unit, Fergus Falls, MN;<br><i>To provide education and support to parents of children with special needs.</i>  | 1,000  |
| West Central Industries, Inc., Willmar, MN;<br><i>For the operations of the Kandiyohi County ARC, a volunteer organization that works to improve services for people with developmental disabilities.</i>                   | 6,000  |
| West Central Minnesota Diaconal Conference, Willmar, MN;<br><i>To staff the Volunteers in Service Program.</i>  | 10,000 |
| West Seventh Community Center, Inc., St. Paul, MN;<br><i>To assist with general operating expenses for the Family Project.</i>  | 10,000 |
| West Seventh Community Center, Inc., St. Paul, MN;<br><i>To provide social services to residents of Sibley Manor, a housing enclave with a large concentration of low-income refugees and immigrants.</i>                   | 10,000 |



*Activities of religious organizations which address community needs.*

*Ecumenical programs are especially favored.*

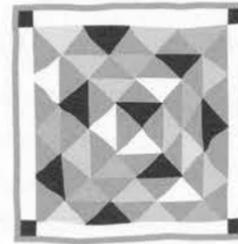
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|---|--------|
| Western Community Action, Inc., Marshall, MN;<br><i>For the operations of the Big Buddies Program, a matching program for youth and adults.</i>   | 10,000 |
| WHISPER, Minneapolis, MN;<br><i>For the operations of the Juvenile Prevention Program which works to keep young people out of prostitution.</i>   | 25,000 |
| White Earth Reservation Tribal Council, MN;<br><i>To purchase appliances for elderly housing.</i>   | 21,000 |
| Amherst H. Wilder Foundation, St. Paul, MN;<br><i>To support the programs of the Collaborative Movement for Improvement, Black Teens for Advancement, which advocate for youth.</i>               | 7,500  |
| Women's Alliance, Inc., Dickinson, ND;<br><i>To help sustain the operations of the Domestic Violence and Rape Crisis Center.</i>  | 15,000 |
| Women's Association of Hmong and Lao, Inc., St. Paul, MN;<br><i>To provide transportation for Cambodian, Hmong, and Vietnamese elders.</i>  | 15,000 |
| Working Opportunities for Women, St. Paul, MN;<br><i>To assist low-income women improve their job skills and achieve self-sufficiency.</i>  | 15,000 |
| YMCA Family Center of Grand Forks, ND;<br><i>For improvements to make this community center more accessible to people with disabilities.</i>  | 6,300  |
| YWCA of Minot, ND;<br><i>For a mini-van to be used in the preschool program.</i>  | 8,000  |
| YWCA of St. Paul, MN;<br><i>To support the Transitional Housing Program for homeless mothers.</i>   | 20,000 |
| Diocese of Crookston, MN;<br><i>For the Hispanic Leadership Formation Program.</i>  | 3,000  |
| Minneapolis Community College Foundation, MN;<br><i>To commission and record original works of religious music that will be performed in rural communities by the MCC Community Gospel Choir.</i> | 16,500 |
| Minnesota Composers Forum, St. Paul, MN;<br><i>To write an orchestral version of "Choose Life, Uvacharta Bacchayim", an ecumenical commemoration of the Holocaust.</i>                            | 5,000  |

## Religion

|  |        |
|--|--------|
| Minnesota Composers Forum, St. Paul, MN;<br><i>To continue and expand the church and residency program for composers of religious music.</i>   | 30,000 |
| Minnesota Consortium of Theological Schools, St. Paul, MN;<br><i>For a series of activities that will address the issues confronting women ministering in rural parishes.</i>                                | 24,000 |
| Church of St. Stephen, Minneapolis, MN;<br><i>To print the next edition of the <u>St. Paul Handbook of the Streets</u>, a directory of resources for people who are poor.</i>                                | 5,000  |
| Vietnamese Buddhist Association, St. Paul, MN;<br><i>To purchase equipment for this religious cultural center.</i>   | 7,500  |
| Walker Community United Methodist Church, Minneapolis, MN;<br><i>For the performance in St. Paul of an original play which is being produced by the Native American Contemporary Performing Arts Center.</i> | 5,000  |
| Walker West Music Academy, St. Paul, MN;<br><i>For the community outreach and access program which will enable young students to learn and perform religious music.</i>                                      | 5,000  |
| Youth Leadership, Minneapolis, MN;<br><i>To continue youth worker training seminars in rural communities of Minnesota and Wisconsin.</i>   | 5,000  |

## community funds

|  |        |
|--|--------|
| The Minneapolis Foundation, MN;<br><i>To develop the Minnesota Lesbian and Gay Community Funding Partnership, a fund that will assist health, human service, and anti-bigotry programs throughout the state.</i> | 10,000 |
| The Minnesota Foundation, St. Paul, MN;<br><i>To match funds being raised for the Argyle Area Community Foundation.</i>  | 5,000  |
| Minnesota Women's Fund, Minneapolis, MN;<br><i>To support programs for women and girls.</i>  | 44,280 |
| North Dakota Community Foundation, Bismarck, ND;<br><i>To match contributions to ten community mini-endowment funds.</i>   | 25,099 |
| The St. Paul Foundation, MN;<br><i>To staff the newly developed Diversity Endowment, which is controlled by communities of color.</i>  | 20,000 |
| United Way of Detroit Lakes, MN;<br><i>To provide technical assistance and training for volunteers working on the local federated giving campaign.</i>   | 5,000  |



|  |       |
|--|-------|
| United Way of Dunn County, Menomonie, WI;<br><i>To initiate a planned giving program for a community endowment fund.</i> | 8,000 |
| United Way of Marshall, MN;<br><i>To purchase office equipment for use in the fundraising campaign.</i>                  | 3,000 |
| Women's Funding Network, St. Paul, MN;<br><i>To further the development of women's funds.</i>                            | 1,500 |

## miscellaneous

|  |        |
|--|--------|
| Council on Foundations, Washington, DC;<br><i>For annual membership and operating support for this national association of grant makers.</i>   | 16,500 |
| The Foundation Center, New York City, NY;<br><i>For the operations of this service which helps organized philanthropy become more accessible through research, education, and publications.</i>  | 1,000  |
| Hispanics in Philanthropy, Berkeley, CA;<br><i>For institutional membership in this association of grant makers that advocates for increased support of Latino communities.</i>  | 1,500  |
| Independent Sector, Washington, DC;<br><i>For member dues and operating support of this organization that serves the nonprofit sector.</i>   | 7,500  |
| Minnesota Council on Foundations, Minneapolis, MN;<br><i>For the operations of this regional association of grantmakers.</i>   | 12,000 |
| National Committee for Responsive Philanthropy, Washington, DC;<br><i>For the operations of this organization which works to improve organized philanthropy so that it is more responsive to socially, economically, and politically disenfranchised people.</i> | 2,500  |
| National Network of Grantmakers, San Diego, CA;<br><i>For institutional membership in this association of foundations working for social change.</i>   | 1,000  |

## foundation initiatives

*Programs started with encouragement or participation of the foundation.*

The Minneapolis Foundation, MN; 22,000  
*To support the Foundation Residency Program in Minnesota for women of color.*

University of St. Thomas, Center for Nonprofit Management, Minneapolis, MN; 118,250  
*To continue the Partners Internship Program which helps students learn about the work of nonprofit organizations.*

## program related investments

*Short-term, low-interest investments to nonprofit organizations engaged in projects of community benefit.*

American Lutheran Homes, Inc., Menomonie, WI; 20,000  
*For the development of an assisted living project for frail and elderly adults.*

Churches United for the Homeless, Moorhead, MN; 25,000  
*To replace the heating system and make other major repairs to the homeless shelter so that it can be more accessible.*

Koochiching County Historical Society, International Falls, MN; 7,445  
*For the publication of a pictorial history of the county.*

Northwest Youth and Family Services, New Brighton, MN; 65,000  
*To assist with the purchase and renovation of a facility to house this organization's work with low-income and at-risk youth.*

Project Foundation, Minneapolis, MN; 74,000  
*To purchase a building which is used to provide housing and supportive services for homeless youth.*

Speech & Hearing Services, Inc., Jamestown, ND; 8,500  
*To purchase audiological equipment.*

Storefront/Youth Action, Minneapolis, MN; 75,000  
*To provide bridge financing that would enable this youth service agency to purchase a building where it could consolidate its operations and programs.*

Sunflake Pre-School, Inc., Grand Forks, ND; 20,000  
*For the construction of an addition to the preschool.*

West Side Community Health Center, St. Paul, MN; 100,000  
*To purchase a parking lot adjacent to La Clinica for use by patients and employees.*

White Earth Reservation Tribal Council, MN; 100,000  
*To construct water and sewer systems for new housing for low income elders.*

## proposal guidelines

Send requests to:

OTTO BREMER  
 FOUNDATION

Suite 2000  
 445 Minnesota Street  
 St. Paul, Minnesota  
 55101-2107  
 (612) 227-8036  
 Fax: (612) 227-2522

The foundation encourages initial telephone or written inquiries concerning its interest in a particular project. Applicants are also encouraged to contact foundation staff for assistance in the development of a proposal. A video on how to apply for a grant is also available. A proposal should include the following information:

- ◆ Legal name, address, and telephone number of the organization, and the name and telephone number of the contact person.
- ◆ A brief description of the organization including its goals, purposes, a short history, and any recent organizational changes, if appropriate.
- ◆ A description of the project for which funds are being sought, what it is designed to achieve, and how this will be accomplished. Questions a proposal should answer include:
  - What do you want to change?*
  - Who wants you to do it?*
  - How will they help you?*
  - How will you go about changing it?*
  - What will you need to do it?*
  - How will you know when it is done?*
- ◆ The specific amount being requested.
- ◆ Documentation of the organization's nonprofit and tax-exempt status. Please include a copy of the ruling from the U.S. Internal Revenue Service.
- ◆ The names and qualifications of individuals responsible for implementing this project.
- ◆ Evidence that the request is endorsed by the board of directors of the applicant organization and a list of those members.
- ◆ A complete budget for the project, including projected revenues and expenses.
- ◆ An audited financial statement, if available, for the organization's previous fiscal year, a current operational budget, and a copy of the most recent IRS 990 tax return.
- ◆ A list of other funding sources to be used to support this project. The foundation encourages applicants to seek funding from a variety of sources.
- ◆ A description of future funding plans.

- ◆ A description of the procedures for reporting expenditures of grant funds and the progress of the project.
- ◆ A statement explaining how the activity supported by the grant will help eliminate racism and other forms of bigotry.

#### TYPES OF GRANTS FUNDED

- ◆ The Foundation's pattern of grant making is characterized by a large number of relatively small grants which enables it to respond to diverse interests and encourages applicants to seek partnership funding from other sources.
- ◆ Most grants are given for a one to three year period.
- ◆ The foundation accepts grant applications for projects in its program and geographic areas of interest for the following purposes:
  - ✧ *program development*
  - ✧ *operating support*
  - ✧ *capital (including building and equipment)*
  - ✧ *matching or challenge grants*
  - ✧ *internships*

Emphasis is given to those programs which have an impact on the future well-being of the communities and address their long term needs. The foundation hopes to share its funding role with other foundations, corporate funders, or individuals, along with grassroots support. Furthermore, the foundation is interested in seeing that its resources are used to assist recipients to become self-reliant. The foundation has a special interest in projects within these areas that address the needs of those with less access to resources.

The trustees of the foundation will make all decisions regarding the funding of proposals without discrimination on the basis of race, color, creed, sex, religion, age, disability, sexual orientation, marital status or national origin. It is expected that all beneficiaries of funding from the Otto Bremer Foundation will adhere to a like policy and take all necessary measures to assure access of any interested party to activities supported by grant funds.

- ◆ Restrictions:
  - ✧ *Grants are restricted to private nonprofit or public tax exempt organizations for purposes defined under section 501(c)(3) of the Internal Revenue Service code.*
  - ✧ *Grants are not made to individuals.*
  - ✧ *Beneficiaries must be residents of Minnesota, North Dakota, Wisconsin, or Montana.*

- ✧ *Requests for grants for annual fund drives, benefit events, camps, economic development, or medical research are discouraged.*
- ✧ *The foundation does not have a discretionary fund.*

#### PROGRAM RELATED INVESTMENTS

Where financing is a practical way of funding a project, program related investments may be appropriate to some organizations. Similar to low cost loans, program related investments are made for a maximum of five years and carry an annual five percent interest on the unpaid balance. As the investments are repaid, the funds become available for redistribution to other charitable projects. In this manner, more of the Foundation's resources can be employed in the charitable sector.

The same guidelines governing the grant making process apply to requests for program related investments. Because these investments must be repaid, special attention is given the applicant's cash flow projections and capacity to meet a repayment schedule. In 1995, the average program related investment was \$50,000.

#### GRANT MAKING PROCEDURE

- ◆ When to submit a proposal?  
*Applications are accepted throughout the year.*
- ◆ How long is the process?  
*Allow two or three months to evaluate the grant. The request will come before the trustees of the foundation at two review meetings. These meetings are generally held monthly. Applicants receive written notification within a week of the board's final action.*
- ◆ Who makes the decision on the proposal?  
*Foundation staff investigate proposals, request additional information when necessary, and conduct site visits whenever possible. Recommendations are then presented to the Board of Trustees, who make all funding decisions. If a grant is awarded, recipients are asked to sign a donee agreement.*

# summary of grants

FOR THE YEAR ENDING DECEMBER 31, 1995

|                             |              |
|-----------------------------|--------------|
| TOTAL DISTRIBUTION          | \$ 7,937,439 |
| Grant disbursements         | 7,442,494    |
| Program related investments | 494,945      |
| Less refunds and repayments | 1,372,905    |
| ADJUSTED TOTAL DISTRIBUTION | \$ 6,564,534 |

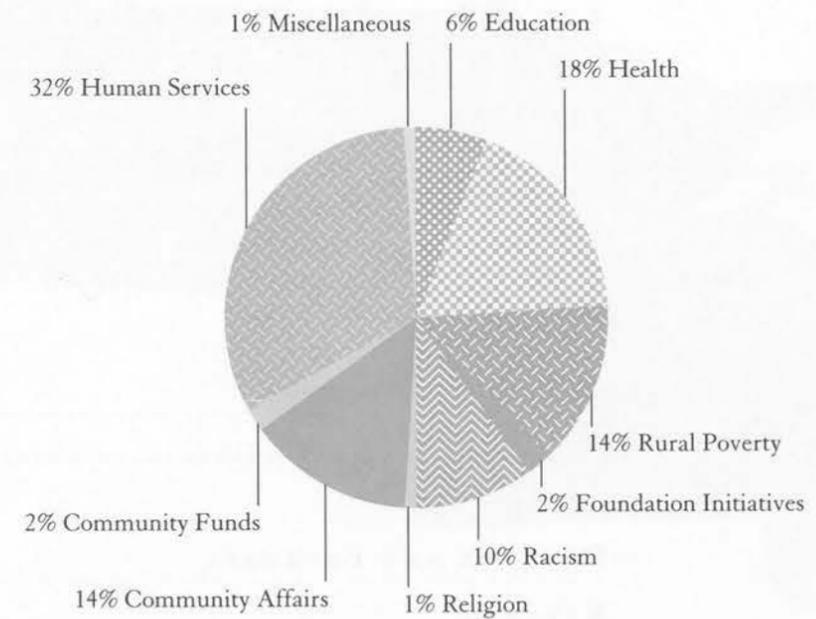
## PROGRAMMATIC AREAS

|                                   |            |
|-----------------------------------|------------|
| Racism and Other Forms of Bigotry | \$ 746,340 |
| Rural Poverty                     | 1,014,000  |
| Community Affairs                 | 1,074,245  |
| Education                         | 453,125    |
| Health                            | 1,328,435  |
| Human Services                    | 2,416,220  |
| Religion                          | 106,000    |
| Community Funds                   | 121,879    |
| Miscellaneous                     | 42,000     |
| Foundation Initiatives            | 140,250    |

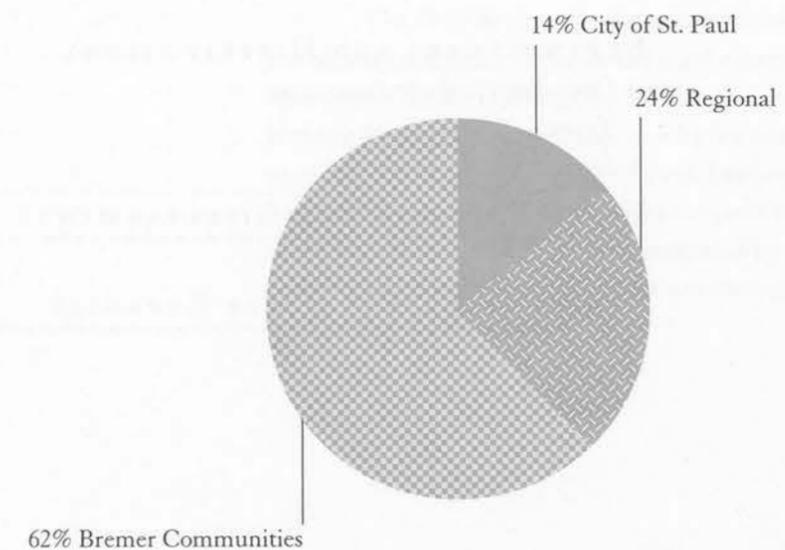
|                    |              |
|--------------------|--------------|
| TOTAL GRANT AMOUNT | \$ 7,442,494 |
|--------------------|--------------|

|                    |                    |
|--------------------|--------------------|
| Number of grants   | 502                |
| Average grant size | \$ 14,826          |
| Range              | \$500 to \$150,000 |

## GRANTS DISBURSED BY PROGRAM AREAS



## GEOGRAPHIC DISTRIBUTION OF GRANTS



# financial highlights

FOR THE YEAR ENDING DECEMBER 31, 1995

## END OF YEAR FAIR MARKET VALUE OF ASSETS

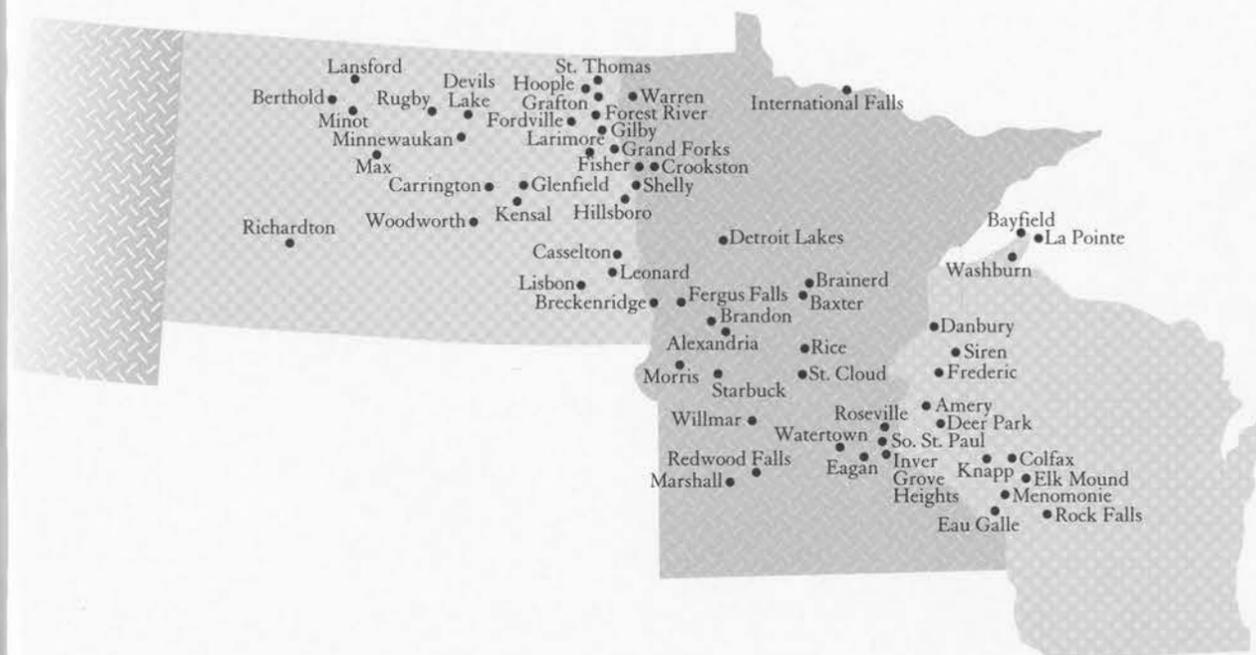
|                                       |                      |
|---------------------------------------|----------------------|
| CASH                                  | \$ 19,167            |
| INVESTMENTS                           |                      |
| U.S. and state government obligations | 3,134,182            |
| Corporate stock                       | 196,509,203          |
| Land                                  | 150,686              |
| Other                                 | 250,000              |
| OTHER INVESTMENTS                     |                      |
| Equipment and furniture               | 57,851               |
| Accrued interest receivable           | 197,265              |
| <b>TOTAL ASSETS</b>                   | <b>\$200,318,354</b> |

## REVENUE AND EXPENSES

|  |                      |
|--|----------------------|
| REVENUE                                  |                      |
| Interest from temporary cash investments | \$ 28,600            |
| Dividends and interest from securities   | 10,499,377           |
| Net gain from sale of assets             | 1,243,096            |
| Other income                             | 11,112               |
| <b>TOTAL REVENUE</b>                     | <b>\$ 11,782,185</b> |

## EXPENDITURES AND DISTRIBUTIONS

|   |                     |
|---|---------------------|
| Operations and administration           | 813,368             |
| Taxes                                   | 207,151             |
| Grants                                  | 6,564,534           |
| <b>TOTAL EXPENSES AND DISBURSEMENTS</b> | <b>\$ 7,585,053</b> |
| <b>EXCESS OF REVENUE OVER EXPENSES</b>  | <b>\$ 4,197,132</b> |



## AFFILIATED COMPANIES

The Otto Bremer Foundation reflects a commitment to the countryside and a focus on the rural communities served by Minnesota, North Dakota, and Wisconsin Bremer affiliates. The Bremer Financial Corporation, in which a majority of the foundation's assets are invested, is a registered bank holding company that retains ownership of banks, insurance agencies, and related financial services in these communities. Earnings generated by these investments support local community development through the grant making activities of the foundation.

# Otto Bremer Foundation Agreement of Donee

As a condition of a total grant of \$ 50,000 (over 2 years) from the **Otto Bremer Foundation**

to Education and Housing Equity Project

to work with communities in developing racially and economically integrated schools and housing

the grantee agrees:

1. To use the funds only for the designated purposes and not to use the funds to directly influence legislation where prohibited by law.
2. That the total amount of this grant, or any payment thereof, may be discontinued, modified, or withheld at any time when in the sole judgment of the **Otto Bremer Foundation**, such action is necessary to comply with requirements of the law or if the original conditions of the grant are not being fulfilled.
3. To repay any portion of the grant which is not used for the designated purpose.
4. To comply with the evaluation requirements of the **Otto Bremer Foundation** by responding to the requests for progress reports.
5. To submit, within 30 days of the end of the grant period, a detailed report describing the activities carried on under the grant. This should include a complete report of expenditures made with grant funds.
6. To permit the **Otto Bremer Foundation**, at its request to have complete access to the grantee's files and records for the purpose of making such financial audits and verifications as it deems necessary concerning the grant.
7. To take all necessary measures to assure access of any interested party to activities supported by grant funds and to not discriminate on the basis of race, color, creed, gender, religion, age, disability, sexual orientation, marital status, or national origin.

The signature below indicates the acceptance of the conditions stipulated above.

EDUCATION + HOUSING EQUITY PROJECT  
(Name of Grantee)

By Matthew Little

Date 11-7-96

Title President

# OTTO BREMER FOUNDATION

Suite 2000 ~ 445 Minnesota Street ~ St. Paul, Minnesota 55101-2107 ~ (612) 227-8036 ~ Fax (612) 227-2522

## Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

November 4, 1996

## Staff

John Kostishack  
Lynda Miner  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

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

Dear Ms. Seaver:

At the most recent meeting of the Trustees of the Otto Bremer Foundation, consideration was given to the request from the Education and Housing Equity Project for funding to work with communities in developing racially and economically integrated schools and housing. This is to advise that the Trustees have approved a grant in the amount of \$50,000 over two years to be used toward this project. The second year payment of \$25,000 will be contingent on your raising 1:1 matching dollars.

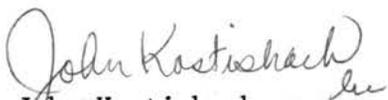
The Trustees of the Foundation request that the accompanying Donee Agreement be signed by the appropriate administrative official, indicating receipt of the enclosed check as acceptance of the conditions stipulated. Please return the original of this executed agreement to this office so that we may keep it on file.

The conditional portion of this grant will remain in that status for a period of two years from the time of Trustee approval. If the conditions of the grant have not been met, the grant commitment will be rescinded by the Board of Trustees. We would appreciate notification at the earliest possible time of your attempts to meet the conditions specified above. If I can be of any further assistance, please do not hesitate to call or write.

Both Trustees and staff of the Foundation are pleased to be of assistance.

Sincerely,

OTTO BREMER FOUNDATION



John Kostishack  
Executive Director  
JK/lm

cc: B. Ruecker, R. Dunn

# OTTO BREMER FOUNDATION

Suite 2000 - 445 Minnesota Street - St. Paul, Minnesota 55101-2107 - (612) 227-8036 - Fax (612) 227-2522

## Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

## Staff

John Kostishack  
Lynda Miner  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

September 6, 1996

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

Dear Ms. Seaver:

Thank you for your proposal which we recently received from the Education and Housing Equity Project, requesting financial assistance to work with communities in developing racially and economically integrated schools and housing.

The grant review process at this Foundation usually takes from one to three months. You will be notified by letter regarding the decision of the Trustees as soon as possible following the Board meeting. As the staff person responsible for reviewing your proposal, I may be contacting you for additional information or to set up an appointment if appropriate.

If you have any questions about the review process, please call me at (612) 282-9723. Thank you for your interest in the Otto Bremer Foundation.

Sincerely,

OTTO BREMER FOUNDATION

John Kostishack  
Executive Director

JK/lm

May 5, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul, MN 55101-2107

Dear John:

At long last, here is our proposal.

What we propose is a coalition-building and community education project focused on metropolitan-wide integration in education and housing. We are asking the Otto Bremer Foundation for \$20,000 in start-up and planning funds. We are seeking support from other funders for further development and ongoing support of this project.

A grant of \$20,000 would enable us to hire an executive director, who would establish an advisory committee, raise additional funds, begin building the coalition and begin developing the education process and information materials we will need for this process.

#### Who We Are

This proposal actually comes to you under the auspices of a new organization, rather than from the Minneapolis branch of the NAACP. With the help of our attorneys at Maslon Edelman Borman & Brand, we have incorporated a nonprofit entity called Citizens for Integrated Communities. This organization will be applying for 501(c)(3) tax-exempt status from the Internal Revenue Service. Until that status is approved, the Metropolitan Interfaith Council on Affordable Housing has agreed to serve as a fiscal agent to receive and administer any grant funds.

We decided to incorporate as Citizens for Integrated Communities for several reasons. First, and above all, we recognize that our ambitious goal of metropolitan integration in education and housing requires a focused, long-term strategy — and an organization that can dedicate all of its energy to this project. Second, as we discussed earlier, the NAACP has cumbersome financial rules between local chapters and the national organization which would make it exceedingly difficult for the Minneapolis branch to carry out this project. Third, after exploring the possibility of conducting this project under the auspices of the Alliance for Metropolitan Stability, we concluded that its member groups have too many different agendas and varying opinions about how (and how fast) to proceed with metropolitan integration in education and housing. Our decision to form a new organization was made with great deliberation. We hope you will agree with our approach.

The Board of Directors of Citizens for Integrated Communities is composed of Matthew Little, former president of the Minneapolis chapter of the NAACP and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit almost a quarter of a century ago; and Michael Anderson, executive director of the Metropolitan Interfaith Coalition for Affordable Housing. Both Matthew Little and Barbara Bearman have been participating in the desegregation roundtable activities convened by the State Board of Education.

### Context

We expect that this project will complement legal action on education and housing desegregation which is likely to occur in the Twin Cities metropolitan area. But this project also stands on its own merits. The Board members of Citizens for Integrated Communities have been involved for many years in the struggle for racial and social justice. We do not underestimate the challenges we continue to face. There will always be substantial community misunderstanding and resistance.

The evidence now appears overwhelming that political and voluntary actions are simply not going to be sufficient to bring about integration. Indeed, as Myron Orfield's research shows, most trends are fast taking us in the wrong direction. Children's lives are being ruined while we wait. That is why, in our minds, legal solutions are necessary and urgent. But we also recognize that the practical success of any legal remedy will be improved greatly by efforts to inform and involve the community to the greatest extent possible. Nonetheless, we wish to emphasize that Citizens for Integrated Communities is independent of any legal action, and the value of this project should not be judged solely in connection with legal action.

### Need

Simple put, this is the need: Public discussion about the possibilities for integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse is fast settling into simplistic, distorted polarities — neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policymakers feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

This issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized — and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what integration involves and by offering assistance to communities as they seek to become better integrated.

### Our Project

That's the need. Here's what we propose to do in response to this need.

We want to take the public discussion about integration to neighborhood centers, public libraries, school buildings, places of business, living rooms and backyards — the places where ordinary people live their lives and where the real task of building integrated communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public — that is, to lead people to a more informed, effective understanding of why integration is important and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as the whole society.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

To be clear: We do have an agenda. As our organization's name implies, we are in favor of integrated communities. We believe this outcome requires tandem efforts to promote the integration of housing and education. We also understand integration has an important economic component, because of the hugely disproportionate number of people of color, especially African-Americans, who live in poverty.

Our project has three elements: 1) to create a broad coalition in the Twin Cities metropolitan area that can advocate for integrated communities, 2) to create informed public conversations that will advance integrated communities, and 3) to assist communities in becoming integrated. These three elements follow one another in a sequential order: The coalition of groups becomes the vehicle for organizing and conducting informed public conversations. The intent of the coalition-building and public conversations is to build community interest in becoming better integrated, a task which will require technical assistance.

1) There are a wide range of groups with a potential stake in the cause of integrated communities. Our coalition-building effort will focus on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parents organizations, teachers groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media and others. These groups all have different interests and different understandings of what integration means for them. It will require a labor-intensive effort to attract the participation of these groups in this project in ways that are appropriate to their interests and capacities. But these groups

constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities.

2) This project seeks to encourage and inform public conversations about integrated communities via schools and housing. This will be done through public forums, smaller conversation circles, media contacts and workshops. Citizens for Integrated Communities will compile information and produce materials, both text and video, that can be used in support of these conversations. Citizens for Integrated Communities will also organize a speakers bureau of experts and community leaders available to speak with the media and attend meetings. However, we especially want to emphasize "conversation circles" — face-to-face meetings in non-threatening settings where people can feel comfortable about talking through these difficult and sensitive issues. We already have plenty of "town hall" events where citizens face the experts and authorities on the stage. We want to encourage citizens to come together and face one another for civil and informed conversations.

3) Finally, Citizens for Integrated Communities will assist communities in becoming integrated. We will employ organizers, both volunteer and professional, who will be able to "train the trainers" in local communities so they can follow through on the task of integrating schools and housing. We will serve as a resource for networking and an information-and-referral service to individuals and resources that communities can draw on as they seek to integrate. We will organize workshops with key stakeholders. This is obviously a long-term effort. But the coalition we establish at the start of this project becomes the infrastructure that can continue the conversations and continue the work of building integrated communities in our metropolitan area.

We anticipate that beyond the six-month start-up period which we hope the Otto Bremer Foundation will support, our organization will require an annual budget of \$150,000 per year for three years. The challenges are great and urgent, and we do not underestimate the resources that it will take to carry out this effort.

We hope you will find this proposal to be worthy of support. Please do not hesitate to contact us with any questions. Thank you for your consideration.

Sincerely,

MICAH, Executive Director  
Board Member, Citizens for an Integrated Community

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

|                                |                 |
|--------------------------------|-----------------|
| Executive Director (half-time) | \$ 9,000        |
| Benefits @ 25%                 | 2,250           |
| Conferences/Meetings           | 1,950           |
| Rent                           | 1,200           |
| Furniture/Equipment Lease      | 1,800           |
| Phone                          | 600             |
| Supplies                       | 600             |
| Postage                        | 600             |
| Printing/Copying               | 1,000           |
| Administrative Fee @ 5%        | 1,000           |
| <b>Total</b>                   | <b>\$20,000</b> |

## The Education & Housing Equity Project

Meeting with Otto Bremer Foundation  
August 30, 1996  
10:00 a.m.

9/10 9:00am

- I. Introductions
- II. Summary of where we are (Mike)
- III. Board description of early months and staff hiring (Matt, Barb, Mike)
- IV. Organization development work (501(c)(3) status; fundraising, etc.) (Darcy)  
*Name change*
- V. Coalition building (Travis/Darcy)
  - A. Interviews (Darcy)
  - B. Large coalition dialogue in April (Darcy/Travis)
  - C. Deseg rule coalition (Travis)
  - D. Suburban fair housing testing (Travis)
- VI. Community education: Study circles (Darcy)
- VII. Exploration of next steps with Bremer?

## MEMORANDUM

TO: Tim  
FROM: Darcy *DS*  
DATE: 8/27/96  
RE: Financial report for Otto Bremer Foundation

---

On Friday (8/30), we will be meeting with the Otto Bremer Foundation, which last year at this time awarded \$20,000 to develop the Education & Housing Equity Project. Although I expect this to be a fairly informal discussion about what we've been up to this year, I would like to provide an accounting of the grant expenditures to date if possible. They will eventually require a more formal report when all the funds are spent, but I'd like to have something to show him at this meeting, too.

Would you be able to generate such a report? You had produced a General Ledger report for me last month (attached), and an updated version of that would be just fine at this point. Or whatever *you* think is appropriate for this type of thing.

Thanks very much, Tim. I'll be in Thursday to answer any questions and/or apologize.

MICAH  
General Ledger

For the Period From Jul 1, 1996 to Jul 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<br>Account Description  | Date<br>Reference | Jrnl | Trans Description                                     | Debit Amt | Credit Amt | Balance   |
|------------------------------------|-------------------|------|---|-----------|------------|-----------|
| 5000CC<br>Wages                    | 7/1/96            |      | Beginning Balance                                     |           |            | 10,920.00 |
|                                    | 7/15/96<br>3478   | PRJ  | Travis R. Lee   | 390.00    |            |           |
|                                    | 7/15/96<br>3481   | PRJ  | Darcy L. Seaver                                       | 487.50    |            |           |
|                                    | 7/31/96<br>3487   | PRJ  | Travis R. Lee   | 390.00    |            |           |
|                                    | 7/31/96<br>3490   | PRJ  | Darcy L. Seaver                                       | 487.50    |            |           |
|                                    |                   |      | Current Period Change                                 | 1,755.00  |            | 1,755.00  |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 12,675.00 |
| 5240CC<br>Staff Expense            | 7/1/96            |      | Beginning Balance                                     |           |            | 5.75      |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 5.75      |
| 5280CC<br>Subscriptions & Membersh | 7/1/96            |      | Beginning Balance                                     |           |            | 48.95     |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 48.95     |
| 5420CC<br>Postage                  | 7/1/96            |      | Beginning Balance                                     |           |            |           |
|                                    | 7/12/96<br>3499   | CDJ  | Greater Mpls. Council of Churc -<br>Postage March-May | 22.92     |            |           |
|                                    |                   |      | Current Period Change                                 | 22.92     |            | 22.92     |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 22.92     |
| 5440CC<br>Conferences & Meetings   | 7/1/96            |      | Beginning Balance                                     |           |            | 79.26     |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 79.26     |
| 5900CC<br>Miscellaneous            | 7/1/96            |      | Beginning Balance                                     |           |            | 500.00    |
|                                    | 7/31/96           |      | Ending Balance  |           |            | 500.00    |

13331.88 YTD  
Darcy 12/31 paycheck 487.50  
Payroll taxes (12675.00 + 487.50) x 9%  
1184.63  
As of July 31<sup>st</sup> \$15004.01

(payroll + taxes)  
Each month = \$192.95

\*Money will run out end of September

**OTTO BREMER  
FOUNDATION**

Suite 2000 ~ 445 Minnesota Street ~ St. Paul, Minnesota 55101-2107 ~ (612) 227-8036 ~ Fax (612) 227-2522

**Trustees**

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

**Staff**

John Kostishack  
Karen Starr  
Lynda Miner  
Anthony A. Vasquez

July 5, 1995

Mr. Mike Anderson  
Metropolitan Interfaith Council on Affordable Housing  
122 West Franklin Avenue  
Suite 320  
Minneapolis, MN 55404

Dear Mr. Anderson:

At the most recent meeting of the Trustees of the Otto Bremer Foundation, consideration was given to the request from the Metropolitan Interfaith Council on Affordable Housing for funding to develop a new organization, Citizens for an Integrated Community, which will focus on integration in education and housing through coalition building and community education. This is to advise that the Trustees have approved a grant in the amount of \$20,000 to be used toward this project.

The Trustees request that the accompanying Donee Agreement be signed by the appropriate administrative officer indicating acceptance of the grant and the conditions stipulated therein. Please retain one copy for your file and return one to our office. The grant payment will be scheduled after we have received a copy of the signed donee agreement.

Both Trustees and staff of the Foundation are pleased that the Foundation can participate in the support of this program.

Sincerely,

OTTO BREMER FOUNDATION

John Kostishack  
Executive Director

JK/lm  
Encl.

# Otto Bremer Foundation Agreement of Donee

As a condition of a total grant of \$ 20,000 from the **Otto Bremer Foundation**

to Metropolitan Interfaith Council on Affordable Housing

to develop a new organization, Citizens for an Integrated Community, which will focus on integration in education and housing through coalition building and community education

the grantee agrees:

1. To use the funds only for the designated purposes and not to use the funds to directly influence legislation where prohibited by law.
2. That the total amount of this grant, or any payment thereof, may be discontinued, modified, or withheld at any time when in the sole judgment of the **Otto Bremer Foundation**, such action is necessary to comply with requirements of the law or if the original conditions of the grant are not being fulfilled.
3. To repay any portion of the grant which is not used for the designated purpose.
4. To comply with the evaluation requirements of the **Otto Bremer Foundation** by responding to the requests for progress reports.
5. To submit, within 30 days of the end of the grant period, a detailed report describing the activities carried on under the grant. This should include a complete report of expenditures made with grant funds.
6. To permit the **Otto Bremer Foundation**, at its request to have complete access to the grantee's files and records for the purpose of making such financial audits and verifications as it deems necessary concerning the grant.
7. To take all necessary measures to assure access of any interested party to activities supported by grant funds and to not discriminate on the basis of race, color, creed, gender, religion, age, disability, sexual orientation, marital status, or national origin.

The signature below indicates the acceptance of the conditions stipulated above.

Metropolitan Interfaith Council on Affordable Housing  
(Name of Grantee)

By Michael Omden

Date 7-6-1995

Title Executive Director

July 6, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
445 Minnesota Street, Suite 2000  
St. Paul, MN 55101-2107

Dear John,

Many thanks for the grant to help us set up Citizens for an Integrated Community. Events since the proposal was submitted -- new housing and school policies in the city of Minneapolis and recent Supreme Court decisions on school desegregation and affirmative action -- speak loudly to the need for an organization like Citizens for an Integrated Community.

Attached is a copy of the Donee Agreement. We look forward to working with you on making this project a success.

Sincerely,

Mike Anderson  
Executive Director

OTTO BREMER  
FOUNDATION

Suite 2000 ~ 445 Minnesota Street ~ St. Paul, Minnesota 55101-2107 ~ (612) 227-8036 ~ Fax (612) 227-2522

Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

Staff

John Kostishack  
Karen Starr  
Lynda Miner  
Anthony A. Vasquez

July 14, 1995

Mr. Mike Anderson  
Metropolitan Interfaith Council  
on Affordable Housing  
122 West Franklin Avenue  
Suite 320  
Minneapolis, MN 55404

Dear Mr. Anderson:

Enclosed please find our check in the amount of \$20,000 made payable to the Metropolitan Interfaith Council on Affordable Housing. This check represents the Otto Bremer Foundation's support to develop a new organization, Citizens for an Integrated Community, which will focus on integration in education and housing through coalition building and community education.

The foundation requests a narrative report on the activities carried out under this grant and an expenditure report at the end of one year or earlier if the project has been completed.

Both Trustees and staff of the Foundation are pleased to be of assistance.

Sincerely,

OTTO BREMER FOUNDATION

John Kostishack  
Executive Director

JK/lm  
Encl.

5-25-95

①

John Kostishack

June 20<sup>th</sup> - want to fund it  
☐ come against budget

= 3 year budget

- 3 year budget

- list of funders

☐ made it through initial funding round ☐

# OTTO BREMER FOUNDATION

Suite 2000 ~ 445 Minnesota Street ~ St. Paul, Minnesota 55101-2107 ~ (612) 227-8036 ~ Fax (612) 227-2522

## Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

## Staff

John Kostishack  
Karen Starr  
Lynda Miner  
Anthony A. Vasquez

May 16, 1995

Mr. Mike Anderson  
Metropolitan Interfaith Council on Affordable Housing  
122 West Franklin Avenue  
Suite 320  
Minneapolis, MN 55404

Dear Mr. Anderson:

Thank you for your proposal which we recently received from Metropolitan Interfaith Council on Affordable Housing requesting financial assistance to develop a new organization, Citizens for an Integrated Community, which will focus on integration in education and housing through coalition building and community education.

The grant review process at this Foundation usually takes from one to three months. You will be notified by letter regarding the decision of the Trustees as soon as possible following the Board meeting. As the staff person responsible for reviewing your proposal, I may be contacting you for additional information or to set up an appointment if appropriate.

If you have any questions about the review process, please call me at (612) 282-9723. Thank you for your interest in the Otto Bremer Foundation.

Sincerely,

OTTO BREMER FOUNDATION

  
John Kostishack  
Executive Director

JK/tv

John - 227-8036

METROPOLITAN INTERFAITH COUNCIL on AFFORDABLE HOUSING

"Do justice, love mercy, walk humbly with your God."

Micah 6:8



Board of Directors

**Rabbi Harold Kravitz - President**  
Adath Jeshurun Congregation

**Rev. Lois Vetvick - Vice-President**  
Mary's Shelter

**Caren Dewar Saxton - Secretary**  
Seward Redesign Inc.

**Carolyn Olson - Treasurer**  
Greater Mpls. Metropolitan  
Housing Corporation

**Joseph Errigo**  
Westminster Corporation

**Donna Fairbanks**  
MHFA Indian Housing

**Thomas Fulton**  
Family Housing Fund of  
Minneapolis and St. Paul

**Msgr. James D. Habiger**  
Minn. Catholic Conference

**Rev. Mark Hanson**  
Univ. Lutheran Church of Hope

**Synthia Jones**  
Women's Community Housing

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Exodus Development Company

**Joanne Tromiczak-Neid**  
Sisters of St. Joseph

**Sue Watlov-Phillips**  
Elim Transitional Housing

**Carol Wirschafter**  
Jewish Community Relations  
Council/ADL

**Rabbi Martin Zinkow**  
Mt. Zion Temple

STAFF  
Mike Anderson  
Executive Director

Karen Kingsley  
Associate Director

May 11, 1995

Ms. Charlotte Johnson  
Otto Bremer Foundation  
445 Minnesota Street, Suite 2000  
St. Paul, MN 55101-2107

Dear Charlotte,

Thanks for taking the time to talk with Barb and me about Citizens for an Integrated Community. I feel strongly that such an organization is needed and that it has great potential to help steer us through the stormy waters of becoming a multi-racial community.

MICAHA is deeply interested in developing this organization because race and racism is at the center of much of our work promoting affordable housing and neighborhood revitalization.

I have attached some information about MICAHA to give you a feel for our work and will be submitting a full proposal for Citizens for an Integrated Community to John by the end of the month.

Once again, thanks for your interest and concern.

Sincerely,

Mike Anderson  
Executive Director

METROPOLITAN INTERFAITH COUNCIL on AFFORDABLE HOUSING

"Do justice, love mercy, walk humbly with your God." Micah 6:8



Board of Directors

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**Rabbi Martin Zinkow**  
Mt. Zion Temple

STAFF  
Mike Anderson  
Executive Director

Karen Kingsley  
Associate Director

May 11, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
445 Minnesota Street, Suite 2000  
St. Paul, MN 55101-2107

Dear John,

Thanks for taking the time to talk with Barb and me about Citizens for an Integrated Community. I feel strongly that such an organization is needed and that it has great potential to help steer us through the stormy waters of becoming a multi-racial community.

MICAHA is deeply interested in developing this organization because race and racism is at the center of much of our work promoting affordable housing and neighborhood revitalization. The MICAHA Board granted me the authority to enter into a fiscal agent agreement with Citizens for an Integrated Community at its March 2, 1995 meeting.

I have enclosed our most recent finance statement, 1994 audit, IRS letter, and other information to give you a better feel for MICAHA's goals and mission.

I will also submit a complete proposal for Citizens for an Integrated Community by May 31st.

Once again, thanks for your interest and concern.

Sincerely,

Mike Anderson  
Executive Director



May 5, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul, MN 55101-2107

Dear John:

At long last, here is our proposal.

What we propose is a coalition-building and community education project focused on metropolitan-wide integration in education and housing. We are asking the Otto Bremer Foundation for \$20,000 in start-up and planning funds. We are seeking support from other funders for further development and ongoing support of this project.

A grant of \$20,000 would enable us to hire an executive director, who would establish an advisory committee, raise additional funds, begin building the coalition and begin developing the education process and information materials we will need for this process.

#### Who We Are

This proposal actually comes to you under the auspices of a new organization, rather than from the Minneapolis branch of the NAACP. With the help of our attorneys at Maslon Edelman Borman & Brand, we have incorporated a nonprofit entity called Citizens for Integrated Communities. This organization will be applying for 501(c)(3) tax-exempt status from the Internal Revenue Service. Until that status is approved, the Metropolitan Interfaith Council on Affordable Housing has agreed to serve as a fiscal agent to receive and administer any grant funds.

We decided to incorporate as Citizens for Integrated Communities for several reasons. First, and above all, we recognize that our ambitious goal of metropolitan integration in education and housing requires a focused, long-term strategy — and an organization that can dedicate all of its energy to this project. Second, as we discussed earlier, the NAACP has cumbersome financial rules between local chapters and the national organization which would make it exceedingly difficult for the Minneapolis branch to carry out this project. Third, after exploring the possibility of conducting this project under the auspices of the Alliance for Metropolitan Stability, we concluded that its member groups have too many different agendas and varying opinions about how (and how fast) to proceed with metropolitan integration in education and housing. Our decision to form a new organization was made with great deliberation. We hope you will agree with our approach.

The Board of Directors of Citizens for Integrated Communities is composed of Matthew Little, former president of the Minneapolis chapter of the NAACP and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit almost a quarter of a century ago; and Michael Anderson, executive director of the Metropolitan Interfaith Coalition for Affordable Housing. Both Matthew Little and Barbara Bearman have been participating in the desegregation roundtable activities convened by the State Board of Education.

### Context

We expect that this project will complement legal action on education and housing desegregation which is likely to occur in the Twin Cities metropolitan area. But this project also stands on its own merits. The Board members of Citizens for Integrated Communities have been involved for many years in the struggle for racial and social justice. We do not underestimate the challenges we continue to face. There will always be substantial community misunderstanding and resistance.

The evidence now appears overwhelming that political and voluntary actions are simply not going to be sufficient to bring about integration. Indeed, as Myron Orfield's research shows, most trends are fast taking us in the wrong direction. Children's lives are being ruined while we wait. That is why, in our minds, legal solutions are necessary and urgent. But we also recognize that the practical success of any legal remedy will be improved greatly by efforts to inform and involve the community to the greatest extent possible. Nonetheless, we wish to emphasize that Citizens for Integrated Communities is independent of any legal action, and the value of this project should not be judged solely in connection with legal action.

### Need

Simple put, this is the need: Public discussion about the possibilities for integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse is fast settling into simplistic, distorted polarities — neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policymakers feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

This issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized — and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what integration involves and by offering assistance to communities as they seek to become better integrated.

### **Our Project**

That's the need. Here's what we propose to do in response to this need.

We want to take the public discussion about integration to neighborhood centers, public libraries, school buildings, places of business, living rooms and backyards — the places where ordinary people live their lives and where the real task of building integrated communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public — that is, to lead people to a more informed, effective understanding of why integration is important and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as the whole society.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

To be clear: We do have an agenda. As our organization's name implies, we are in favor of integrated communities. We believe this outcome requires tandem efforts to promote the integration of housing and education. We also understand integration has an important economic component, because of the hugely disproportionate number of people of color, especially African-Americans, who live in poverty.

Our project has three elements: 1) to create a broad coalition in the Twin Cities metropolitan area that can advocate for integrated communities, 2) to create informed public conversations that will advance integrated communities, and 3) to assist communities in becoming integrated. These three elements follow one another in a sequential order: The coalition of groups becomes the vehicle for organizing and conducting informed public conversations. The intent of the coalition-building and public conversations is to build community interest in becoming better integrated, a task which will require technical assistance.

1) There are a wide range of groups with a potential stake in the cause of integrated communities. Our coalition-building effort will focus on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parents organizations, teachers groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media and others. These groups all have different interests and different understandings of what integration means for them. It will require a labor-intensive effort to attract the participation of these groups in this project in ways that are appropriate to their interests and capacities. But these groups

constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities.

2) This project seeks to encourage and inform public conversations about integrated communities via schools and housing. This will be done through public forums, smaller conversation circles, media contacts and workshops. Citizens for Integrated Communities will compile information and produce materials, both text and video, that can be used in support of these conversations. Citizens for Integrated Communities will also organize a speakers bureau of experts and community leaders available to speak with the media and attend meetings. However, we especially want to emphasize "conversation circles" — face-to-face meetings in non-threatening settings where people can feel comfortable about talking through these difficult and sensitive issues. We already have plenty of "town hall" events where citizens face the experts and authorities on the stage. We want to encourage citizens to come together and face one another for civil and informed conversations.

3) Finally, Citizens for Integrated Communities will assist communities in becoming integrated. We will employ organizers, both volunteer and professional, who will be able to "train the trainers" in local communities so they can follow through on the task of integrating schools and housing. We will serve as a resource for networking and an information-and-referral service to individuals and resources that communities can draw on as they seek to integrate. We will organize workshops with key stakeholders. This is obviously a long-term effort. But the coalition we establish at the start of this project becomes the infrastructure that can continue the conversations and continue the work of building integrated communities in our metropolitan area.

We anticipate that beyond the six-month start-up period which we hope the Otto Bremer Foundation will support, our organization will require an annual budget of \$150,000 per year for three years. The challenges are great and urgent, and we do not underestimate the resources that it will take to carry out this effort.

We hope you will find this proposal to be worthy of support. Please do not hesitate to contact us with any questions. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Mike Anderson". The signature is written in a cursive, flowing style.

MICAH, Executive Director  
Board Member, Citizens for an Integrated Community

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

|                                |                 |
|--------------------------------|-----------------|
| Executive Director (half-time) | \$ 9,000        |
| Benefits @ 25%                 | 2,250           |
| Conferences/Meetings           | 1,950           |
| Rent                           | 1,200           |
| Furniture/Equipment Lease      | 1,800           |
| Phone                          | 600             |
| Supplies                       | 600             |
| Postage                        | 600             |
| Printing/Copying               | 1,000           |
| Administrative Fee @ 5%        | 1,000           |
| <b>Total</b>                   | <b>\$20,000</b> |

METROPOLITAN INTERFAITH COUNCIL on AFFORDABLE HOUSING

"Do justice, love mercy, walk humbly with your God."

Micah 6:8



Board of Directors

Rabbi Harold Kravitz - President  
Adath Jeshurun Congregation

Rev. Lois Vetvick - Vice-President  
Mary's Shelter

Caren Dewar Saxton - Secretary  
Seward Redesign Inc.

Carolyn Olson - Treasurer  
Greater Mpls. Metropolitan  
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Joanne Tromiczak-Neid  
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Sue Watlov-Phillips  
Elim Transitional Housing

Carol Wirtschafter  
Jewish Community Relations  
Council/ADL

Rabbi Martin Zinkow  
Mt. Zion Temple

STAFF

Mike Anderson  
Executive Director

Karen Kingsley  
Associate Director

March 20, 1995

Ms. Barbara Bearman  
Citizens for an Integrated Community  
4401 Park Glen Road # 201  
St. Louis Park, MN 55416

Dear Ms. Bearman:

The MICAHA Board at its March 2, 1995 meeting granted me, as MICAHA's Executive Director, the authority to enter into agreement to become the "fiscal agent" for Citizens for an Integrated Community.

Attached is the Fiscal Agent Policy which must guide our relationship.

I look forward to working with you on these complex and interrelated issues of school desegregation and housing.

Sincerely,

Mike Anderson  
Executive Director

## MICAH FISCAL AGENT POLICY

**A. General Statement:** MICAH will enter into fiscal agent agreements with individuals and organizations engaged in new and innovative approaches to addressing problems of homelessness and affordable housing.

**B. Conditions of a fiscal agent agreement:**

The "fiscal agent agreement" negotiated between MICAH and the requesting individual or organization must be approved by the MICAH board and signed by a representative of the requesting organization.

**While serving as fiscal agent MICAH will:**

1. exercise expenditure responsibility in disbursing funds received to ensure that such funds are expended solely for tax-exempt purposes pursuant to IRS Code 501(c)3;
2. report all disbursement and receipt of funds for the project on MICAH's annual 990 report to the IRS; and
3. hold all donations and grants made to the project.

**The individual or organization engaged in the project for which MICAH is a fiscal agent will:**

1. accede to MICAH retaining 5% of all grant receipts expended for the projects program activities to cover the legal, administrative, and overhead costs incurred by MICAH in performing its obligations as a fiscal agent;
2. ensure that all activities of the project comport with the exempt purposes under IRS Code 501(c)3;
3. inform MICAH of all grants solicited;
4. provide MICAH with a quarterly report on its program activities;
5. provide MICAH with quarterly financial reports detailing all monies expended; and
6. maintain all documentation of financial transactions for a five year period, and provide access to these documents at MICAH's request.

**C. Termination of Agreement:**

1. The agreement can be terminated by either party with a thirty day notice.
2. MICAH will make an outright grant of residual funds it then holds for the organization upon documentation that the organization has received its tax exempt status notification letter from the IRS or that it has established a legitimate fiscal agent status with some other organization.
3. MICAH and the organization will jointly notify existing grantors and those being solicited by the project of its independent tax-exempt status.

May 5, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul, MN 55101-2107

Dear John:

At long last, here is our proposal.

What we propose is a coalition-building and community education project focused on metropolitan-wide integration in education and housing. We are asking the Otto Bremer Foundation for \$20,000 in start-up and planning funds. We are seeking support from other funders for further development and ongoing support of this project.

A grant of \$20,000 would enable us to hire an executive director, who would establish an advisory committee, raise additional funds, begin building the coalition and begin developing the education process and information materials we will need for this process.

#### **Who We Are**

This proposal actually comes to you under the auspices of a new organization, rather than from the Minneapolis branch of the NAACP. With the help of our attorneys at Maslon Edelman Borman & Brand, we have incorporated a nonprofit entity called Citizens for Integrated Communities. This organization will be applying for 501(c)(3) tax-exempt status from the Internal Revenue Service. Until that status is approved, the Metropolitan Interfaith Council on Affordable Housing has agreed to serve as a fiscal agent to receive and administer any grant funds.

We decided to incorporate as Citizens for Integrated Communities for several reasons. First, and above all, we recognize that our ambitious goal of metropolitan integration in education and housing requires a focused, long-term strategy — and an organization that can dedicate all of its energy to this project. Second, as we discussed earlier, the NAACP has cumbersome financial rules between local chapters and the national organization which would make it exceedingly difficult for the Minneapolis branch to carry out this project. Third, after exploring the possibility of conducting this project under the auspices of the Alliance for Metropolitan Stability, we concluded that its member groups have too many different agendas and varying opinions about how (and how fast) to proceed with metropolitan integration in education and housing. Our decision to form a new organization was made with great deliberation. We hope you will agree with our approach.

The Board of Directors of Citizens for Integrated Communities is composed of Matthew Little, former president of the Minneapolis chapter of the NAACP and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit almost a quarter of a century ago; and Michael Anderson, executive director of the Metropolitan Interfaith Coalition for Affordable Housing. Both Matthew Little and Barbara Bearman have been participating in the desegregation roundtable activities convened by the State Board of Education.

### **Context**

We expect that this project will complement legal action on education and housing desegregation which is likely to occur in the Twin Cities metropolitan area. But this project also stands on its own merits. The Board members of Citizens for Integrated Communities have been involved for many years in the struggle for racial and social justice. We do not underestimate the challenges we continue to face. There will always be substantial community misunderstanding and resistance.

The evidence now appears overwhelming that political and voluntary actions are simply not going to be sufficient to bring about integration. Indeed, as Myron Orfield's research shows, most trends are fast taking us in the wrong direction. Children's lives are being ruined while we wait. That is why, in our minds, legal solutions are necessary and urgent. But we also recognize that the practical success of any legal remedy will be improved greatly by efforts to inform and involve the community to the greatest extent possible. Nonetheless, we wish to emphasize that Citizens for Integrated Communities is independent of any legal action, and the value of this project should not be judged solely in connection with legal action.

### **Need**

Simple put, this is the need: Public discussion about the possibilities for integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse is fast settling into simplistic, distorted polarities — neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policymakers feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

This issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized — and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what integration involves and by offering assistance to communities as they seek to become better integrated.

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That's the need. Here's what we propose to do in response to this need.

We want to take the public discussion about integration to neighborhood centers, public libraries, school buildings, places of business, living rooms and backyards — the places where ordinary people live their lives and where the real task of building integrated communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public — that is, to lead people to a more informed, effective understanding of why integration is important and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as the whole society.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

To be clear: We do have an agenda. As our organization's name implies, we are in favor of integrated communities. We believe this outcome requires tandem efforts to promote the integration of housing and education. We also understand integration has an important economic component, because of the hugely disproportionate number of people of color, especially African-Americans, who live in poverty.

Our project has three elements: 1) to create a broad coalition in the Twin Cities metropolitan area that can advocate for integrated communities, 2) to create informed public conversations that will advance integrated communities, and 3) to assist communities in becoming integrated. These three elements follow one another in a sequential order: The coalition of groups becomes the vehicle for organizing and conducting informed public conversations. The intent of the coalition-building and public conversations is to build community interest in becoming better integrated, a task which will require technical assistance.

1) There are a wide range of groups with a potential stake in the cause of integrated communities. Our coalition-building effort will focus on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parents organizations, teachers groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media and others. These groups all have different interests and different understandings of what integration means for them. It will require a labor-intensive effort to attract the participation of these groups in this project in ways that are appropriate to their interests and capacities. But these groups

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We anticipate that beyond the six-month start-up period which we hope the Otto Bremer Foundation will support, our organization will require an annual budget of \$150,000 per year for three years. The challenges are great and urgent, and we do not underestimate the resources that it will take to carry out this effort.

We hope you will find this proposal to be worthy of support. Please do not hesitate to contact us with any questions. Thank you for your consideration.

Sincerely,

MICAH, Executive Director  
Board Member, Citizens for an Integrated Community

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

|                                |                 |
|--------------------------------|-----------------|
| Executive Director (half-time) | \$ 9,000        |
| Benefits @ 25%                 | 2,250           |
| Conferences/Meetings           | 1,950           |
| Rent                           | 1,200           |
| Furniture/Equipment Lease      | 1,800           |
| Phone                          | 600             |
| Supplies                       | 600             |
| Postage                        | 600             |
| Printing/Copying               | 1,000           |
| Administrative Fee @ 5%        | 1,000           |
| <b>Total</b>                   | <b>\$20,000</b> |

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Board Member, Citizens for an Integrated Community

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

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| <b>Total</b>                   | <b>\$20,000</b> |

122 West Franklin Avenue, Suit 310  
Minneapolis, Minnesota 55404  
(Phone) 871-2519 (Fax) 871-8980

**Education and  
Housing Equity  
Project**

# Fax

**To:** Lynda Miner, Otto Bremer Foundation      **From:** Dick Little, Executive Director  

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**Fax:** (612) 227-2522      **Pages:** 5 (including cover page)  

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**Phone:** (612) 227-8036      **Date:** 12/19/97  

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**Re:** Bremer Grant 1997 Report  

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**Comments:** Lynda, as we discussed on the phone, here is the draft report on the first year of our project. The second year award has matching support that equals or exceeds \$25,000. When our annual report is completed (very shortly) I will forward it to you.

*Dick Little*

# EDUCATION & HOUSING EQUITY PROJECT BREMER GRANT 1997 REPORT

## REPORT ON ACCOMPLISHMENTS

During 1997, EHEP established the Community Circle Collaborative, a metro-wide dialogue project that engaged over 500 citizens from 35 different municipalities in public discussions focused on the challenges of school achievement, housing segregation and racial equity in the Twin Cities metropolitan area.

These discussions included:

1) Twenty-five 'community circles,' each composed of 5-20 participants meeting between three and six times during the months of March through June. These circles were sponsored by a wide variety of organizations and were convened in central city, suburban and outlying communities. Approximately 25% of the participants were people of color.

2) A Metropolitan Citizens Forum held at Macalester College Chapel in May moderated by George Latimer and Vivian Jenkins Nelsen, two noted facilitators and leaders on issues of race relations and segregation. 125 citizens and public community leaders, including representatives of community circles who shared the results of their circle deliberations attended the forum.

3) A set of town meetings in Minneapolis and St. Paul public schools in September, held in conjunction with the National Summit on Race Relations and America's Public Schools, co-sponsored by the President's Commission on Race and the National Conference of Christians and Jews.

The Community Circle Collaborative partners accomplished these dialogues through a sequence of organizing and supporting activities, including the following:

- 1) A sponsor kick-off event "*Beyond Busing*" held in December 1996 at the St. Louis Park City Council Chambers. Over 100 citizens representing nearly as many organizations attended the forum, which introduced the project and provided an overview of the issues. Following the forum, approximately 50 different groups (school districts, churches, libraries, neighborhood councils, community-based non-profits, human rights commissions, and chambers of commerce and municipalities) signed pledges of participation, agreeing to sponsor or convene at least one community circle.
- 2) Facilitator training workshops held in February at Augsburg College. Approximately 75 people with backgrounds or experience in facilitating small groups were recruited and provided training on the issues and process to be used in the community circles discussions. Each volunteer moderator/facilitator signed a pledge of participation.

Facilitators were subsequently matched with community circles convened by the sponsors. The Community Circle Collaborative worked with the Minnesota Facilitators Network to identify and recruit moderator/facilitators. In addition, many of the sponsor/conveners provided their own experienced facilitators.

- 3) Research and preparation of an issues/discussion guide *Choices for Community: A Regional Conversation about the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area*. In the preparation of this document, the Collaborative was assisted by a CURA-funded graduate intern from the Humphrey Institute of Public Affairs, and by noted journalist and playwright Syl Jones. The Collaborative also produced a resource bibliography that includes over 125 publications and articles to help inform the public discussions. The Librarians for Social Responsibility offered to assist in making these resources available for Community Circle use at branch county libraries. The Collaborative also supplied resource experts who were available to meet with community circles upon request. Community Circle participants were also invited to local conferences and seminars, such as the Institute on Race and Poverty Spring Conference, to augment their inquiry and knowledge-base on the issues they were discussing.
- 4) A concluding forum *Coming Together: A Regional Conversation on Schools, Housing and Segregation*, co-sponsored with the Macalester College Department of Urban Studies (described above). This event brought together community circle representatives, interested citizens and invited community leaders to achieve a metro-wide conversation and share the results of the individual community conversations.
- 5) An Evaluation Survey of the Community Circle sponsors, facilitators, reporters and participants to learn what worked well and what needs to be changed before a second round of community conversations is held. All participating Circles completed the survey, and a summary report of the results has been prepared. A focus group meeting with community circle representatives will be held in the near future.
- 6) A summary report of the community circles' findings, conclusions and recommendations to be available for public distribution in early 1998. The Community Circles at the conclusion of their deliberations submitted over 100 pages of reports. The substance of these reports, along with the results of the fall town meetings at Minneapolis and Saint Paul Schools, are being synthesized and integrated into a summary report, with the assistance of a professional writer who is well versed in the issues that were discussed. The final document will report on the substance of the conversations, but will also include a critique of the discussions and process recommendations for a second round of discussions and action steps in 1998.
- 7) Video and audio documentation of the project, which was provided by a Community Circle partner, the Minneapolis Neighborhood Revitalization Project.
- 8) The Project Network Directory, which now includes over 1,000 participants and interested citizens.

The results of the community circle conversations are already being used and have had some impact on the Twin Cities civic community:

1. The Project was a major contributor to the winter 1997 edition of Wilder Foundation's *Community Matters*. The entire issue is devoted to "Race and Community." The Project has also received media coverage in the *Star Tribune of the Twin Cities*, the *U.S. News & World Report*, on Minnesota Public Radio's Midday Program, Minneapolis Community Channel 6, the national newsletter of the Study Circles Resource Center and several neighborhood newspapers. We have also received a request from NBC News for coverage of the second round of conversations in 1998.
2. Project staff and participants were invited to be contributors to two other conversations in September 1997: The Peoples Summit broadcast by KTCA as part of its Block by Block television series, and the Metropolitan Initiatives Forum, cosponsored by several Twin Cities foundations and the Citizens League.
3. Several new community-wide discussion initiatives have begun which are inspired by or modeled after the community circle discussions we initiated. One prominent example is the dialogue project begun by Interfaith Action, a social action ministry of church congregations in the greater Minneapolis area. EHEP assisted them in convening metro interfaith forums on jobs, housing, sprawl, race and poverty. Their discussion guide and "issues map" are taken directly from the Community Circles project. The chief organizers and planners of the Interfaith Dialogues were participants, sponsors or facilitators in the Community Circles project.
4. Following completion of the second round of community circle conversations, EHEP board members and staff were invited to:
  - make presentations to the Minnesota Minority Education Partnership at its annual conference,
  - meet with and provide input to the mediation consulting team (CMI) for the NAACP v. State of Minnesota educational adequacy law suit,
  - participate in updating the Minnesota Milestones measures for state and metropolitan outcomes in education, housing and multicultural diversity, and
  - develop strategies at the Metropolitan Housing Summit cosponsored by the Metropolitan Interfaith Council on Affordable Housing.EHEP staff and board members have also participated in and helped lead discussions at various conferences focusing on housing and education issues (e.g., Progressive Education Foundation conference on closing the income gap, Institute on Race and Poverty conference on overcoming spatial barriers to welfare reform).
5. EHEP has been contacted by National Days of Dialogue to help promote race relations conversations in the Twin Cities. The National Days of Dialogue on Race Relations, is a coalition effort of national organizations to encourage and highlight dialogue on race relations during the week leading up to Martin Luther King Day.

We have also been contacted by the St. Paul Pioneer Press to advise and assist them in establishing a series of community discussions that that would be tied to a newspaper series they will be running on welfare reform and poverty.

6. Some of the community circles continue to meet (e.g., the Golden Valley Circle sponsored by the Black History Month Committee of the Human Rights Commission, working with the Twin West Chamber of Commerce and Hopkins School District). EHEP is also monitoring action initiatives that spring from local community circles (e.g., churches getting involved in fair housing initiatives).
7. EHEP formally supported MICAH's proposal to HUD for a Fair Housing Initiatives Grant. In the category of "education and outreach – reducing suburban tensions," MICAH was one of only five non-profits in the nation to receive funding. EHEP will be a collaborating partner in this project. Other community and congregational organizing groups (e.g., St. Paul Ecumenical Action Council) are approaching us about collaboration in 1998.

Our major thrust at the close of 1997 is to plan and organize a second round of community circle conversations and forums in 1998. This round will be built on the results of the first round. The circle discussions will culminate with a Citizens Summit co-sponsored with the Minnesota Meeting and the Minnesota Public Radio Civic Journalism Initiative.

## FUNDRAISING

EHEP has been successfully matched the grant funds for the second year of funding from the Bremer Foundation.

To date we have received the following support in 1997 for 1997-1998:

|  |            |
|--|------------|
| Cowles Media Foundation                                    | \$20,000   |
| Bush Foundation  | \$10,000   |
| Minneapolis Foundation                                     | \$5,000    |
| Saint Paul Foundation                                      | \$5,000    |
| General Mills Foundation                                   | \$500      |
| Norwest Bank – Maple Grove Branch                          | \$500      |
| Greater Minneapolis Council of Churches                    | \$350      |
| National Conference of Christians and Jews                 | \$160      |
| CURA Internship  | \$5,000    |
| University of St. Thomas Intern                            | In process |
| Documented In-Kind Support from Community Circle Partners  | \$16,000   |
| Furniture and Equipment Donations (estimated market value) | \$1,000    |
| Book Sales/Donor support from Friends and Board Members    | In process |



## Fax Cover Sheet

To: LYNDA MINER

Company: OTTO BREMER FDTN.  
Fax Number: 227-2522

From: DICK LITTLE

Company: EDUCATION & HOUSING  
Fax Number: EQUITY PROJECT  
871-8984

### Message:

Lynda, I forgot to send you our financial statements with the report sent to you last week (ref.: see fax cover sheet dated 12/19/97, updated, forwarded with this fax). Here it (next couple of pages).

122 West Franklin Avenue, Suit 310  
Minneapolis, Minnesota 55404  
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Education & Housing Equity Project Balance Sheet  
December 31, 1997

ASSETS

|                              |    |                         |
|------------------------------|----|-------------------------|
| Current Assets               |    |                         |
| Cash in Checking             | \$ | <u>10,548.74</u>        |
| Total Current Assets         |    | 10,548.74               |
| Property and Equipment       |    |                         |
| Total Property and Equipment |    | <u>0.00</u>             |
| Other Assets                 |    |                         |
| Total Other Assets           |    | <u>0.00</u>             |
| Total Assets                 | \$ | <u><u>10,548.74</u></u> |

LIABILITIES AND CAPITAL

|                             |    |                         |
|-----------------------------|----|-------------------------|
| Current Liabilities         |    |                         |
| Payroll taxes payable       | \$ | <u>232.13</u>           |
| Total Current Liabilities   |    | 232.13                  |
| Long-Term Liabilities       |    |                         |
| Total Long-Term Liabilities |    | <u>0.00</u>             |
| Total Liabilities           |    | 232.13                  |
| Capital                     |    |                         |
| Net Income                  |    | <u>10,316.61</u>        |
| Total Capital               |    | <u>10,316.61</u>        |
| Total Liabilities & Capital | \$ | <u><u>10,548.74</u></u> |

Education & Housing Equity Project  
Income Statement  
For the Twelve Months Ending December 31, 1997

|                            | Current Month              |             | Year to Date        |               |
|----------------------------|----------------------------|-------------|---------------------|---------------|
| Revenues                   |                            |             |                     |               |
| Foundations & Corporations | 0.00                       | 0.00        | 55,800.00           | 100.00        |
| Individuals                | 0.00                       | 0.00        | 0.00                | 0.00          |
| Earned income              | 0.00                       | 0.00        | 0.00                | 0.00          |
| Miscellaneous              | 0.00                       | 0.00        | 0.00                | 0.00          |
| <b>Total Revenues</b>      | <b>0.00</b>                | <b>0.00</b> | <b>55,800.00</b>    | <b>100.00</b> |
| Cost of Sales              |                            |             |                     |               |
| <b>Total Cost of Sales</b> | <b>0.00</b>                | <b>0.00</b> | <b>0.00</b>         | <b>0.00</b>   |
| <b>Gross Profit</b>        | <b>0.00</b>                | <b>0.00</b> | <b>55,800.00</b>    | <b>100.00</b> |
| Expenses                   |                            |             |                     |               |
| Wages                      | 360.00                     | 0.00        | 23,937.50           | 42.90         |
| Payroll taxes              | 27.54                      | 0.00        | 2,558.79            | 4.59          |
| Fringe Benefits            | 0.00                       | 0.00        | 0.00                | 0.00          |
| Professional Services      | 1,000.00                   | 0.00        | 7,233.47            | 12.96         |
| Local Auto                 | 0.00                       | 0.00        | 33.41               | 0.06          |
| Staff Expense              | 0.00                       | 0.00        | 23.03               | 0.04          |
| Staff Development          | 245.00                     | 0.00        | 485.00              | 0.87          |
| Fiscal Agent fees          | 0.00                       | 0.00        | 2,250.00            | 4.03          |
| Office Supplies            | 0.00                       | 0.00        | 484.59              | 0.87          |
| Equipment                  | 0.00                       | 0.00        | 1,738.00            | 3.11          |
| Postage                    | 14.14                      | 0.00        | 1,510.68            | 2.71          |
| Conferences & Meetings     | 68.28                      | 0.00        | 1,126.18            | 2.02          |
| Printing                   | 322.88                     | 0.00        | 3,850.83            | 6.90          |
| Telephone                  | 56.24                      | 0.00        | 204.33              | 0.37          |
| Miscellaneous              | 0.00                       | 0.00        | 47.58               | 0.09          |
| <b>Total Expenses</b>      | <b>2,094.08</b>            | <b>0.00</b> | <b>45,483.39</b>    | <b>81.51</b>  |
| <b>Net Income</b>          | <b>\$ &lt;2,094.08&gt;</b> | <b>0.00</b> | <b>\$ 10,316.61</b> | <b>18.49</b>  |

# OTTO BREMER FOUNDATION

Suite 2000 - 445 Minnesota Street - St. Paul, Minnesota 55101-2107 - (612) 227-8036 - Fax (612) 227-2522

## Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

November 20, 1997

## Staff

John Kostishack  
Lynda Miner  
Margarita Rubalcava  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

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

Dear Ms. Seaver:

Approximately one year ago, your organization was awarded a two year grant in the amount of \$50,000 from the Otto Bremer Foundation to work with communities in developing racially and economically integrated schools and housing. The second year's award was to be a 1:1 matching grant of up to \$25,000.

To fulfill one aspect of our monitoring responsibilities, we are requesting that you forward to us a report on the first year of this project and a statement of expenditures of the grant funds. Additionally, we would appreciate your informing us of your efforts to meet the second year's match. This information is important as it will enable us to better assess the impact made by the grant and allow us to keep abreast of the current activities of your organization.

I appreciate your cooperation in complying with our request and look forward to hearing from you.

Sincerely,

OTTO BREMER FOUNDATION



Lynda Miner  
Grants Manager  
LM/mc

# Proposal to the Otto Bremer Foundation

## A. ORGANIZATION OVERVIEW

### History & Mission

The Education & Housing Equity Project (EHEP) was created in early 1995 by a group of education and housing advocates who shared a belief in the pressing need to link the issue of school desegregation/integration with the broader issue of segregated housing and neighborhoods. The organization's mission is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- (1) Coalition building and advocacy;
- (2) Community education and public dialogue; and
- (3) Assisting communities in becoming more inclusive and integrated.

### Activities & Accomplishments

In its first year, EHEP was awarded a start-up grant to develop the organization and hired part-time staff in late 1995. Since that time, EHEP has worked to develop itself as an organization (including obtaining 501(c)(3) status and beginning a process of strategic planning) and collaborated with other organizations and individuals to determine the best strategies for making progress on these issues that are as complex and daunting as they are immediate.

With staff time limited to a part-time Coordinator's position, EHEP has been involved in the following activities and accomplished the following over the past eight months:

**Coalition building.** EHEP has spent its first year in numerous dialogues and collaborations. These have led to several specific coalition projects as well as a fuller understanding of the need for an organization that can link these two issues – housing and education – and help develop the desperately needed consensus and leadership to move forward. After two months of one-on-one interviews with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability, EHEP brought together over 30 organizations to begin the process of building a broad-based coalition that can work on these combined issues. EHEP has also helped expand the base and scope of existing coalitions by connecting the coalitions with related organizations and encouraging the linkage of housing and schools issues in their work. It has worked with a coalition focused on the re-drafting

of the State Board of Education's desegregation rule, for example, and linked that school issue with broader issues of housing segregation and metropolitan stability. Similarly, it has encouraged a coalition working on a fair housing testing campaign in suburban Hennepin to frame this issue in the context of schools and broader life opportunities, too.

**Community education & dialogue.** In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Minnesota Minority Education Partnership, and the Minnesota Fair Housing Center to create the Community Circle Collaborative (CCC), a metro-wide dialogue project in which at least 200 people from all walks of life will join together - 5-15 at a time - in study circles held throughout the metro area to discuss the question: "How does racial and economic segregation of housing affect educational achievement and life opportunities?" The CCC is now a broad-based collaboration of community-based organizations, public staff and officials, and individuals working in a variety of fields, including anti-racism, housing, education, social justice, religion, law, and social research. The growing list of partners includes: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Dept. of Human Rights; the MN Churches Anti-Racism Initiative (of the MN Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAH); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty. The Collaboration is chaired by Dr. Josie R. Johnson.

### Staffing

EHEP employs two staff members who share the part-time position (25 hours/week total) of Coordinator. Co-Coordinator Travis Lee is responsible for community organizing and coalition building tasks, while Co-Coordinator Darcy Seaver focuses on administrative coordination and community education projects (particularly the Community Circle Collaborative's metro-wide study circle project). The Co-Coordination work under the direction of the Board of Directors.

### Board of Directors

The start-up Board of EHEP consists of Matthew Little, former president of the Minneapolis chapter of the NAACP, current chair of the NAACP's Education Committee, and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit nearly a quarter of a century ago, a member of the NAACP's Education Committee, and currently a freelance designer; and Michael Anderson, Executive Director of the Metropolitan Interfaith Council on Affordable Housing (MICAH). The Board is currently in the process of adding at least 4-5 new Directors.

## B. PURPOSE OF GRANT

### Need

Public discussion about the possibilities for inclusive and integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis, and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse in fact settling into simplistic, distorted polarities - neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we've found in our initial discussions, advocates and community leaders as well) feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

The issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized - and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what segregation and integration involves and by offering assistance to communities as they seek to become better integrated.

### Our Project

In response to this need and based on the experience and information we have gathered over the past year, we propose to continue and expand our work in coalition building and public education. We want to take the public discussion about racial and economic

segregation and integration to neighborhood centers, public libraries, school buildings, places of business, living rooms, and backyards – the places where ordinary people live their lives and where the real task of building inclusive communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public – that is, to lead people to a more informed, effective understanding of the effects of segregation, why integration is important, and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as society as a whole.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

**(1) Supporting and linking existing coalitions and organizations.** There are a wide range of groups and individuals in the Twin Cities metro area with a potential stake in the cause of inclusive and integrated communities and schools. We have begun connecting and collaborating with many such groups in our first year, and believe much can be accomplished simply by helping to support and expand existing coalitions that already focus on housing and school issues, but do not necessarily link those two issues together in their work. We propose to continue our coalition-building efforts by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parent organizations, teacher and staff groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others.

These groups all have different interests and different understandings of what integration means for them. Moreover, although we have found that many of them agree in the importance of linking school desegregation/integration with the broader issue of housing, few actively combine those two issues in their work, or in their recruitment of additional coalition members.

Over the past year we have seen – and begun to build on – a great potential for such broad coalition development and support, but also appreciate that it will require a labor-intensive effort to attract the participation of these groups in these combined issues of housing and education in ways that are appropriate to their interests and capacities. Such an effort is critically needed, however, and these groups constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities, and a broader response to the socioeconomic and racial segregation deepening in the Twin Cities area.

**(2) Solidifying a broad-based housing/education coalition.** The discussions and research we have undertaken over our first year have convinced us that the building of a single coalition that can advocate for more integrated schools and neighborhoods in the Twin Cities will be challenging and slow-going. We have begun to lay the foundation for such a coalition, however – by working within existing coalitions, by listening closely to both mainstream and community leaders and citizens, and by educating them about the realities and options facing us – and will work to solidify it over the next year. We plan to move from the dialogue phase to the issue-identification and action stage, working with the same broad range of organizations and individuals we have identified over the past year, as well as others. As we have found already, once groups have the information and tools to delve into these issues and see how they must be linked and pursued in coalition, there is a powerful movement to work together. The challenge over the next year will be to support these groups and individuals in figuring out *how* to further these issues in a way that is equitable, manageable, and capable of attracting widespread support.

**(3) Creating informed public dialogue and analysis.** The issues of residential and school segregation have become increasingly polarized and complex. There is a palpable sense of ambivalence about what to do about segregation, as both past and present strategies seem inadequate, flawed, or even misdirected. This is true even in those communities most affected by segregation, at every level: citizens, educators, housing advocates, community leaders, and policy makers. Our first year of work has given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity of widespread and well-informed public conversations about these issues. Without such conversations, we fear the silence and ambivalence – to say nothing of poor public policy and lack of leadership – will continue. We propose, therefore, to create such opportunities for education and dialogue at several levels:

- (a) The Community Circle Collaborative and the “Beyond Busing” study circle project. As noted above, EHEP has been a leading partner in this metro-wide collaboration. The CCC will organize at least 20 diverse “community circles” throughout the metropolitan region, book-ended by a Kick-Off Event and a

community-wide conference. The "Beyond Busing" community circles will address - through the prepared *Discussion Guide* and their own development of strategies - the question: "How does racial and economic segregation of housing affect educational achievement and life opportunities?" This project will require: (1) building the Collaborative to include a broad a group as possible, including organizations, public institutions, and individuals from throughout the metropolitan region, (2) promoting and publicizing the project, (3) preparing a *Discussion Guide*, (4) providing research support to the community circles, (5) organizing the Kick-off Event and later conference, (6) fundraising, (7) recruiting and training facilitators, and (8) evaluating and reporting on the outcomes of the community circles, the forums, and subsequent action.

EHEP has provided the lion's share of staff support for this project and will continue to do so through the first round of study circles in late Fall 1996 - particularly by helping to build the number of collaborators involved in the project; coordinating its activities and communication; and preparing the *Discussion Guide* - and in the follow-up conference in early 1997. We also hope to use the *Discussion Guide* in additional study circles later in 1997 and 1998.

(b) EHEP will also organize additional public forums, smaller conversation circles, media contacts, and workshops around these issues. In addition, it will compile information and produce materials - both text and video - that can be used in support of these conversations and forums. EHEP will also organize a speaker's bureau of experts and community leaders available to speak with the media, attend meetings, and brief organizations and policy makers.

Based on our first year's work in the community, we believe these combined strategies of coalition building and community education and dialogue are the best strategies for the coming two years.

# OTTO BREMER FOUNDATION

Suite 2000 - 445 Minnesota Street - St. Paul, Minnesota 55101-2107 - (612) 227-8036 - Fax (612) 227-2522

## Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

## Staff

John Kostishack  
Lynda Miner  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

November 15, 1996

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

Dear Ms. Seaver:

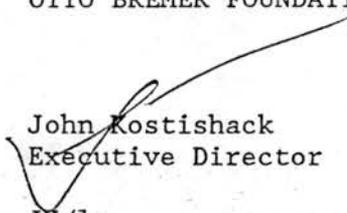
Enclosed please find our check in the amount of \$25,000 made payable to the Education and Housing Equity Project. This check is the first payment of a two year commitment and represents the Otto Bremer Foundation's support to work with communities in developing racially and economically integrated schools and housing.

The foundation requests a narrative report on the activities carried out under this grant and an expenditure report at the end of one year or earlier if the project has been completed.

Both Trustees and staff of the Foundation are pleased to be of assistance.

Sincerely,

OTTO BREMER FOUNDATION

  
John Kostishack  
Executive Director

JK/lm  
Encl.

cc: B. Ruecker  
R. Dunn

OTTO BREMER FOUNDATION (B06-34R.4/96)

17239

| DATE     | INVOICE NO | COMMENT            | AMOUNT    | DISCOUNT | NET AMOUNT |
|----------|------------|--------------------|-----------|----------|------------|
| 11/15/96 | LETTER     | FOR HOUSING EQUITY | 25,000.00 | .00      | 25,000.00  |

CHECK: 017239 11/15/96 EDUCATION AND HOUSING

CHK TOTAL: 25,000.00



**Otto Bremer Foundation**

TRUSTEES  
CHARLOTTE S. JOHNSON  
WILLIAM H. LIPSCHULTZ  
DANIEL C. REARDON

FIRST AMERICAN BANK  
METRO  
SOUTH ST. PAUL, MN 55075  
75-1041-960

17239

\*TWENTY FIVE THOUSAND DOLLARS AND NO CENTS

| DATE     | AMOUNT          |
|----------|-----------------|
| 11/15/96 | *****25,000.00* |

051013/7-95

PAY  
TO THE  
ORDER  
OF

EDUCATION AND HOUSING  
EQUITY PROJECT

*[Signature]*  
 \_\_\_\_\_  
*[Signature]*  
 \_\_\_\_\_



Security features included. Details on back.

# EDUCATION & HOUSING EQUITY PROJECT

August 31, 1996

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul MN 55101-2107

Dear John:

Thank you again for taking the time to meet with us on Friday. As discussed at that meeting, enclosed is a second proposal for our project. As you suggested, we are submitting a multiple-year request; specifically, we are requesting \$50,000 for a two-year period. We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

Our work over the past year has only strengthened our belief that an organization such as the Education & Housing Equity Project is desperately needed in the Twin Cities today. The year has also confirmed for us that coalition building and community education are the most effective and promising strategies for accomplishing our ambitious mission.

We hope the Otto Bremer Foundation will agree with us and continue its generous and critical support of EHEP. We believe strongly that our work and mission help accomplish the Otto Bremer Foundation's own goal of helping communities understand and appreciate diversity, assure equal access to community resources, and combat racism and other forms of bigotry.

Thank you again, John. If you have any questions or comments or require additional information, I can be reached at MICAHA on Tuesdays and Thursdays (871-8980) and at the Minneapolis Center for Neighborhoods on Mondays, Wednesdays, and Fridays (379-3602).

Sincerely,



Darcy Seaver

Co-Coordinator

**COVER SHEET: PROPOSAL TO OTTO BREMER FOUNDATION**

**ORGANIZATION INFORMATION**

**Education & Housing Equity Project**

*Legal Name of Organization*

122 West Franklin Avenue, #320

*Address*

Minneapolis MN 55404

612/871-8980

612/871-8984

*City, State, Zip*

*Telephone*

*FAX*

Darcy Seaver/Travis Lee

Co-Coordinators

612/871-8980

*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)**

The Education & Housing Equity Project (EHEP) acts as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area. EHEP pursues its mission through a three-part strategy: (1) coalition building and advocacy; (2) community education and public dialogue; and (3) assisting communities in becoming more inclusive and integrated.

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:

\$ 50,000

Funds are being requested for:

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: 10 Month 96 Year

to 12 Month 96 Year

**BUDGET**

Total annual organization budget:

\$ 101,775

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

\$ \_\_\_\_\_

**PROPOSAL SUMMARY**

To continue and expand current work on three fronts: (1) supporting and linking existing coalitions that are working on the combined issues of housing & education, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities.

Geographic area served: Twin Cities metropolitan area

Population served: Twin Cities metropolitan population, with a special emphasis on communities of color

**AUTHORIZATION**

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

Darcy Seaver & Travis Lee

Signature \_\_\_\_\_

# Proposal to the Otto Bremer Foundation

## A. ORGANIZATION OVERVIEW

### History & Mission

The Education & Housing Equity Project (EHEP) was created in early 1995 by a group of education and housing advocates who shared a belief in the pressing need to link the issue of school desegregation/integration with the broader issue of segregated housing and neighborhoods. The organization's mission is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- (1) Coalition building and advocacy;
- (2) Community education and public dialogue; and
- (3) Assisting communities in becoming more inclusive and integrated.

### Activities & Accomplishments

In its first year, EHEP was awarded a start-up grant to develop the organization and hired part-time staff in late 1995. Since that time, EHEP has worked to develop itself as an organization (including obtaining 501(c)(3) status and beginning a process of strategic planning) and collaborated with other organizations and individuals to determine the best strategies for making progress on these issues that are as complex and daunting as they are immediate.

With staff time limited to a part-time Coordinator's position, EHEP has been involved in the following activities and accomplished the following over the past eight months:

**Coalition building.** EHEP has spent its first year in numerous dialogues and collaborations. These have led to several specific coalition projects as well as a fuller understanding of the need for an organization that can link these two issues - housing and education - and help develop the desperately needed consensus and leadership to move forward. After two months of one-on-one interviews with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability, EHEP brought together over 30 organizations to begin the process of building a broad-based coalition that can work on these combined issues. EHEP has also helped expand the base and scope of existing coalitions by connecting the coalitions with related organizations and encouraging the linkage of housing and schools issues in their work. It has worked with a coalition focused on the re-drafting of the State Board of Education's desegregation rule, for example, and linked that

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## B. PURPOSE OF GRANT

### Need

Public discussion about the possibilities for inclusive and integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis, and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse in fact settling into simplistic, distorted polarities - neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we've found in our initial discussions, advocates and community leaders as well) feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

The issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized - and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what segregation and integration involves and by offering assistance to communities as they seek to become better integrated.

### Our Project

In response to this need and based on the experience and information we have gathered over the past year, we propose to continue and expand our work in coalition building and public education. We want to take the public discussion about racial and

economic segregation and integration to neighborhood centers, public libraries, school buildings, places of business, living rooms, and backyards – the places where ordinary people live their lives and where the real task of building inclusive communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public – that is, to lead people to a more informed, effective understanding of the effects of segregation, why integration is important, and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as society as a whole.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

**(1) Supporting and linking existing coalitions and organizations.** There are a wide range of groups and individuals in the Twin Cities metro area with a potential stake in the cause of inclusive and integrated communities and schools. We have begun connecting and collaborating with many such groups in our first year, and believe much can be accomplished simply by helping to support and expand existing coalitions that already focus on housing and school issues, but do not necessarily link those two issues together in their work. We propose to continue our coalition-building efforts by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parent organizations, teacher and staff groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others.

These groups all have different interests and different understandings of what integration means for them. Moreover, although we have found that many of them agree in the importance of linking school desegregation/integration with the broader issue of housing, few actively combine those two issues in their work, or in their recruitment of additional coalition members.

Over the past year we have seen – and begun to build on – a great potential for such broad coalition development and support, but also appreciate that it will require a labor-intensive effort to attract the participation of these groups in these combined issues of housing and education in ways that are appropriate to their interests and capacities. Such an effort is critically needed, however, and these groups constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities, and a broader response to the socioeconomic and racial segregation deepening in the Twin Cities area.

**(2) Solidifying a broad-based housing/education coalition.** The discussions and research we have undertaken over our first year have convinced us that the building of a single coalition that can advocate for more integrated schools and neighborhoods in the Twin Cities will be challenging and slow-going. We have begun to lay the foundation for such a coalition, however – by working within existing coalitions, by listening closely to both mainstream and community leaders and citizens, and by educating them about the realities and options facing us – and will work to solidify it over the next year. We plan to move from the dialogue phase to the issue-identification and action stage, working with the same broad range of organizations and individuals we have identified over the past year, as well as others. As we have found already, once groups have the information and tools to delve into these issues and see how must be linked and pursued in coalition, there is a powerful movement to work together. The challenge over the next year will be to support these groups and individuals in figuring out *how* to further these issues in a way that is equitable, manageable, and capable of attracting widespread support.

**(3) Creating informed public dialogue and analysis.** The issues of residential and school segregation have become increasingly polarized and complex. There is a palpable sense of ambivalence about what to do about segregation, as both past and present strategies seem inadequate, flawed, or even misdirected. This is true even in those communities most affected by segregation, at every level: citizens, educators, housing advocates, community leaders, and policy makers. Our first year of work has given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity of widespread and well-informed public conversations about these issues. Without such conversations, we fear the silence and ambivalence – to say nothing of poor public policy and lack of leadership – will continue. We propose, therefore, to create such opportunities for education and dialogue at several levels:

(a) The Community Circle Collaborative and the “Beyond Busing” study circle project. As noted above, EHEP has been a leading partner in this metro-wide collaboration. The CCC will organize at least 20 diverse “community circles” throughout the metropolitan region, book-ended by a Kick-Off Event and a community-wide conference. The “Beyond Busing” community circles will address – through the prepared *Discussion Guide* and their own development of

strategies - the question: "How does racial and economic segregation of housing affect educational achievement and life opportunities?" This project will require: (1) building the Collaborative to include a broad a group as possible, including organizations, public institutions, and individuals from throughout the metropolitan region, (2) promoting and publicizing the project, (3) preparing a *Discussion Guide*, (4) providing research support to the community circles, (5) organizing the Kick-off Event and later conference, (6) fundraising, (7) recruiting and training facilitators, and (8) evaluating and reporting on the outcomes of the community circles, the forums, and subsequent action.

EHEP has provided the lion's share of staff support for this project and will continue to do so through the first round of study circles in late Fall 1996 - particularly by helping to build the number of collaborators involved in the project; coordinating its activities and communication; and preparing the *Discussion Guide* - and in the follow-up conference in early 1997. We also hope to use the *Discussion Guide* in additional study circles later in 1997 and 1998.

(b) EHEP will also organize additional public forums, smaller conversation circles, media contacts, and workshops around these issues. EHEP will compile information and produce materials - both text and video - that can be used in support of these conversations and forums. EHEP will also organize a speaker's bureau of experts and community leaders available to speak with the media, attend meetings, and brief organizations and policy makers.

Based on our first year's work in the community, we believe these combined strategies of coalition building and community education and dialogue are the best strategies for the coming two years.

# Minnesota Common Grant Application Form

## BUDGET

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

Budget for the period:        October 1, 1996        to        December 31, 1998  

| <b>INCOME</b>                           |                 |                  |                  |
|---|-----------------|------------------|------------------|
| Source Support                          | 10/1/96-12/1/96 | 1997             | 1998             |
| Government grants & contracts           | \$0             | \$0              | \$0              |
| Foundations                             | \$5,000         | \$108,000        | \$96,000         |
| Otto Bremer Foundation                  | \$0             | \$25,000         | \$25,000         |
| Bush Foundation                         | \$3,000         | \$10,000         | \$10,000         |
| Grotto Foundation                       | \$2,000         | \$5,000          | \$5,000          |
| Headwaters Fund                         | \$0             | \$3,000          | \$1,000          |
| Joyce Foundation                        | \$0             | \$10,000         | \$10,000         |
| McKnight Foundation                     | \$0             | \$25,000         | \$25,000         |
| Charles Mott Foundation                 | \$0             | \$10,000         | \$10,000         |
| Phillips Foundation                     | \$0             | \$5,000          | \$5,000          |
| St. Paul Companies Foundation           |                 | \$10,000         | \$0              |
| James R. Thorpe Foundation              |                 | \$5,000          | \$5,000          |
| Corporations                            | \$0             | \$0              | \$0              |
| United Way or other federated campaigns | \$0             | \$0              | \$0              |
| Individual contributions                | \$0             | \$1,275          | \$2,775          |
| Fundraising events & products           | \$0             | \$1,000          | \$2,000          |
| Membership income                       | \$0             | \$0              | \$0              |
| In-kind support                         |                 | \$1,000          | \$1,000          |
| Rent                                    | \$500           |                  |                  |
| Revenue                                 |                 |                  |                  |
| Earned Income                           | \$0             | \$0              | \$0              |
| <b>Total Income</b>                     | <b>\$5,500</b>  | <b>\$111,275</b> | <b>\$101,775</b> |
|   |                 |                  |                  |
|   |                 |                  |                  |

| <b>EXPENSE</b>                           |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|
| Item                                     | 10/1/96-12/1/96       | 1997                  | 1998                  |
| Salaries & wages                         |                       |                       |                       |
| Coordinator                              | \$4,500<br>(.625 FTE) | \$35,000              | \$35,000              |
| Office Manager                           | \$0                   | \$12,500<br>(.50 FTE) | \$12,500<br>(.50 FTE) |
| Subtotal                                 | \$4,500               | \$47,500              | \$47,500              |
| Insurance benefits & other related taxes | \$0                   | \$11,875              | \$11,875              |
| Consultants & professional fees          | \$0                   | \$30,000              | \$30,000              |
| Travel                                   | \$0                   | \$800                 | \$800                 |
| Office Equipment                         | \$0                   | \$10,000              | \$500                 |
| Supplies                                 | \$200                 | \$1,500               | \$1,500               |
| Printing & copying                       | \$500                 | \$2,000               | \$2,000               |
| Telephone & fax                          | \$0                   | \$600                 | \$600                 |
| Postage & delivery                       | \$200                 | \$1,500               | \$1,500               |
| Rent & utilities                         | \$0                   | \$2,500               | \$2,500               |
| Other (specify)                          |                       |                       |                       |
| Conferences/ Meetings                    | \$100                 | \$3,000               | \$3,000               |
| <b>Total Expense</b>                     | <b>\$5,500</b>        | <b>\$111,275</b>      | <b>\$101,775</b>      |
| Difference (Income less expense)         | \$0                   | \$0                   | \$0                   |

## Education & Housing Equity Project

### Combined Income & Expense Report 1995 & 1996<sup>1</sup>

| INCOME                                      | 1995               | 1996<br>(1/1/96-8/31/96) | TOTAL              |
|---|--------------------|--------------------------|--------------------|
| Grants received<br>(Otto Bremer Foundation) | \$20,000.00        | 0                        | \$20,000.00        |
| <b>TOTAL INCOME:</b>                        | <b>\$20,000.00</b> | <b>0</b>                 | <b>\$20,000.00</b> |
|   |                    |                          |                    |
| EXPENSES                                    | 1995               | 1996<br>(1/1/96-8/31/96) | TOTAL              |
| Salaries & Wages                            | \$487.50           | \$13,852.50              | \$14,340.00        |
| Employer taxes, etc.                        | \$43.88            | \$1,314.46               | \$1,358.34         |
| 501(c)(3) application                       | 0                  | \$500.00                 | \$500.00           |
| Admin. Fee (MICAH)                          | 0                  | \$1,000.00               | \$1,000.00         |
| Postage                                     | 0                  | \$22.92                  | \$22.92            |
| Conferences &<br>Meetings                   | 0                  | \$175.01                 | \$175.01           |
| Staff Expenses                              | 0                  | \$5.75                   | \$5.75             |
| Subscriptions &<br>Memberships              | 0                  | \$48.95                  | \$48.95            |
| <b>TOTAL EXPENSES</b>                       | <b>\$531.38</b>    | <b>\$16,919.59</b>       | <b>\$17,450.97</b> |
| <b>EXCESS OF INCOME<br/>OVER EXPENSES</b>   | <b>\$19,468.62</b> | <b>(\$16,919.59)</b>     | <b>\$2,549.03</b>  |

<sup>1</sup> Because EHEP has only completed one fiscal year (1995) and in that year incurred minimal expenses, this report includes 1996 year-to-date expenses as well.

## Education & Housing Equity Project

### Board of Directors

#### **Matthew Little, President**

Mr. Little is the former president of the Minneapolis chapter of the NAACP, current chair of the NAACP's Education Committee, and a longtime activist for racial and social justice.

#### **Barbara Bearman, Secretary**

Ms. Bearman is another longtime activist who participated in the original Minneapolis school desegregation lawsuit nearly a quarter of a century ago, a member of the NAACP's Education Committee, and currently a freelance designer.

#### **Michael Anderson**

Mr. Anderson is the Executive Director of the Metropolitan Interfaith Council on Affordable Housing (MICAH).

*The Board is currently in the process of adding at least 4-5 new Directors. The Board expansion will be complete by November 1, 1996.*

May 5, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul, MN 55101-2107

Dear John:

At long last, here is our proposal.

What we propose is a coalition-building and community education project focused on metropolitan-wide integration in education and housing. We are asking the Otto Bremer Foundation for \$20,000 in start-up and planning funds. We are seeking support from other funders for further development and ongoing support of this project.

A grant of \$20,000 would enable us to hire an executive director, who would establish an advisory committee, raise additional funds, begin building the coalition and begin developing the education process and information materials we will need for this process.

#### **Who We Are**

This proposal actually comes to you under the auspices of a new organization, rather than from the Minneapolis branch of the NAACP. With the help of our attorneys at Maslon Edelman Borman & Brand, we have incorporated a nonprofit entity called Citizens for Integrated Communities. This organization will be applying for 501(c)(3) tax-exempt status from the Internal Revenue Service. Until that status is approved, the Metropolitan Interfaith Council on Affordable Housing has agreed to serve as a fiscal agent to receive and administer any grant funds.

We decided to incorporate as Citizens for Integrated Communities for several reasons. First, and above all, we recognize that our ambitious goal of metropolitan integration in education and housing requires a focused, long-term strategy — and an organization that can dedicate all of its energy to this project. Second, as we discussed earlier, the NAACP has cumbersome financial rules between local chapters and the national organization which would make it exceedingly difficult for the Minneapolis branch to carry out this project. Third, after exploring the possibility of conducting this project under the auspices of the Alliance for Metropolitan Stability, we concluded that its member groups have too many different agendas and varying opinions about how (and how fast) to proceed with metropolitan integration in education and housing. Our decision to form a new organization was made with great deliberation. We hope you will agree with our approach.

The Board of Directors of Citizens for Integrated Communities is composed of Matthew Little, former president of the Minneapolis chapter of the NAACP and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit almost a quarter of a century ago; and Michael Anderson, executive director of the Metropolitan Interfaith Coalition for Affordable Housing. Both Matthew Little and Barbara Bearman have been participating in the desegregation roundtable activities convened by the State Board of Education.

### Context

We expect that this project will complement legal action on education and housing desegregation which is likely to occur in the Twin Cities metropolitan area. But this project also stands on its own merits. The Board members of Citizens for Integrated Communities have been involved for many years in the struggle for racial and social justice. We do not underestimate the challenges we continue to face. There will always be substantial community misunderstanding and resistance.

The evidence now appears overwhelming that political and voluntary actions are simply not going to be sufficient to bring about integration. Indeed, as Myron Orfield's research shows, most trends are fast taking us in the wrong direction. Children's lives are being ruined while we wait. That is why, in our minds, legal solutions are necessary and urgent. But we also recognize that the practical success of any legal remedy will be improved greatly by efforts to inform and involve the community to the greatest extent possible. Nonetheless, we wish to emphasize that Citizens for Integrated Communities is independent of any legal action, and the value of this project should not be judged solely in connection with legal action.

### Need

Simple put, this is the need: Public discussion about the possibilities for integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse is fast settling into simplistic, distorted polarities — neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policymakers feel they are able to do; we speculate that this climate even limits what judges feel *they* are able do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

This issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized — and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what integration involves and by offering assistance to communities as they seek to become better integrated.

### **Our Project**

That's the need. Here's what we propose to do in response to this need.

We want to take the public discussion about integration to neighborhood centers, public libraries, school buildings, places of business, living rooms and backyards — the places where ordinary people live their lives and where the real task of building integrated communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public — that is, to lead people to a more informed, effective understanding of why integration is important and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as the whole society.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

To be clear: We do have an agenda. As our organization's name implies, we are in favor of integrated communities. We believe this outcome requires tandem efforts to promote the integration of housing and education. We also understand integration has an important economic component, because of the hugely disproportionate number of people of color, especially African-Americans, who live in poverty.

Our project has three elements: 1) to create a broad coalition in the Twin Cities metropolitan area that can advocate for integrated communities, 2) to create informed public conversations that will advance integrated communities, and 3) to assist communities in becoming integrated. These three elements follow one another in a sequential order: The coalition of groups becomes the vehicle for organizing and conducting informed public conversations. The intent of the coalition-building and public conversations is to build community interest in becoming better integrated, a task which will require technical assistance.

1) There are a wide range of groups with a potential stake in the cause of integrated communities. Our coalition-building effort will focus on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parents organizations, teachers groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media and others. These groups all have different interests and different understandings of what integration means for them. It will require a labor-intensive effort to attract the participation of these groups in this project in ways that are appropriate to their interests and capacities. But these groups

constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities.

2) This project seeks to encourage and inform public conversations about integrated communities via schools and housing. This will be done through public forums, smaller conversation circles, media contacts and workshops. Citizens for Integrated Communities will compile information and produce materials, both text and video, that can be used in support of these conversations. Citizens for Integrated Communities will also organize a speakers bureau of experts and community leaders available to speak with the media and attend meetings. However, we especially want to emphasize "conversation circles" — face-to-face meetings in non-threatening settings where people can feel comfortable about talking through these difficult and sensitive issues. We already have plenty of "town hall" events where citizens face the experts and authorities on the stage. We want to encourage citizens to come together and face one another for civil and informed conversations.

3) Finally, Citizens for Integrated Communities will assist communities in becoming integrated. We will employ organizers, both volunteer and professional, who will be able to "train the trainers" in local communities so they can follow through on the task of integrating schools and housing. We will serve as a resource for networking and an information-and-referral service to individuals and resources that communities can draw on as they seek to integrate. We will organize workshops with key stakeholders. This is obviously a long-term effort. But the coalition we establish at the start of this project becomes the infrastructure that can continue the conversations and continue the work of building integrated communities in our metropolitan area.

We anticipate that beyond the six-month start-up period which we hope the Otto Bremer Foundation will support, our organization will require an annual budget of \$150,000 per year for three years. The challenges are great and urgent, and we do not underestimate the resources that it will take to carry out this effort.

We hope you will find this proposal to be worthy of support. Please do not hesitate to contact us with any questions. Thank you for your consideration.

Sincerely,

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

|                                |                 |
|--------------------------------|-----------------|
| Executive Director (half-time) | \$ 9,000        |
| Benefits @ 25%                 | 2,250           |
| Conferences/Meetings           | 1,950           |
| Rent                           | 1,200           |
| Furniture/Equipment Lease      | 1,800           |
| Phone                          | 600             |
| Supplies                       | 600             |
| Postage                        | 600             |
| Printing/Copying               | 1,000           |
| Administrative Fee @ 5%        | 1,000           |
| <b>Total</b>                   | <b>\$20,000</b> |

OTTO BREMER  
FOUNDATION

Suite 2000 - 445 Minnesota Street - St. Paul, Minnesota 55101-2107 - (612) 227-8036 - Fax (612) 227-2522

Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

Staff

John Kostishack  
Lynda Miner  
Margarita Rubalcava  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

December 18, 1997

*Rec'd 12/31/97 (REL)  
Chk. deposited 1/6/98*

Mr. Dick Little  
Education and Housing Equity Project  
122 West Franklin Avenue, Suite #310  
Minneapolis, MN 55404

Dear Mr. Little:

Enclosed please find our check in the amount of \$25,000 made payable to the Education and Housing Equity Project. This check represents the final payment of the Otto Bremer Foundation's support to work with communities in developing racially and economically integrated schools and housing.

The foundation requests a narrative report on the activities carried out under this grant and an expenditure report at the end of one year or earlier if the project has been completed.

Both Trustees and staff of the Foundation are pleased to be of assistance.

Sincerely,

OTTO BREMER FOUNDATION

  
John Kostishack  
Executive Director

JK/lm

Encl.

cc: R. Schrantz

OTTO BREMER  
FOUNDATION

Suite 2000 - 445 Minnesota Street - St. Paul, Minnesota 55101-2107 - (612) 227-8036 - Fax (612) 227-2522

Trustees

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

Staff

John Kostishack  
Lynda Miner  
Margarita Rubalcava  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

December 30, 1997

Dick Little  
Education and Housing Equity Project  
122 West Franklin Avenue, Suite #310  
Minneapolis, MN 55404

Dear Mr. Little:

I have received your first year-end report on the Otto Bremer Foundation's grant to Education and Housing Equity Project to work with communities in developing racially and economically integrated schools and housing. Thank you for your stewardship of this grant.

I appreciate the report and am pleased to see that the project is operating with success. I shall look forward to a further report of expenditures and progress at the end of the next Otto Bremer Foundation grant year. The Otto Bremer Foundation appreciates the opportunity to have participated in the project.

Sincerely,

OTTO BREMER FOUNDATION



Lynda Miner  
Grants Manager

LM/mc

**OTTO BREMER  
FOUNDATION**

Suite 2000 ~ 445 Minnesota Street ~ St. Paul, Minnesota 55101-2107 ~ (612) 227-8036 ~ Fax (612) 227-2522

**Trustees**

Charlotte S. Johnson  
William H. Lipschultz  
Daniel C. Reardon

November 15, 1996

**Staff**

John Kostishack  
Lynda Miner  
Karen Starr  
Anthony A. Vasquez  
Elsa Vega-Perez

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

Dear Ms. Seaver:

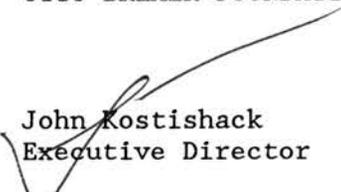
Enclosed please find our check in the amount of \$25,000 made payable to the Education and Housing Equity Project. This check is the first payment of a two year commitment and represents the Otto Bremer Foundation's support to work with communities in developing racially and economically integrated schools and housing.

The foundation requests a narrative report on the activities carried out under this grant and an expenditure report at the end of one year or earlier if the project has been completed.

Both Trustees and staff of the Foundation are pleased to be of assistance.

Sincerely,

OTTO BREMER FOUNDATION

  
John Kostishack  
Executive Director

JK/lm  
Encl.

cc: B. Ruecker  
R. Dunn

# EDUCATION & HOUSING EQUITY PROJECT

August 31, 1996

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul MN 55101-2107

Dear John:

Thank you again for taking the time to meet with us on Friday. As discussed at that meeting, enclosed is a second proposal for our project. As you suggested, we are submitting a multiple-year request; specifically, we are requesting \$50,000 for a two-year period. We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

Our work over the past year has only strengthened our belief that an organization such as the Education & Housing Equity Project is desperately needed in the Twin Cities today. The year has also confirmed for us that coalition building and community education are the most effective and promising strategies for accomplishing our ambitious mission.

We hope the Otto Bremer Foundation will agree with us and continue its generous and critical support of EHEP. We believe strongly that our work and mission help accomplish the Otto Bremer Foundation's own goal of helping communities understand and appreciate diversity, assure equal access to community resources, and combat racism and other forms of bigotry.

Thank you again, John. If you have any questions or comments or require additional information, I can be reached at MICAH on Tuesdays and Thursdays (871-8980) and at the Minneapolis Center for Neighborhoods on Mondays, Wednesdays, and Fridays (379-3602).

Sincerely,



Darcy Seaver  
Co-Coordinator

COVER SHEET: PROPOSAL TO OTTO BREMER FOUNDATION

ORGANIZATION INFORMATION

Education & Housing Equity Project

Legal Name of Organization

122 West Franklin Avenue, #320

Address

Minneapolis MN 55404

612/871-8980

612/871-8984

City, State, Zip

Telephone

FAX

Darcy Seaver/Travis Lee

Co-Coordiators

612/871-8980

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)

The Education & Housing Equity Project (EHEP) acts as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area. EHEP pursues its mission through a three-part strategy: (1) coalition building and advocacy; (2) community education and public dialogue; and (3) assisting communities in becoming more inclusive and integrated.

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:

\$ 50,000

Funds are being requested for:

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

to \_\_\_\_\_ Month \_\_\_\_\_ Year

to \_\_\_\_\_ Month \_\_\_\_\_ Year

BUDGET

Total annual organization budget:

\$101,775

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

\$ \_\_\_\_\_

PROPOSAL SUMMARY

To continue and expand current work on three fronts: (1) supporting and linking existing coalitions that are working on the combined issues of housing & education, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities.

Geographic area served: Twin Cities metropolitan area

Population served: Twin Cities metropolitan population, with a special emphasis on communities of color

AUTHORIZATION

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

Darcy Seaver & Travis Lee

Signature \_\_\_\_\_

# Proposal to the Otto Bremer Foundation

## A. ORGANIZATION OVERVIEW

### History & Mission

The Education & Housing Equity Project (EHEP) was created in early 1995 by a group of education and housing advocates who shared a belief in the pressing need to link the issue of school desegregation/integration with the broader issue of segregated housing and neighborhoods. The organization's mission is to act as a catalyst to build broad-based coalitions and engage the community in public discussions and advocacy for the purpose of promoting racially and economically inclusive communities that give families of all incomes, races, and ethnicities access to schools and housing throughout the metropolitan area.

EHEP pursues its mission through a three-part strategy:

- (1) Coalition building and advocacy;
- (2) Community education and public dialogue; and
- (3) Assisting communities in becoming more inclusive and integrated.

### Activities & Accomplishments

In its first year, EHEP was awarded a start-up grant to develop the organization and hired part-time staff in late 1995. Since that time, EHEP has worked to develop itself as an organization (including obtaining 501(c)(3) status and beginning a process of strategic planning) and collaborated with other organizations and individuals to determine the best strategies for making progress on these issues that are as complex and daunting as they are immediate.

With staff time limited to a part-time Coordinator's position, EHEP has been involved in the following activities and accomplished the following over the past eight months:

**Coalition building.** EHEP has spent its first year in numerous dialogues and collaborations. These have led to several specific coalition projects as well as a fuller understanding of the need for an organization that can link these two issues – housing and education – and help develop the desperately needed consensus and leadership to move forward. After two months of one-on-one interviews with a broad range of community leaders and experts in the fields of housing, education, anti-racism, and metropolitan stability, EHEP brought together over 30 organizations to begin the process of building a broad-based coalition that can work on these combined issues. EHEP has also helped expand the base and scope of existing coalitions by connecting the coalitions with related organizations and encouraging the linkage of housing and schools issues in their work. It has worked with a coalition focused on the re-drafting of the State Board of Education's desegregation rule, for example, and linked that

school issue with broader issues of housing segregation and metropolitan stability. Similarly, it has encouraged a coalition working on a fair housing testing campaign in suburban Hennepin to frame this issue in the context of schools and broader life opportunities, too.

**Community education & dialogue.** In February 1996, EHEP partnered with the Minneapolis Initiative Against Racism, the Minnesota Minority Education Partnership, and the Minnesota Fair Housing Center to create the Community Circle Collaborative (CCC), a metro-wide dialogue project in which at least 200 people from all walks of life will join together - 5-15 at a time - in study circles held throughout the metro area to discuss the question: "How does racial and economic segregation of housing affect educational achievement and life opportunities?" The CCC is now a broad-based collaboration of community-based organizations, public staff and officials, and individuals working in a variety of fields, including anti-racism, housing, education, social justice, religion, law, and social research. The growing list of partners includes: the Minneapolis Initiative Against Racism; Mayor Sharon Sayles Belton; Toward Tomorrow Together (a St. Paul area anti-racism coalition); the Wilder Foundation; the St. Paul Dept. of Human Rights; the MN Churches Anti-Racism Initiative (of the MN Council of Churches, the Greater Minneapolis Council of Churches, and St. Paul Area Council of Churches); the Metropolitan Interfaith Council on Affordable Housing (MICAH); the Suburban Hennepin Anti-Racism Coalition; and the Institute on Race & Poverty. The Collaboration is chaired by Dr. Josie R. Johnson.

### Staffing

EHEP employs two staff members who share the part-time position (25 hours/week total) of Coordinator. Co-Coordinator Travis Lee is responsible for community organizing and coalition building tasks, while Co-Coordinator Darcy Seaver focuses on administrative coordination and community education projects (particularly the Community Circle Collaborative's metro-wide study circle project). The Co-Coordination work under the direction of the Board of Directors.

### Board of Directors

The start-up Board of EHEP consists of Matthew Little, former president of the Minneapolis chapter of the NAACP, current chair of the NAACP's Education Committee, and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit nearly a quarter of a century ago, a member of the NAACP's Education Committee, and currently a freelance designer; and Michael Anderson, Executive Director of the Metropolitan Interfaith Council on Affordable Housing (MICAH). The Board is currently in the process of adding at least 4-5 new Directors.

## B. PURPOSE OF GRANT

### Need

Public discussion about the possibilities for inclusive and integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis, and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building inclusive and integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse in fast settling into simplistic, distorted polarities - neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policy makers (and, as we've found in our initial discussions, advocates and community leaders as well) feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

The issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized - and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what segregation and integration involves and by offering assistance to communities as they seek to become better integrated.

### Our Project

In response to this need and based on the experience and information we have gathered over the past year, we propose to continue and expand our work in coalition building and public education. We want to take the public discussion about racial and

economic segregation and integration to neighborhood centers, public libraries, school buildings, places of business, living rooms, and backyards – the places where ordinary people live their lives and where the real task of building inclusive communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public – that is, to lead people to a more informed, effective understanding of the effects of segregation, why integration is important, and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as society as a whole.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

We propose to continue and expand our current work on three fronts: (1) supporting and linking existing coalitions that are working on these related issues, (2) solidifying a broad-based coalition that can advocate for racially and economically integrated schools and housing throughout the metropolitan area, and (3) sponsoring informed public conversations that will advance the understanding and promotion of inclusive communities. Each of these elements reinforces the others.

**(1) Supporting and linking existing coalitions and organizations.** There are a wide range of groups and individuals in the Twin Cities metro area with a potential stake in the cause of inclusive and integrated communities and schools. We have begun connecting and collaborating with many such groups in our first year, and believe much can be accomplished simply by helping to support and expand existing coalitions that already focus on housing and school issues, but do not necessarily link those two issues together in their work. We propose to continue our coalition-building efforts by focusing on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parent organizations, teacher and staff groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media, and others.

These groups all have different interests and different understandings of what integration means for them. Moreover, although we have found that many of them agree in the importance of linking school desegregation/integration with the broader issue of housing, few actively combine those two issues in their work, or in their recruitment of additional coalition members.

Over the past year we have seen – and begun to build on – a great potential for such broad coalition development and support, but also appreciate that it will require a labor-intensive effort to attract the participation of these groups in these combined issues of housing and education in ways that are appropriate to their interests and capacities. Such an effort is critically needed, however, and these groups constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities, and a broader response to the socioeconomic and racial segregation deepening in the Twin Cities area.

**(2) Solidifying a broad-based housing/education coalition.** The discussions and research we have undertaken over our first year have convinced us that the building of a single coalition that can advocate for more integrated schools and neighborhoods in the Twin Cities will be challenging and slow-going. We have begun to lay the foundation for such a coalition, however – by working within existing coalitions, by listening closely to both mainstream and community leaders and citizens, and by educating them about the realities and options facing us – and will work to solidify it over the next year. We plan to move from the dialogue phase to the issue-identification and action stage, working with the same broad range of organizations and individuals we have identified over the past year, as well as others. As we have found already, once groups have the information and tools to delve into these issues and see how must be linked and pursued in coalition, there is a powerful movement to work together. The challenge over the next year will be to support these groups and individuals in figuring out *how* to further these issues in a way that is equitable, manageable, and capable of attracting widespread support.

**(3) Creating informed public dialogue and analysis.** The issues of residential and school segregation have become increasingly polarized and complex. There is a palpable sense of ambivalence about what to do about segregation, as both past and present strategies seem inadequate, flawed, or even misdirected. This is true even in those communities most affected by segregation, at every level: citizens, educators, housing advocates, community leaders, and policy makers. Our first year of work has given us a deep appreciation of this confusion, even as it has frustrated and worried us, and convinced us of the necessity of widespread and well-informed public conversations about these issues. Without such conversations, we fear the silence and ambivalence – to say nothing of poor public policy and lack of leadership – will continue. We propose, therefore, to create such opportunities for education and dialogue at several levels:

(a) The Community Circle Collaborative and the “Beyond Busing” study circle project. As noted above, EHEP has been a leading partner in this metro-wide collaboration. The CCC will organize at least 20 diverse “community circles” throughout the metropolitan region, book-ended by a Kick-Off Event and a community-wide conference. The “Beyond Busing” community circles will address – through the prepared *Discussion Guide* and their own development of

strategies – the question: “How does racial and economic segregation of housing affect educational achievement and life opportunities?” This project will require: (1) building the Collaborative to include a broad a group as possible, including organizations, public institutions, and individuals from throughout the metropolitan region, (2) promoting and publicizing the project, (3) preparing a *Discussion Guide*, (4) providing research support to the community circles, (5) organizing the Kick-off Event and later conference, (6) fundraising, (7) recruiting and training facilitators, and (8) evaluating and reporting on the outcomes of the community circles, the forums, and subsequent action.

EHEP has provided the lion’s share of staff support for this project and will continue to do so through the first round of study circles in late Fall 1996 – particularly by helping to build the number of collaborators involved in the project; coordinating its activities and communication; and preparing the *Discussion Guide* – and in the follow-up conference in early 1997. We also hope to use the *Discussion Guide* in additional study circles later in 1997 and 1998.

(b) EHEP will also organize additional public forums, smaller conversation circles, media contacts, and workshops around these issues. EHEP will compile information and produce materials – both text and video – that can be used in support of these conversations and forums. EHEP will also organize a speaker’s bureau of experts and community leaders available to speak with the media, attend meetings, and brief organizations and policy makers.

Based on our first year’s work in the community, we believe these combined strategies of coalition building and community education and dialogue are the best strategies for the coming two years.

## Education & Housing Equity Project

### Combined Income & Expense Report 1995 & 1996<sup>1</sup>

| INCOME                                      | 1995               | 1996<br>(1/1/96-8/31/96) | TOTAL              |
|---|--------------------|--------------------------|--------------------|
| Grants received<br>(Otto Bremer Foundation) | \$20,000.00        | 0                        | \$20,000.00        |
| <b>TOTAL INCOME:</b>                        | <b>\$20,000.00</b> | <b>0</b>                 | <b>\$20,000.00</b> |
|   |                    |                          |                    |
| EXPENSES                                    | 1995               | 1996<br>(1/1/96-8/31/96) | TOTAL              |
| Salaries & Wages                            | \$487.50           | \$13,852.50              | \$14,340.00        |
| Employer taxes, etc.                        | \$43.88            | \$1,314.46               | \$1,358.34         |
| 501(c)(3) application                       | 0                  | \$500.00                 | \$500.00           |
| Admin. Fee (MICAH)                          | 0                  | \$1,000.00               | \$1,000.00         |
| Postage                                     | 0                  | \$22.92                  | \$22.92            |
| Conferences &<br>Meetings                   | 0                  | \$175.01                 | \$175.01           |
| Staff Expenses                              | 0                  | \$5.75                   | \$5.75             |
| Subscriptions &<br>Memberships              | 0                  | \$48.95                  | \$48.95            |
| <b>TOTAL EXPENSES</b>                       | <b>\$531.38</b>    | <b>\$16,919.59</b>       | <b>\$17,450.97</b> |
| <b>EXCESS OF INCOME<br/>OVER EXPENSES</b>   | <b>\$19,468.62</b> | <b>(\$16,919.59)</b>     | <b>\$2,549.03</b>  |

<sup>1</sup> Because EHEP has only completed one fiscal year (1995) and in that year incurred minimal expenses, this report includes 1996 year-to-date expenses as well.

## Education & Housing Equity Project

### Board of Directors

#### **Matthew Little, President**

Mr. Little is the former president of the Minneapolis chapter of the NAACP, current chair of the NAACP's Education Committee, and a longtime activist for racial and social justice.

#### **Barbara Bearman, Secretary**

Ms. Bearman is another longtime activist who participated in the original Minneapolis school desegregation lawsuit nearly a quarter of a century ago, a member of the NAACP's Education Committee, and currently a freelance designer.

#### **Michael Anderson**

Mr. Anderson is the Executive Director of the Metropolitan Interfaith Council on Affordable Housing (MICAH).

*The Board is currently in the process of adding at least 4-5 new Directors. The Board expansion will be complete by November 1, 1996.*

May 5, 1995

Mr. John Kostishack  
Otto Bremer Foundation  
Suite 2000  
445 Minnesota Street  
St. Paul, MN 55101-2107

Dear John:

At long last, here is our proposal.

What we propose is a coalition-building and community education project focused on metropolitan-wide integration in education and housing. We are asking the Otto Bremer Foundation for \$20,000 in start-up and planning funds. We are seeking support from other funders for further development and ongoing support of this project.

A grant of \$20,000 would enable us to hire an executive director, who would establish an advisory committee, raise additional funds, begin building the coalition and begin developing the education process and information materials we will need for this process.

#### **Who We Are**

This proposal actually comes to you under the auspices of a new organization, rather than from the Minneapolis branch of the NAACP. With the help of our attorneys at Maslon Edelman Borman & Brand, we have incorporated a nonprofit entity called Citizens for Integrated Communities. This organization will be applying for 501(c)(3) tax-exempt status from the Internal Revenue Service. Until that status is approved, the Metropolitan Interfaith Council on Affordable Housing has agreed to serve as a fiscal agent to receive and administer any grant funds.

We decided to incorporate as Citizens for Integrated Communities for several reasons. First, and above all, we recognize that our ambitious goal of metropolitan integration in education and housing requires a focused, long-term strategy — and an organization that can dedicate all of its energy to this project. Second, as we discussed earlier, the NAACP has cumbersome financial rules between local chapters and the national organization which would make it exceedingly difficult for the Minneapolis branch to carry out this project. Third, after exploring the possibility of conducting this project under the auspices of the Alliance for Metropolitan Stability, we concluded that its member groups have too many different agendas and varying opinions about how (and how fast) to proceed with metropolitan integration in education and housing. Our decision to form a new organization was made with great deliberation. We hope you will agree with our approach.

The Board of Directors of Citizens for Integrated Communities is composed of Matthew Little, former president of the Minneapolis chapter of the NAACP and a longtime activist for racial and social justice; Barbara Bearman, another longtime activist who participated in the original Minneapolis school desegregation lawsuit almost a quarter of a century ago; and Michael Anderson, executive director of the Metropolitan Interfaith Coalition for Affordable Housing. Both Matthew Little and Barbara Bearman have been participating in the desegregation roundtable activities convened by the State Board of Education.

### Context

We expect that this project will complement legal action on education and housing desegregation which is likely to occur in the Twin Cities metropolitan area. But this project also stands on its own merits. The Board members of Citizens for Integrated Communities have been involved for many years in the struggle for racial and social justice. We do not underestimate the challenges we continue to face. There will always be substantial community misunderstanding and resistance.

The evidence now appears overwhelming that political and voluntary actions are simply not going to be sufficient to bring about integration. Indeed, as Myron Orfield's research shows, most trends are fast taking us in the wrong direction. Children's lives are being ruined while we wait. That is why, in our minds, legal solutions are necessary and urgent. But we also recognize that the practical success of any legal remedy will be improved greatly by efforts to inform and involve the community to the greatest extent possible. Nonetheless, we wish to emphasize that Citizens for Integrated Communities is independent of any legal action, and the value of this project should not be judged solely in connection with legal action.

### Need

Simple put, this is the need: Public discussion about the possibilities for integrated communities is rare, usually divisive and poorly informed, not conducted on a systematic or sustained basis and with too few groups and individuals involved. We believe these adverse conditions imperil the chances of building integrated communities in the Twin Cities metropolitan area.

The principal danger is that public discourse is fast settling into simplistic, distorted polarities — neighborhood schools versus forced busing, quality education versus desegregation, core cities versus suburbs, rich versus poor and, of course, whites versus people of color (especially African-Americans). A climate of public opinion poisoned by these divisions inevitably limits what policymakers feel they are able to do; we speculate that this climate even limits what judges feel *they* are able to do. In the current environment, the issues are captured by the most extreme and negative voices, which are then amplified by the media. The public sits and listens. Few want to get involved, because of the fear of getting burned in the heated controversy and because of the not-unreasonable judgment that little will be accomplished under these conditions.

There is a need to involve many groups and the broader public in civil, informed conversations about the possibilities for integrated communities. There is a need to expand the serious discussion of these issues beyond the courtrooms and the academic halls. As many people as possible in our community should be participating in the conversation about this issue. The discourse should not be limited to the invectives of "talk radio," the well-intentioned opinions of newspaper editorials, the sociological jargon of academia or the legal technicalities of the court.

This issue is developing rapidly. The question is who will be involved in the public discourse, and how will that discourse be framed. Unfortunately, past experience shows that these issues are easily polarized — and stay polarized. We believe that this familiar yet unfortunate outcome can be averted by organizing a wide range of groups that have a potential stake in integration, by engaging broad-based public participation in informed conversations about what integration involves and by offering assistance to communities as they seek to become better integrated.

### **Our Project**

That's the need. Here's what we propose to do in response to this need.

We want to take the public discussion about integration to neighborhood centers, public libraries, school buildings, places of business, living rooms and backyards — the places where ordinary people live their lives and where the real task of building integrated communities is going to take place. We wish to encourage and inform public conversations that will help lead people to support the principle of integrated communities and to support efforts to move toward that goal. This organization seeks to educate the public — that is, to lead people to a more informed, effective understanding of why integration is important and how it can be accomplished. Through this process, we hope that people can understand the value of integration for themselves and other people, as well as the whole society.

We have no illusions that all people will be persuaded, or that all will be willing to participate. There are, after all, real conflicts of interest and conflicts of values. These will not be dissolved by a little talk. But without the effort to bring people together for informed and civil conversations, the most extreme voices will be free to frame the issue. Public-spirited conversation will be drowned out by shrill debate; our common interests and values will get lost in the sea of opposition and conflict.

To be clear: We do have an agenda. As our organization's name implies, we are in favor of integrated communities. We believe this outcome requires tandem efforts to promote the integration of housing and education. We also understand integration has an important economic component, because of the hugely disproportionate number of people of color, especially African-Americans, who live in poverty.

Our project has three elements: 1) to create a broad coalition in the Twin Cities metropolitan area that can advocate for integrated communities, 2) to create informed public conversations that will advance integrated communities, and 3) to assist communities in becoming integrated. These three elements follow one another in a sequential order: The coalition of groups becomes the vehicle for organizing and conducting informed public conversations. The intent of the coalition-building and public conversations is to build community interest in becoming better integrated, a task which will require technical assistance.

1) There are a wide range of groups with a potential stake in the cause of integrated communities. Our coalition-building effort will focus on faith communities, elected officials (legislators, school boards, city councils, mayors, county boards), neighborhood groups, parents organizations, teachers groups, professional education programs, labor unions, business organizations, civic groups, civil rights organizations, human rights commissions, libraries, the media and others. These groups all have different interests and different understandings of what integration means for them. It will require a labor-intensive effort to attract the participation of these groups in this project in ways that are appropriate to their interests and capacities. But these groups

constitute the essential infrastructure through which we can develop the broader public understanding and support for integrated communities.

2) This project seeks to encourage and inform public conversations about integrated communities via schools and housing. This will be done through public forums, smaller conversation circles, media contacts and workshops. Citizens for Integrated Communities will compile information and produce materials, both text and video, that can be used in support of these conversations. Citizens for Integrated Communities will also organize a speakers bureau of experts and community leaders available to speak with the media and attend meetings. However, we especially want to emphasize "conversation circles" — face-to-face meetings in non-threatening settings where people can feel comfortable about talking through these difficult and sensitive issues. We already have plenty of "town hall" events where citizens face the experts and authorities on the stage. We want to encourage citizens to come together and face one another for civil and informed conversations.

3) Finally, Citizens for Integrated Communities will assist communities in becoming integrated. We will employ organizers, both volunteer and professional, who will be able to "train the trainers" in local communities so they can follow through on the task of integrating schools and housing. We will serve as a resource for networking and an information-and-referral service to individuals and resources that communities can draw on as they seek to integrate. We will organize workshops with key stakeholders. This is obviously a long-term effort. But the coalition we establish at the start of this project becomes the infrastructure that can continue the conversations and continue the work of building integrated communities in our metropolitan area.

We anticipate that beyond the six-month start-up period which we hope the Otto Bremer Foundation will support, our organization will require an annual budget of \$150,000 per year for three years. The challenges are great and urgent, and we do not underestimate the resources that it will take to carry out this effort.

We hope you will find this proposal to be worthy of support. Please do not hesitate to contact us with any questions. Thank you for your consideration.

Sincerely,

Start-Up Budget  
Otto Bremer Grant  
July 1, 1995 - December 31, 1995

|                                |                 |
|--------------------------------|-----------------|
| Executive Director (half-time) | \$ 9,000        |
| Benefits @ 25%                 | 2,250           |
| Conferences/Meetings           | 1,950           |
| Rent                           | 1,200           |
| Furniture/Equipment Lease      | 1,800           |
| Phone                          | 600             |
| Supplies                       | 600             |
| Postage                        | 600             |
| Printing/Copying               | 1,000           |
| Administrative Fee @ 5%        | 1,000           |
| <b>Total</b>                   | <b>\$20,000</b> |

# EDUCATION & HOUSING EQUITY PROJECT BREMER GRANT 1997 REPORT

## REPORT ON ACCOMPLISHMENTS

During 1997, EHEP established the Community Circle Collaborative, a metro-wide dialogue project that engaged over 500 citizens from 35 different municipalities in informed public conversations focused on the challenges of school achievement, housing integration and racial/economic equity in the Twin Cities metropolitan area.

These discussions included:

- 1) Twenty-five 'community circles,' each composed of 5-20 participants meeting between three and six times (approximately two hours for each meeting) during the months of March through June. These circles were sponsored by a wide variety of organizations and were convened in central city, suburban and outlying communities. Approximately 25% of the 350 or so participants were people of color.
- 2) A Metropolitan Citizens Forum held at Macalester College Chapel in May moderated by George Latimer and Vivian Jenkins Nelsen, two noted facilitators and leaders on issues of race relations and segregation. 125 citizens and public community leaders, including representatives of community circles who shared the results of their circle deliberations attended the forum.
- 3) A set of town meetings in Minneapolis and St. Paul public schools in September held in conjunction with the National Summit on Race Relations and America's Public Schools and co-sponsored with the President's Commission on Race and the National Conference of Christians and Jews. Approximately 50 adults and youth participated in facilitated, nominal group discussions.

EHEP and its Community Circle Collaborative partners accomplished these dialogues through a sequence of organizing and supporting activities, including the following:

- 1) A sponsor kick-off event "*Beyond Busing*" held in December 1996 at the St. Louis Park City Council Chambers. Over 100 citizens representing nearly as many organizations attended the forum, which introduced the project and provided an overview of the issues. Following the forum, approximately 50 different groups (school districts, churches and synagogues, libraries, neighborhood councils, community-based non-profits, housing groups, human rights commissions, chambers of commerce and municipalities) signed pledges of participation, agreeing to sponsor or convene at least one community circle.
- 2) Facilitator training workshops held in February at Augsburg College. Approximately 85 people with backgrounds or experience in facilitating small groups were recruited and received training on the issues and process to be used in the community circles

discussions. Each volunteer moderator/facilitator signed a pledge of participation. Facilitators were subsequently matched with community circles convened by the sponsors. The Community Circle Collaborative worked with the Minnesota Facilitators Network to identify and recruit moderator/facilitators. In addition, many of the sponsor/conveners provided their own experienced facilitators.

- 3) Research and preparation of an issues/discussion guide *Choices for Community: A Regional Conversation about the Challenges of Education, Housing and Segregation in the Twin Cities Metropolitan Area*. In the preparation of this document, the Collaborative was assisted by a CURA-funded graduate intern from the Humphrey Institute of Public Affairs, and by noted journalist, editorial writer and playwright Syl Jones.
- 4) The Collaborative also produced a resource bibliography that includes over 125 publications and articles to help inform the public discussions. The Librarians for Social Responsibility offered to assist in making these resources available for community circle use at branch county libraries. In addition, the Collaborative supplied resource experts who were available to meet with community circles upon request. Community circle participants were also invited to local conferences and seminars, such as the Institute on Race and Poverty's Spring Conference on housing, education and persistent segregation, to augment their inquiry and knowledge of the issues they were discussing.
- 5) A concluding forum *Coming Together: A Regional Conversation on Schools, Housing and Segregation*, co-sponsored with the Macalester College Department of Urban Studies and the Minnesota Public Radio Civic Journalism Initiative (described above). This event brought together community circle representatives, interested citizens and invited community leaders to achieve a metro-wide conversation and share the results of the individual community conversations.
- 6) An evaluation survey of the community circle sponsors, facilitators, reporters and participants to learn what worked well and what needs to be changed before a second round of community conversations is held. All participating circles completed the survey, and a summary report of the results has been prepared. A focus group meeting with community circle representatives will be held in the near future.
- 7) A summary report of the community circles' findings, conclusions and recommendations to be made available for public distribution in early 1998. At the conclusion of their deliberations, the community circles submitted over 100 pages of reports. The substance of these reports, along with the results of the fall town meetings at Minneapolis and Saint Paul Schools, are being synthesized and integrated into a summary report. The final document will report on the substance of the conversations, but will also include a critique of the discussions and process recommendations for a second round of discussions and action steps in 1998.

- 8) Video and audio documentation of the project, which was provided by a community circle partner, the Minneapolis Neighborhood Revitalization Project.
- 9) The project network directory, which now includes over 1,000 participants and interested citizens.

The results of the community circle conversations are already being used and have had some impact on the Twin Cities civic community:

1. The Project was a major contributor to the winter 1997 edition of Wilder Foundation's *Community Matters*. The entire issue is devoted to "Race and Community." The Project has also received media coverage by:
  - The *Star Tribune of the Twin Cities*
  - The *U.S. News & World Report*
  - Minnesota Public Radio's Midday Program (KNOW-FM)
  - Community Radio Station KFAI in Minneapolis
  - Minneapolis Community Television Network, Channel 6
  - A radio program of the Black Leadership Forum (Yvonne Scruggs) in Washington, D.C.
  - The national newsletter of the Study Circles Resource Center
  - Several Twin Cities-based neighborhood and suburban newspapers

We have also received a request from NBC News for coverage of the second round of conversations in 1998. Our project will also be the subject of a major display at the Minneapolis Public Library in January and February 1998.

2. Project staff and participants were invited to be contributors to two other public conversations in September 1997: The Peoples Summit, broadcast by KTCA as part of its Block by Block television series, and the Metropolitan Initiatives Forum, cosponsored by several Twin Cities foundations and the Citizens League.
3. Several new community-wide discussion initiatives have begun which are inspired by or modeled after the community circle discussions we initiated. One prominent example is the dialogue and action project begun by Interfaith Action, a social justice ministry of church congregations in the greater Minneapolis area. EHEP assisted them in convening metro interfaith forums on jobs, housing, sprawl, race and poverty. Their discussion guide and "issues map" are taken directly from the Community Circles project. The chief organizers, planners and resource speakers of the Interfaith Dialogues were participants, sponsors or facilitators in the Community Circles project. Partly in response to our initiative, education and segregation issues have been added to their agenda.
4. Following completion of the second round of community circle conversations, EHEP board members and staff were invited to:

- Make presentations to the Minnesota Minority Education Partnership at its annual conference, and the West Metropolitan Education Program (consortium of nine suburban school districts and the Minneapolis school district) at one of its quarterly board/superintendent meetings;
- Meet with and provide input to the mediation consulting team (CMI) for the NAACP v. State of Minnesota educational adequacy law suit;
- Participate in updating the Minnesota Milestones measures for state and metropolitan outcomes in education, housing and multicultural diversity; and
- Develop strategies at the Metropolitan Housing Summit cosponsored by the Metropolitan Interfaith Council on Affordable Housing.

EHEP staff and board members have also participated in and helped lead discussions at various conferences focusing on housing and education issues (e.g., the DFL Education Foundation's conference on closing the income gap and the Institute on Race and Poverty's conference on overcoming spatial barriers to welfare reform).

5. EHEP has been contacted by National Days of Dialogue to help promote conversations on race relations in the Twin Cities. The National Days of Dialogue on Race Relations is a coalition effort of national organizations to encourage and highlight dialogue on race relations during the week leading up to Martin Luther King Day. We have also been contacted by the St. Paul Pioneer Press to advise and assist them in establishing a series of community discussions that that would be tied to a newspaper series they will be running on welfare reform and poverty in the Twin Cities.
6. Some of the community circles continue to meet (e.g., the Golden Valley Circle sponsored by the Black History Month Committee of the Human Rights Commission, working with the Twin West Chamber of Commerce and Hopkins School District). EHEP is also monitoring action initiatives that spring from local community circles (e.g., churches getting involved in fair housing initiatives).
7. EHEP formally supported and helped develop MICAHA's proposal to HUD for a Fair Housing Initiatives Grant. In the category of "education and outreach – reducing suburban tensions," MICAHA was one of only five non-profits in the nation to receive funding. EHEP will be a collaborating partner in this project, which will use theatre as a vehicle for engaging the public in the issues we care about. Other community and congregational organizing groups (e.g., St. Paul Ecumenical Action Council) are approaching us about collaboration in 1998.
8. We have also received requests from local communities (e.g., White Bear Lake Human Rights Commission) and academic institutions (e.g., all of the Twin Cities area seminaries) to use our discussion guide as part of their course curricula and community education and outreach initiatives.

9. Also as a result of our accomplishments in 1997, EHEP has been invited to co-sponsor and provide technical assistance and policy direction in developing a comprehensive fair housing training conference for suburban planning officials in 1998.

Our major thrust at the close of 1997 is to plan and organize a second round of community circle conversations and forums in 1998. This round will be built on the results of the first round. The circle discussions will culminate with a Citizens Summit co-sponsored with the Minnesota Meeting and the Minnesota Public Radio Civic Journalism Initiative, and a public action agenda for 1999.

#### REPORT ON FUNDRAISING

EHEP has successfully matched the grant funds for the second year of funding from the Bremer Foundation.

To date we have received the following support or commitments of support for 1997 and 1998:

|   |            |
|---|------------|
| Otto Bremer Foundation                                    | \$50,000   |
| Cowles Media Foundation                                   | \$20,000   |
| Bush Foundation   | \$10,000   |
| Minneapolis Foundation                                    | \$5,000    |
| Saint Paul Foundation                                     | \$5,000    |
| General Mills Foundation                                  | \$500      |
| Norwest Bank - Maple Grove Branch                         | \$500      |
| Greater Minneapolis Council of Churches                   | \$350      |
| National Conference of Christians and Jews                | \$255      |
| CURA Internship   | \$5,000    |
| University of St. Thomas Intern                           | In process |
| Documented In-Kind Support from Community Circle Partners | \$16,000   |
| Furniture and Equipment Donations (estimated)             | \$1,500    |
| Book Sales/Donor support from Friends and Board Members   | In process |