



Annual Report 2005

“ *A word is not a crystal, transparent and unchanging;
it is the skin of a living thought and may vary greatly
in color and content according to
the circumstances and time in which it is used.* ”

— OLIVER WENDELL HOLMES

Respect

Bringing words to life

Respect, reform and reciprocity

REFORM
RECIPROACITY

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Respect

REFORM

RECIPROCITY

From the Chair

May 18, 2006

Dear Friends & Neighbors,



At a recent Pillsbury United Communities board meeting, one of the agency's staff told me a story about a woman named Aminah.

Aminah is a single mother of four teenagers; her family came to the United States

about six years ago from Somalia. She speaks limited English, works part-time and takes English/GED classes for twenty hours a week. Based on her work and school schedule, Aminah often does not have time to prepare dinner, and the five members of her family are rarely all in the same place at the same time.

Once each week, though, on Tuesday evenings, Aminah and her children come together for the hot meal that is prepared by the Campus Kitchen program at the Brian Coyle Community Center. Convincing Aminah to come, however, was no easy feat.

Reluctant to take any kind of handout but unable to afford to make a financial contribution to the center or pay even the nominal program participation fees, a Coyle Center staff person worked with Aminah to find a solution. Before the meal is served each Tuesday, Aminah's teenage daughter participates in the after school youth program, which helps her stay caught up with her homework. Aminah volunteers to help with this program each week; she says this helps her feel like she's not just coming to the center to get a free meal or free tutoring for her daughter.

I didn't realize it at the time, but a few days later it occurred to me: this woman's story is what we mean when we say that Pillsbury United Communities **demonstrates respect, generates reform, and stimulates reciprocity**, phrases that materialized as we completed our recent strategic plan. While they may be cumbersome words, they illustrate simple concepts that differentiate us from many traditional social service organizations:

- **Respect:** We treat all people with dignity, regardless of their social or economic situations
- **Reform:** We promote positive change for both people and systems
- **Reciprocity:** We believe that all people have something of value to "give back" to a healthier community

Yet words without deeds are meaningless. We don't just talk. We do.

In this report, you'll learn how our volunteers, staff, board and participants bring these words to life every day – often in very different ways. Please take a few minutes to discover the wonderful accomplishments of Pillsbury United Communities and its participants.

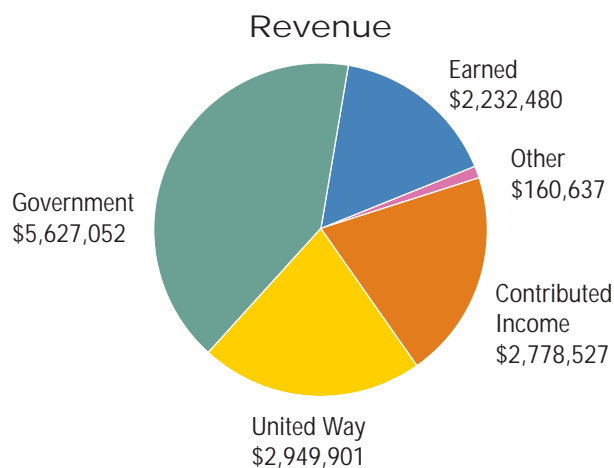
On behalf of the staff and my colleagues on the Board of Directors, thank you for your continued support of Pillsbury United Communities – your commitment truly helps us bring the concepts of **Respect, Reform and Reciprocity** to life.

Sincerely,

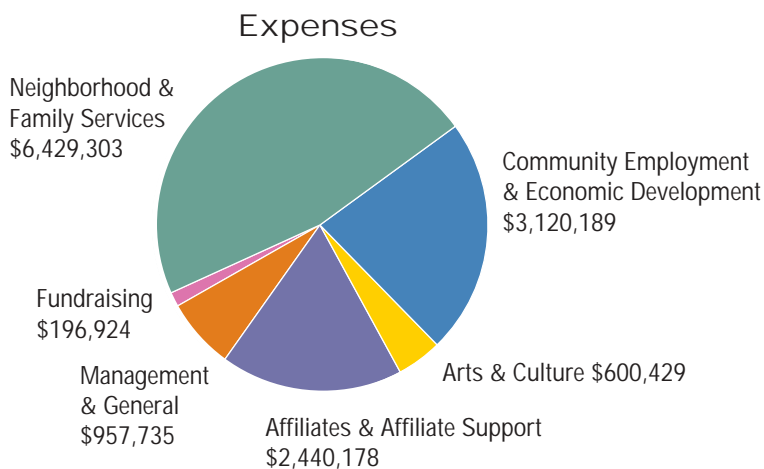
A handwritten signature in dark ink that reads "James D. Hartman". The signature is written in a cursive style.

James D. Hartman
Chair of the Board, Pillsbury United Communities

2005 Financials*



Total Revenue: \$13,748,597



Total Expenses: \$13,744,758

Change in Net Assets: \$3,839

*2005 financial data is unaudited

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About the People who Participated at Pillsbury United Communities in 2005:

Total Participants35,613
 Female66%
 Male34%
 People of Color84%
 Low-Income72%

Re • spect (ri-spəkt’):

v.t. To feel or show honor or esteem for; to consider or treat with deference or courtesy

[Demonstrating RESPECT]

For years, Pillsbury United Communities has been seen as one of many service providers. Indeed we deliver many tangible services that are similar to what others provide – food, childcare, tutoring, job banks, housing, alternative education, supervised visits, parenting classes, financial workshops – the list goes on. But what distinguishes our services is how we deliver them – we respect the recipients as unique individuals, not anonymous groups of people. We connect with our neighbors to determine what they want to achieve and how we can work together to achieve it.



Donor List

During 2005, Pillsbury United Communities received \$11,355,480 from individuals, corporations, foundations, non-profits, small businesses, government sources & the United Way. We sincerely thank the donors listed below, & we apologize if we missed your name.

GOVERNMENT

Federal: \$645,034
State of Minnesota: \$1,773,865
Hennepin County: \$2,100,649
City of Minneapolis: \$510,591
Other Government: \$596,913

CORPORATIONS, FOUNDATIONS, NON-PROFITS & SMALL BUSINESSES

\$1,000,000+

Greater Twin Cities United Way

\$100,000+

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McKnight Foundation
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\$2,500 - \$4,999

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Broders' Cucina Italiana
Caribou Coffee
Chicago Lake Florist
Children's Health Care Minneapolis
Children's Hospital
Children's Theatre Co.

Care

"We believe that it's essential to treat people with respect, whether or not they share the same values...perhaps especially when they don't."

– Anthony R. Wagner, President

"You respect others by respecting language, culture, not jumping to conclusions about them. Getting to know them, taking time for them."

– Nelima Sitati, Youth Specialist, Oak Park Neighborhood Center

Consideration

"To me, respect is about not making judgments about people. We need to be open to where they are – we're only facilitators."

– Kathy Thomas, Program Manager, Pillsbury House

"It's how you treat people and things, and working with them to meet their needs – hearing them and then responding."

– Suleiman Hassan, Employment Facilitator, Brian Coyle Community Center

Dignity

"We take the time to get to know families and their children, and we let them lead rather than telling them what they need."

– Alison Jokela, Early Risers Advocate, Pillsbury House

"Respect yourself first – it allows you to respect others' ideas and cultures. Treat each person as unique – be on time, return calls. Take the time to learn about a person."

– Erica Esquivel, Basic Needs Family Advocate, Pillsbury House

Recognition

"Respect is about showing someone that you honor their presence."

– Stacey Parshall, Director of the Chicago Avenue Project, Pillsbury House Theatre

"It's a willingness to listen carefully and respond to what the other person is saying."

– John Richard, Adult Education Coordinator, Waite House

Responsiveness

"Not treating people with needs as 'less than.'"

– Latricia McFarland, Administrative Assistant/Loan Coordinator,
Oak Park Neighborhood Center

Sensitivity

"Respect isn't so much about the Golden Rule – in the Breaking Ice Company, we talk about the Platinum Rule – treat everyone not as you want to be treated, but as they want to be treated."

– Ellen Fenster, Breaking Ice Company Manager, Pillsbury House Theatre

Welcomed with Open Arms

What would you do if you were in an abusive relationship? What if you had children?
What if you had no job, no family in town, and spoke very little English?

Blanca was in this situation when she came to Pillsbury House.

Upon entering she was pleased and surprised to be greeted in her native tongue. The Family Advocate to whom she was referred spoke fluent Spanish and helped her to create a safety plan for her and her children. Together they discovered other needs: her children were acting out in school; no one in her family had health insurance; and she was worried that she might lose their home.

With the help of Pillsbury House staff, Blanca's kids enrolled in an after-school program and she enrolled in weekly Parenting Classes (taught in Spanish). She and her children got health insurance and she recently bought a new home. Most important, the family had a safe place to go – where they were welcomed with open arms, without judgment – Pillsbury House.

In time, Blanca found the courage to make changes in her relationship with her husband. They are working hard on their marriage, attending counseling together every week and are hopeful that they will come out of this difficult time a stronger couple and stronger family.

“I am not afraid anymore, because I know I can take care of myself. I know it will be hard, but I am willing to take that chance,” she says.



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Respect & Strategic Plan Progress

We believe that spaces – how they are designed and decorated – communicate respect. Therefore, we intend to develop state-of-the-art facilities that will bring people together in positive, welcoming, safe and yes, respectful spaces. During 2005, implementation of this strategic planning initiative was begun through the Spaces, Places and Capital Development Committee. Board members and staff on this committee are developing criteria for an “ideal community center,” evaluating current facilities and crafting recommendations for future projects and building improvements.

By the Numbers: How We Demonstrate Respect

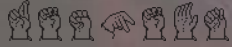
In 2005...

- **4321 non-English speaking participants** reported that they received competent health resources in their own languages at our neighborhood centers
- **16 formerly homeless families** found permanent housing at Collaborative Village while receiving mutual support from four “anchor” families who have overcome homelessness themselves
- **213 disabled adults** learned independent living skills in a caring environment at the Center for Services to the Developmentally Challenged
- **337 individuals** whose needs could not be met by the programs at Pillsbury United Communities were connected to the external resources they needed by agency staff
- **716 adults** had the opportunity to share their hopes, their fears, and their experiences at support groups facilitated by seven agency sites
- **208 families** who were dealing with a crisis situation found safe, temporary care for their children with the assistance of caring, nonjudgmental advocates

Respect

in the languages spoken at
Pillsbury United Communities

**American Sign
Language:**



Amharic:
akibirot

Arabic:

دَمَارِك

Chinese:

biāo shì jīng yì

Farsi:

دِظ ح الم

French:

respecter

German:

respekt

Hebrew:

עבול

Hmong:

fwm

Italian:

rispetto

Norwegian:

aktelse

Russian:

уважение

Somali:

xushmayn

Spanish:

respeto

Thai:

kwaam kao-róp

Vietnamese:

sự tôn trọng

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Re • form (ri-form’):

v.t. To make better; to improve; to take action

[Generating REFORM]

We are partners with our neighbors. We bring location (our centers and facilities are in the neighborhoods), experience (we have been working in neighborhoods for 125 years) and resources – experienced staff and excellent programs. Our neighbors bring ideas, innovations and passion. We work together to merge people’s gifts with our resources – a partnership that generates individual and systemic reform. Together we work for the common good, neighborhood safety, and a healthy and strong community.



REFORM

Change

“Reform is change in a positive direction. It’s an improvement or a rehabilitation of something.”

– Bob Williams, Employment Facilitator III, Emerge Staffing

“We figure out what needs to be changed; we find people who value the needed change and then we work on reform together.”

– Colleen Gjerdahl, Co-Center Director, Oak Park Neighborhood Center

Enhance

“We make positive changes based on new knowledge.”

– Tracy Lewis, Early Risers Family Advocate, Pillsbury House

“Pillsbury United Communities’ emphasis on reform really pushes us to adapt to the community’s growing needs.”

– Amano Dube, Self-Sufficiency Program Coordinator, Brian Coyle Community Center

Improve

“Reform is about fixing things that are not right or fair.”

– Jerry Gaasland, Asset Manager

“We generate reform by researching what is happening in society – not just what we think is happening. We find out what our constituents are concerned about rather than creating an agenda for them.”

– Norah Barrett, Community Engagement Coordinator, Pillsbury House

Revitalize

“We encourage change for the better. We recognize injustices and issues that affect participants, and together we work to address root causes.”

– Nancy Seger, Youth Manager, Oak Park Neighborhood Center

Transform

“It implies more than changes in behavior – it means changes in the underlying value and belief system.”

– Suzy Messerole, Associate Programs Coordinator, Pillsbury House Theatre

Uplift

“At Waite House, we start by caring about each individual. It’s not about changing the whole neighborhood or the whole system at once – it’s about changing one person at a time.”

– Andrea Cummings, Youth Employment Specialist, Waite House

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A Chance to Shine

“Prison was a lonely place. No matter how many people are around you, it’s lonely being away from your family. I missed my sons.”

Sara is determined to make up for lost time. So now, she wakes up every morning at 5:00 a.m. and takes three buses to get to her new job at Unity House in North Minneapolis. But there’s no weariness in her voice when she talks about it. After spending nearly three years in a federal penitentiary, Sara is happy to make the trek.

When Sara left prison, she was told she needed to find a job immediately. She applied for dozens of jobs and even got a few interviews, but no one called back. “I had the skills, but no one wanted to give me a chance,” she says. Then she came to the Northside Jobs Connection program at Pillsbury United Communities. The program helps difficult-to-employ people find work. “No one judged me here. I felt at home right away.” The staff saw potential in Sara, and when the clerical assistant and part-time receptionist position opened at Unity House, they recommended that she apply.



After two months on the job, Sara feels hopeful about her future. She plans to finish her college degree, and wants to work in human services. She’d like to become a job counselor and maybe even run her own program some day. “I want to help other people find jobs like NJC helped me – I know how vulnerable they feel when they walk through that door with no resume, no connections and a criminal record.”

Next month Sara will move out of the halfway house and be reunited with her sons, 11 and 15. She’s proud of the changes she’s made since she got out of prison. “I had a hard dose of reality, but when I got out, I was motivated to make things better. I know I can succeed in anything.” And she has. All she needed was a chance to prove it.



Reform & Strategic Plan Progress

Reform happens when staff and participants have the tools and the resources they need to become leaders and improve the systems that affect their lives. This strategic planning initiative calls for a culture of shared equity leadership among our staff, and increased capacity for participants to become engaged owners of their communities by facilitating access to information. During 2005, we launched the process of identifying leadership skill development opportunities for staff. We also began building a network of community organizations and individuals to encourage greater participation in the political process.

By the Numbers: How We Generate Reform

In 2005...

- 86 participants took the first step toward having their voices heard by becoming eligible to vote for the first time after enrolling in and successfully completing our citizenship classes
- Agency staff met with 34 community leaders and public officials to discuss issues affecting Pillsbury United Communities and its participants
- 7,648 people came together to problem-solve around difficult issues by participating in discussions and workshops facilitated by Pillsbury House Theatre
- 72 difficult-to-employ people – including many with criminal histories – got jobs with unsubsidized, private sector employers through the Northside Jobs Connection program
- 146 people learned how to better manage their money and become more economically independent through participation in our financial planning classes
- 505 individuals participated in the public policy process by attending candidate forums, sponsored by Pillsbury United Communities
- 73 adults worked with agency staff to secure stable jobs and leave the welfare system

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Christopher Kidder
Al Killion
Brad Kinder
Janna King
Mr. & Mrs. Mark Kinney
Todd Kirchner
William & Ellie Kirkpatrick
Linda Kittelson
Dave Klaasen
Michelle Klegon
Deborah Kloss
Amy Knaus
Carolyn & Kirk Knight
Joel Knoepfler
Arvid & Janice Knudson
Charles & Margaret Koehler
Becky Koehler
Kathryn Koenigsmark
Richard Kohler
Loretta Kohut
Linda Koshere
Sheryl Kabat
Don & Shari Kreye
Nancy Krueger
Diane Krueger
Manuel Lala
Vickie Lambert
Dorthea Landrum
Barb Lano Rummel
Barbara LaPolice
William Youmans & Andrea Larsen
Don Lee
Mike Lee
Alyssa Leggoe
Mary Leinfelder

REFORM

in the languages spoken at
Pillsbury United Communities

**American Sign
Language:**



**Amharic:
tahadiso**

Arabic:

مقال خا نم ري غ

Chinese:

gāi gé

Farsi:

ن ا م ز ا س د ی د ج ت

**French:
réformer**

**German:
reformfreudig**

Hebrew:

ר פ ש ל

**Hmong:
kho dua tshiab**

**Italian:
riformare**

**Norwegian:
forbedre**

**Russian:
реформа**

**Somali:
dib_u habayn**

**Spanish:
reforma**

**Thai:
gaan bpà-dii-róop**

**Vietnamese:
trại cải tạo**

Re • ci • proc • i • ty (res'ð-pros'ð-ti):

n. A mutual or cooperative interchange

v.t. – reciprocate: to make a return for something given or done; to be complementary or equivalent

[Stimulating RECIPROCITY]

We believe that each of our neighbors, participants, donors, volunteers and visitors has something of value to contribute to our community. We, too, offer something in return – this is what we mean by reciprocity. We encourage each person whom we encounter to give back – not just financially, but through time, ideas, art, and compassion.



Julie Lenertz
Linda Leonard
Janette Lever
Deborah Levison & Joseph Ritter
Tracy Lewis
Isaiah Lofton
Joy Lott
April Lott
Donna Loushin
Faith Lubitz
Peter & Katherine Lucas
Charlotte Lucht
Rufus Lumry II
Marv Lundquist & Shannon Schaffer
Julie & Greg Lundquist
Mui Ly
Mary Lynch
Dawn Lyndsley
Maureen Mack
Elizabeth MacNally
Janet & William MacNally
Shukri Mahamood
Joan Mailander
Mary Main
Susan Marsh
Kathryn Mardis
Brent & Arika Mareck
Kurt Mareck
Marie Martin
Ashley Martin
Lorenza Martinez
Oscar Martinez
Doreen & Patrick Masloski
Natalie McBryant
Janora McDuffie
Ed McFalls & Marcia Haffman
Latricia McFarland
Michele McCaughey
Elizabeth McIntosh
Natalie McIntosh
Stacey McNamara
Cedaly Meerovich
Jim & Sue Meister
Eva Mendoza-Salgado
Mr. & Mrs. Roy Messerole
Suzy Messerole
Deb Mickelburg
Janice Miller
Abigail Miller
Mr. & Mrs. Jeff Milligan-Toffler
Abdilahi Mohamed
Karina Molina
Ruby & J.S. Morgan III
Carl & Joy Morris
Dwayne Morton
Richard & Karol Morton
Lee Pao Moua
Rick Spaulding & Christine Moulder
Jeff Muehleck
Jeanne Muggle
Michelle Muhich
Stephanie Mullenbach

RECIPROCITY

Exchange

“It’s a sharing of knowledge that cycles throughout our community – there’s give and take on both sides.”

– Payton Woodson, Theatre Operations Coordinator, Pillsbury House Theatre

Give-and-take

“I think it’s important to give people the opportunity to give back, but it must be in their own way. Everyone needs an opportunity or a way to just say thank you or that they appreciate what has been done.”

– Merry Caffee, Enclave Site Specialist, EPIC Program

Interdependence

“Giving people a choice to get involved in their own life or the lives others.”

– Patricia Bolden, Community Builder, New Village

“Give and take is natural in healthy relationships...that’s what Pillsbury United Communities is about.”

– Jaci Dukowitz, Human Resources Manager

Mutuality

“People naturally want to help others – they just need to be given a chance.”

– Erica Esquivel, Basic Needs Family Advocate, Pillsbury House

“You give – and in giving something comes back to you. It may be something concrete that we can observe and possibly measure, but most often it’s something that we can feel.”

– Yvonne Olsen, Vice President, Neighborhood & Family Services

Partnership

“Reciprocity involves dialogue and a space within which people can work with each other. Essentially it is the process of slowing things down enough so that people can actually talk to each other.”

– Becky Scott-Rudnick, Lead Teacher, Essential Early Education

Teamwork

“We do our best to make sure every participant feels like what they give is just as valuable as what they get.”

– Stacey Parshall, Director of the Chicago Avenue Project, Pillsbury House Theatre

“It’s an equal, balanced relationship.”

– Suzy Messerole, Pillsbury House Theatre

Andrew Munson
Cara & Todd Nash
Suzanne Natala
Neal Balkowitsch & Donald Nelson
Jeanne & Will Nelson
Teresa Neubauer
Ricky Nevilles
Shirley & Jason Newman
Lamont Newman
Noiberto Niola
Arlen Nissen
Darrell Norling
Kimberly Nygren
Steven Oates
Theresa O’Connell
Mike Oesterreich
Tom & Debi Oliverius
Evelyn Olsen
Jerry Olson
Gale Olson
Patricia Olson
Cisella Olson-Abarca
Colleen O’Malley
Leon Oman
Brian Orndorf
Jerome & Carol Osteraas
Mary Pargo
Cynthia Parker
Tom Parnell
Sheryl Parson
Donald Patterson
Katharine Patterson
Sandra Pearson
Tamra Peinovich
Margi Pemble
Rocio Perez
Bridgette Perry
Dean Peterson
Julien Phillips
Susie Pierce
John & Ellen Pillsbury
Rose Pluviose
Judy Polar
Donn Poll
Josh Powers
Chuck Prentice
Micaela Preston
Faye M. Price
Lisa Pridgeon
Patrick Prochaska & Scott Smith
Ralph & Jeannette Pugh
Carmyn Putikka
Victor Putikka
Ernesfena Qaevedo
Mary Quehl
Jose Quirizumbay
Peter Rachleff & Beth Cleary
Thad Radel
Jeanne Rath
Noël Raymond
Raydell Reip
Wesley Reid



Leah Rein
 Jeanne Reitan
 Patty Rew
 Debby Rex
 Joana Reyes
 Carlton Rhodes
 Brian Rice
 John Richard
 Monique Ries
 Nancy Rigelhof
 Matt & Angie Roach
 Dr. Cassandra Roberson
 Michael & Peg Roberts
 Frank Rog
 Joshua Rogahn
 Camille Rogers
 David Rosas
 Darren Roslansky
 Susan Rowan
 Mildgros & William Rush
 Delfino Salgado
 Margarita Salgado
 Nawal Samantur
 Norma Sanches
 Laun & Ruth Sanderson
 Isabel Sanmartin
 Diane Schake
 Tom Scherer
 Mark Schiele
 Christine Schlangen
 Mr. & Mrs. Phillip Schmidt
 Donald & Lynne Schon
 Donald Schreifels
 Paul Schroedl
 Jeanne Schur, Ph.D.
 Molly & Tony Schwartz
 Marilyn Sedoff
 Nancy Seger
 Francisco Segovia
 Ron & Sue Seim
 Ted Selbitschka
 Joann Shargey
 Judith Shaw
 Rebecca Sheldon
 Colleen Sherry
 Shirley Shimota
 David Shipman
 Jeffrey & Jennifer Shoemate
 James Shuberg
 Florentina Sibri
 Paul Siegel
 Maria Silva
 Ernesto Simbron & Elizabeth Mendoza
 Gloria Sims
 Russ & Lisa Sinkler
 Shirley Slagle
 Chanda Smith
 Conrad & Ann Smith
 Linda Smith
 Louise Smith
 Eric Sodomka
 Mary Solac

What Comes Around Goes Around

“I’m really close to this center,” says Emenete, even though she lives 15 miles away in St. Paul. “The people here – they’ve helped me with everything, since I was twelve years old.” And they’re still helping her – but she’s not just getting a handout. Emenete’s relationship with Brian Coyle Community Center is a two-way street.

A bright, friendly young woman with a shy but beautiful smile, Emenete – who grew up in the Cedar-Riverside neighborhood – comes to the center every Wednesday afternoon. She volunteers whenever she can, providing tutoring and mentoring for kids in the after-school program – just like the youth staff once did for her. At eighteen, she has a busy life. In between finishing high school and her job at an airport coffee shop, she’s also a member of the Coyle Center’s FANS program which provides college scholarship money to students who achieve goals like delaying parenthood, resisting drugs, and keeping their grades up.

Yet even with such a hectic schedule, Emenete thinks it’s important to give something back to the center that gave her so much. She’s grateful that the staff took the time to recognize her talents. “They were really encouraging to me – they thought I’d be good with kids and they told me to try it out.”

Next year Emenete will enroll in St. Paul College, and plans to attend either St. Catherine’s or St. Thomas after two years. But she says she’ll probably stay connected with the center even after graduation. “It’s always been a part of who I am.” And it’s people like Emenete who make the Coyle Center the remarkable place that it is.

Bob & Jan Solheim
 Kristine Solz
 Roberta Stanchfield
 Dawn Stanton
 Debra Stevens
 Monique Stevenson
 Genifer Stewart
 Paula Stewart
 Shawn Storkamp
 LaShawn Street
 Ruth Strouse
 Amy Stutelberg
 Darcy Suddertj
 Ralph & Grace Sulerud
 Lisa Sundberg
 Marissa Sundquist
 Jolene Szmot
 Bonita Szymanski
 Abcill Tamirat
 Chuck Tatsuda
 Debra Taylor
 Erika Taylor
 Samuel Taylor
 Irma Thies
 Nancy Thole
 Kathy Thomas
 Sara Thoms
 Jane Thomson
 Virginia Thoraldson
 Scott Thorson
 Betty Tisel & Sarah Farley
 Robin Tolkinen
 Tony Tolliver
 Beth Tompkins
 Vivian Travis
 Janice Trimbo
 Laurentina Trinidad
 Belynda Tse
 Eric Tuck
 James Tucker
 Ralph & Kathy Tuff
 Daniel & Joyce Ursin
 John Utke
 Lee Van Cundy
 Michelle Vanderveen
 Txawjtxhim Vang
 Leslie Vasquez
 Angel Velez
 Lilia Villegas
 Leslie Vinson
 Mai Vue
 Alma Wakeman
 Tom Walker
 Latisha Walker
 Willie Wallace
 Anthony Walsh
 Joyce Walters
 Sharon Walton
 Dawn Wambeke
 Joe Stahl & Claudia Waring
 Abdiasis Warsame
 Ahmed Warsame



Reciprocity & Strategic Plan Progress

During 2005 a formal system was created to track our relationships with our core constituencies and monitor our progress. By tracking and strengthening relationships – finding out what people want from us and what we can offer them, we can close gaps among races, income levels, and suburban/urban communities. This entails a culture shift – away from simple service delivery to a relationship-management approach.

By the numbers: How We Stimulate Reciprocity

In 2005...

- **138 agency participants** volunteered 4,534 hours of their time to our programs and centers
- **101 kids** who took part in the Jumpstart program volunteered 11,112 hours in service learning projects
- **64 volunteer artists** got connected to kids in our programs by participating in the Chicago Avenue Project mentoring program
- **902 Twin Cities residents** found a way to give back to their community by volunteering 10,334 hours of service to the agency
- The Community Barter Network facilitated 1593 hours of bartered services among **166 neighborhood residents**

RECIPROCITY

in the languages spoken at
Pillsbury United Communities

American Sign Language:



Amharic:
bidir mamalas

Arabic:
أي داب

Chinese:
hù huì

Farsi:
لباقتی

French:
mutualité

German:
gegenseitigkeit

Hebrew:
יְלִמּוּק יוֹסִי

Hmong:
ua rau luag li luag ua rau yis

Italian:
reciprocità

Norwegian:
gjensidighet

Russian:
взаимность

Somali:
u gudid

Spanish:
mutualidad

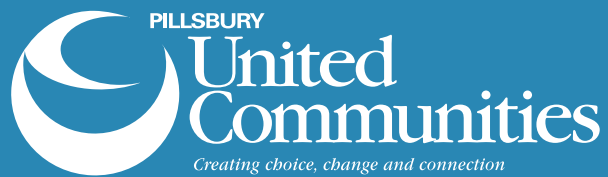
Thai:
gaan pèung paa aa-sai gan

Vietnamese:
sự trao đổi lẫn nhau

Lula Warsame
Abdulwahab Warsame
Teresa & Joseph Washington, Jr.
Talliestman Squires Washington
Cary Weinberg
Penny Wheeler & Margaret Chutich
Dr. Joseph White
Karen Whitted
Ellen Whitted-Chaney
Amy Wieland
Kenneth Wilcox
Gregory Wildhaber
Casaundra & Gavin Wilkins
Frank & Frances Wilkinson
Christine Williams
Dawn Williams
Tracy Williams
David & Lori Windschitl
Sue Winkel
Eleanor & Fred Winston
Patricia Wirz
Kim Wolters
Eric & Kellie Woodruff
Payton Woodson
Angela Wyatt
Melinee Wyatt
Mike Wynne
Diane Wysocki
Drew Xiong
Pheng Xiong
Ser Xiong
Toua Xiong
Ia Yang
Thomas Yang
Walter Yang
Cail Youngdahl
Sabah Yusuf
Katrina Zabinski
Karen Zaic
Mark Zamzow
Thomas Zaremba
Rosa Zhagui
Luis Zhaqui
Jose Zhiminaicela
Neil Zimmerman

Gifts in Memory of Beth Milligan

Anonymous Donors
Emil & Marion Angelica
William & Patricia Bancroft
Bobb Fantauzzo
George & Michelle Geissbuhler
Patrick & Carol Milligan
Tom & Mardie Milligan
Sarah & Jeff Milligan-Toffler
Rich Knowlton & Katie Piehl



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