We’re 25!

by Jan Hogan

We’re 25! The Family Social Science Department has been celebrating its 25th anniversary as a department this year. It is a celebration of faculty, staff, and alumni who have made this the top ranked graduate program in the country. We are equally proud of our undergraduate and Extension programs. All of our programs received accolades from a panel of distinguished faculty in our five-year review this year.

We have also been challenged by our external reviewers to envision the needs of students and family professionals in the year 2000 and to plan for the next five years. Do you have any suggestions for us? The faculty and I would welcome hearing from you.

We have been enriched by visiting professors from Australia, India, Thailand, the Netherlands, and Finland who have come to talk with our faculty and students this fall.

Continued on page 3.....

New Courses Offered

by Kathy Rettig

The graduate faculty has been thinking about curriculum changes that will be desirable to better prepare our graduate students for their work in the next century. We are also revising the curriculum to fit the semester format that is scheduled for initiation in 1999. These changes create increased demands for the faculty but also provide exciting and creative opportunities for both students and faculty. Several new graduate courses have been developed, and some have already been offered on a trial basis.

Jim Maddock, FSOS, and Marty Rossmann, Family Education, developed and taught a course, “Challenges in Sexuality Education.” It is intended to prepare educators in a variety of settings to develop, deliver, and evaluate sexuality education. The focus is on strategies to assist children and adults to acquire information, form positive values, develop interpersonal skills, and exercise personal responsibility in the sexual dimension of individual and family life.

Continued on page 6.....

What’s on Page....
2... Professors’ Insight on Books
3... Continuation of Insights
4... Students Overseas Research
5... Professors Back from Sabbatical
6... New Graduate Students
7... News Briefs and Events.
8... FSOS Donors
Professors' Insights on Their Books


by Paul Rosenblatt

I wrote this book for family scholars. Although the metaphors of family systems theory form the conceptual foundation of a great deal of the family field, it seemed to me that people were not understanding the theory very well and the ways it could be a source of creativity and powerful insight.

I thought the way to revitalize the use of family systems theory was through metaphor. Although theoretical metaphors are necessary in thinking about families, they focus thinking in ways that make it difficult if not impossible to think along alternative lines. It is a step toward more powerful, creative, and flexible thinking to be able to recognize the metaphors we use for what they are, to explore what they highlight and obscure, and to acquire fluency in developing and applying alternative theoretical metaphors.

The book provides extensive analysis of the major metaphors of family systems theory; it explores what is gained by using these metaphors, and what these metaphors obscure about families and family systems. The discussion includes illustrative development of the number of interesting alternative theoretical metaphors.

Multiracial Couples: Black and White Voices. (Authors: Paul Rosenblatt, Terri Karis, and Richard Powell)
Guilford; 1994.

by Paul Rosenblatt

This book came out of our awareness that not much had been written about black-white couples. Most of what had been written was not in the voice of the couples themselves. This book is written for professionals and students in the family field and for anyone who has an interest in black-white couples. It would make a good gift for anyone you know who seems to be uncomfortable with interracial couples.

This book deals extensively with what the 21 couples who were interviewed had to say about how they experienced their relationship and the discrepancy between that experience and what others seemed to think of them. The book explores the reactions of family members to the couple, and it explores their experiences of opposition, racism, stereotyping, tolerance and acceptance in the larger society. The book also deals with individual identity issues, issues in raising children, learning from each other, how race appeared and did not appear in the couple relationship, how the couples found support, and the special blessings of being in an interracial couple.

Soul Searching: Why Psychotherapy Must Promote Moral Responsibility

by Bill Doherty

Critics are increasingly viewing psychotherapy as promoting an ethic of individual self-interest at the expense of responsibilities for family and community. This book argues that the rejection of notions of moral responsibility fit the culture of the early 20th century, when most people accepted without question a rigid moral framework for their lives. Psychotherapy brought emancipation from externally imposed obligations and the opportunity for an authentic life. In the current cultural climate, however, we tend to suffer more from individualism run amok in an increasingly fragmented American society, than from the uncritical acceptance of responsibilities for others and communities. Psychotherapy's language is that of individual self-interest; moral terms such as "should," "ought," "obligation," and "responsibility," are out of bounds for therapy. In addition, therapists often devalue their clients' commitments to serve their communities, viewing these efforts as stemming from unresolved personal issues. The result is that psychotherapy contributes to the breakdown of legitimate interpersonal and communication obligations.

In my book, I try to show how psychotherapists can be moral consultants and still be sensitive to the diverse backgrounds and values of their clients. I use case vignettes to show how the therapist can be a powerful healing force when clients face moral issues in their lives around things such as divorce, commitment to one's children, fairness to other people, honesty, and service to one's community. The book also describes the moral virtues necessary to be a good therapist, namely, caring, courage, and prudence—qualities of character that distinguish good from bad therapists.

Finally, the book tells consumers of therapy what signs to look for in a morally-sensitive therapist and what signs to be wary of. It tells therapists how to form communities to pursue the re-moralization of psychotherapy. These groups, sponsored by the Family Therapy Network magazine, have been starting around the country.

Continued on next page...
Experts continue to debate the actual incidence of incest as well as the degree to which it is a form of family dysfunction rather than simply a result of individual psychopathology. Considerable uncertainty also exists regarding the impact of intervention and therapeutic treatment on the families of individuals who are either perpetrators or victims of child sexual abuse. This book, written for therapists and other mental health professionals, is a product of thirty years of clinical experience and a decade of research. We write about aspects of the intrapsychic, interpersonal, and societal components of child sexual abuse, as well as effective treatment strategies.

We have labeled our approach "ecological" because this term captures the complexity of working with sexual abuse. In addition to personality distortions arising from individual development, sexual abuse of children reflects problems of gender, social structure, cultural values, and political issues. The book's primary focus is on the complex set of relational processes—linked to both gender and eroticism—that give rise to a perpetrator/victim interaction pattern characterizing sexually abusive families. We argue that family therapy should be the cornerstone of incest treatment and that therapists should assist in the repair of fractured families as well as the healing of individuals as family members. Fulfilling this goal requires sensitivity, compassion, and flexibility on the part of the therapist, diligent avoidance of the "rescue trap," and a willingness to envision positive possibilities for all of its members. A companion book, Child Sexual Abuse: An Ecological Approach to Treating Victims and Perpetrators, deals with treatment for both adult victim/survivors and perpetrators of sexual abuse. It will be published early next year.

by Shirley Zimmerman


Like the earlier edition, the second focuses on ways of conceptualizing the relationship between families and policy. Unlike the earlier edition, it applies each of the policy and family frameworks that it includes to a wide range of family-related policy issues, such as education, welfare, health care reform, and others. The application of these frameworks serves to demonstrate their usefulness for understanding and interpreting the connections between policy and families. The new edition includes frameworks not included in the first and includes questions at the end of each chapter to stimulate reflection and discussion.

The book begins by defining family policy, family, and family values. Such discussion is then placed in the context of family, economic, and policy trends. This is followed by a presentation of a social change model that helps to clarify some of the confusions and contradictions surrounding trends that prevail in the area of family policy. The model can be applied to other policy areas as well.

Two central issues that I raise are: 1) given the changes in the economy and other spheres, how realistic is it to suppose that families have not undergone change as well? and 2) given the values that have guided policy developments in the U.S. since its beginnings and have shaped peoples' thoughts about the relationship between government and family, how can the relationship between families, government, and the economy be reformulated to produce better outcomes for families in terms of their well-being?


We're 25! Continued from page 1

Their interests have ranged from family therapy evaluation research to theories on family decision making and life after divorce. Dr. Kajsa Turkki, University of Helsinki, came to explore the development of a doctoral program—English will be the common language of doctoral programs due to their participation in the European Common Market. With the assistance of electronic media and distance education innovations, we work more closely with family professionals and their students in other countries.

Our faculty and students are connected to many parts of the globe. The book that eight of us faculty wrote with Russian colleagues has now been published in Russian. Seven of our graduate students come from other countries: Russia, Korea, Japan, Taiwan, Honduras, Israel, and Thailand. And, we have a visiting graduate student from The Netherlands. Many of our U.S. graduate and undergraduate students study in other countries, thanks to the scholarship money made available by alumini. You will read about some of the students' experiences working in different countries in this newsletter.

Nearer to home, five of our faculty served as consultants for the new interactive exhibit, Families, at the Minnesota History Museum in St. Paul. The major themes of the exhibit are: coming together, finding a place, making memories, getting along, taking care, and surviving loss. The faculty used hundreds of letters, diaries, photographs, home furnishings, and sentimental objects to create an intimate portrait of families. It features the experiences that Minnesota families share across time and across cultures using computerized video technology, digital sound production, and lighting effects. What a great learning environment for all of us!

It is rewarding to be head of this department because of the faculty's commitment to excellence and their significant contributions. We hope that you enjoy reading about some of them in this issue.

We have been enriched by visiting professors from Australia, India, Thailand, the Netherlands, and Finland who have come to talk with our faculty and students this fall.

-Jan Hogan-
Students Conduct Research Overseas

Work Stress of Clergy Women in Norway and U.S.

As a recipient of the College of Human Ecology's Waller Award, I spent seven weeks in Norway collecting data for my dissertation, "Work Stress Among Lutheran Clergy Women in the U.S.A. and Norway." I lived in Norway for six years in the 1970's, and both of my sons were born there. I had not been back to Norway for 16 years. I was both amazed and disappointed at the extent of Americanization that has occurred in the Norwegian culture. English words are abundant both in advertising and in everyday "Norwegian" speech. Satellite television provides U.S. programs. McDonald's, Pizza Hut, and Burger King are easily found. I experienced a loss of Norway's distinctive culture. Still, it was a completion of a circle in my life to return to Norway with new identities gained as a clergy woman and family social scientist.

I attended meetings of clergy women while in Norway, sent out surveys, conducted personal interviews, and presented tentative findings at the psychology department of the University in Tromso. Data were collected from 70 Norwegian clergy women and compared to surveys of 64 U.S. clergy women.

A high level of work stress was found among clergy women in both countries. No differences in levels of work stress were found according to marital status or spousal occupation. The similarities in outcomes were remarkable. Two findings were most surprising to me: 1) the average congregational size among the Norwegian clergy women was 10,000 members (providing a heavy work load of baptisms, weddings, and funerals) compared to 250 members for U.S. clergy women; and 2) the blatant public expression of hostility towards Norwegian clergy women by some of their conservative male counterparts. Oddly enough, it felt good to get back to the kind of theological oppression that I have experienced in the U.S.!

Birthfathers and Adoption in New Zealand

Thanks to a grant from the Dora A. Waller Award Committee, I traveled to New Zealand to conduct research on birthfathers and adoption. I chose New Zealand because most of that country's adoptions have been "open." Because the adopted child has contact with and/or knowledge about her or his birth parents, the focus is on the best interests of the child. In the U.S., the focus is on the best interests of the adoptive parents.

The adoptive parents have written and/or verbal contact with the birth parents, but this correspondence may or may not include the adopted children.

My research involved interviewing 10 birthfathers, 17 birthmothers, 38 adoptive parents, 12 adopted persons, and several adoption and child-focused officials. Although I have not analyzed my data yet (wait for my dissertation), I learned that birthfathers in New Zealand seem to be perceived similarly (e.g. "the just complicates things") to birthfathers in the U.S. Even though birthfathers stated that they felt "invisible," "discounted," and "unsure" as to what their roles were prior to and after their children's adoptions, I did not expect such feelings in a country that encourages open adoptions.

I learned that conducting field research does not only mean interviewing subjects according to specific protocols, but also includes going out of your way to talk with the people you meet on planes, trains, and buses. I learned much about adoption through talking with people whom my wife, Sharon, and I met during our travels. I learned that the Maori (New Zealand's indigenous people) culture has greatly influenced adoption practices. For example, adoptive parents' interests in having contact with their children's birthfathers is increasing as they find out their children are Maori. The adoptive parents are not threatened by the contact with the birthparents. Instead, they see these open relationships as a benefit to their adopted children as well as their whole family. For example, one adoptive father cried as he described his happiness for his two adopted children who have 12 grandparents!
Professors Back from Sabbatical

An Insider’s View of U.S. Congress

by Jean Bauer

The goal for my sabbatical year was to have a nonpartisan policy experience in order to learn as much as I could about policy formulation and the ways in which it impacts families.

During my sabbatical, I had an appointment with the U.S. Congress Office of Technology Assessment (OTA), as a contractor. This allowed me to be on the inside of the congress and have access to many resources I had never used. I had opportunities for their computer training, Library of Congress files on public policy, and the basic understandings of the workings of Congress, in addition to working with people who do policy assessments daily.

I worked on an OTA project, (all projects are nonpartisan,) for “Eligibility Criteria and Assessment Technologies for a Long-Term Care Program” requested by Senator Edward Kennedy, Senator Daniel Patrick Moynihan, and Senator Dave Durenberger. My segment of the project was to work on “Defining Long-Term Care Services” for the populations in the assessment. Researchers and service providers worked to identify the frameworks people use when they define what is needed for long-term care service. Populations discussed included people with Alzheimer’s disease, dementia, mental illnesses, mental disabilities, AIDS, and technology-dependent children. The goal was to help Congress develop criteria for those who would be eligible to receive Federally mandated long-term funding.

Currently, advocates for people with chronic disabilities are requesting more funding. Some groups of people with chronic disabilities receive funding while others do not. All believe they are equally justified in receiving assistance for their disabling condition. Unfortunately, this project was discontinued due to the closing of OTA, by Congressional action, in September, 1995.

I attended hearings in both the House and Senate on topics such as Welfare Reform, Food Stamps, and Education and our Labor Force. I also attended seminars by agencies that provide information in the public policy arena. Topics included “Overcoming Poverty: What the Research Demonstrates;” and “Academic Performance and the Changing American Family.”

I have three photo books of places and sights. Washington D.C. is incredibly beautiful in the spring. I had never seen the cherry blossoms, or the other beautiful flowers bloom. Ask to see my pictures. If you want to know more, come and we will have a cup of coffee and families, and gave several talks to family professionals. They are very aware of the family field in the U.S. There are over 10 studies using the Circumplex Model in Australia, and several studies are using the PREPARE and ENRICH Inventories. They now have a professional family journal called, Australian Family Studies, for which I served on the editorial board.

Karen and I also had a great trip to Ayers Rock, which we struggled to climb but made it to the top. Ayers Rock is in the center of Australia, which is all desert. The nearest town is several hundreds of miles away. Ayers Rock is a sacred place of the Aborigines. Visitors are permitted to climb it but are not allowed in the sacred caves. The Aboriginal people, also called “Real People,” have suffered much like the Native Americans, and they often feel isolated in their own land.

Just before going on the trip, we discovered a fantastic book called Mutant Message Down Under. It describes a fictional account of a woman who spent several months traveling with an Aboriginal tribe across the Australian desert. It reveals how the Aborigines live in natural harmony with nature; this is reflected in a poem from the book: “Man (sic) did not weave the web of life, he is merely a strand in it. Whatever he does to the web, he does to himself.” American Chief Seattle.

We also learned more about the Australian language. We were getting ready to go on a picnic and here is what our friends said to us. “Bring along a jumper (sweater) and sunnies (sunglasses) and pick up the Esky (cooler) so we can buy a chook (chicken) at a Takeaway (restaurant). Check to see if we have a torch (flashlight) in the boot (trunk of car) since we will need it in the rain forest. We will also go for a walkabout (leave for unknown period) in the bush (country).” As we left the country, they made us feel part of their country by saying: “Good on ya mates!”

Circumplex in Australia: The Land Down Under

by David Olson

One of the pleasures of my sabbatical was a month in Australia, where my wife, Karen, and I combined work and pleasure. I consulted on studies regarding premarital couples, married couples,
Shuji Asai, a doctoral student from Japan, received his M.A. in Marital and Family Therapy from Butler University in Indianapolis. His main research interests include studying interracial marriages, and conducting a comparative study between native Japanese (Ainu) families and Native American families. Shuji's hobbies include playing the guitar, drawing, and playing with his cats.

Dawn Reckinger, a native Minnesotan, received her M.A. in Public Health at the University of Minnesota. Her research interests include family decision making and strengths as they relate to long term care issues. Dawn recently got married and honeymooned in Glacier Park. She says she can now scare away bears with the best of them!

Belle Yaffe, a doctoral student, is currently working as a family therapist in private practice and has a fellowship in the Experienced Faculty Development Program. She says she is surviving life with three teenage sons. Belle loves to spend time with her dog, her friends, taking long walks, and downhill skiing.

Susan Jack, a doctoral student, has worked as an individual and family therapist at University of Minnesota Hospital's Adult Psychiatry Clinic for the past thirteen years. Her partner, Kim, and children, Jennie (14) and Cassie (10), regard graduate school as her new hobby.

Julie Kohler, a master's student, spent her final semester of undergraduate school studying in London. She is interested in family policy issues and spent the summer in an internship at the American Bar Association's Center on Children and the Law. She is happy to be back in her native state, but dreads the chilly winter months.

Laura Stanton-Duff, a doctoral student, recently moved to Minnesota with her spouse, Steve, and her two dogs and two cats from Ohio. Laura is interested in understanding how the family influences the development of children's intolerance for racial differences. In her spare time, Laura enjoys playing co-ed soccer with Steve and reading.

Joe Reid received his M.A. from East Carolina University (North Carolina) in Marriage and Family Therapy. His research interests include childhood sexual abuse, and gay and lesbian issues. Joe is new to the Midwest and is apprehensive about the extreme winter temperatures.

Poonsuck Wachwithin, a doctoral student from Thailand, began her studies in the department in winter 1995. She is on a study leave from her position at a major university in Bankok. Her primary goal is to bring what she learns in Family Social Science back to her country. Her main research interest is elderly persons in families.

Derek Gwinn, a master's student from Kentucky, researched marital expectations of Russian college students while studying for a year in Russia. His areas of interest include family decision making, family development, and cross cultural family analysis. During his free time he enjoys getting lost in a good book, the great outdoors, and downtown Minneapolis.

Ed Kouneski received his M.A. in counseling psychology. His research interests include men's behavior in relationships and healthy masculinity and values. Look for his Compleat and Practical Scholar course, "Discovering Masculinity: A Seminar for Men." He has two daughters, Elena (12), and Julia (10) with whom he likes to play basketball.

Ronit Leichtentratt is a doctoral student from Israel. She worked as a marriage and family therapist for three years in a rehabilitation hospital for people afflicted by terminal and chronic illness. Her main research interest is in family measurement. She once played professional basketball for the Army, but now likes to play for fun.

Paul Rosenblatt is teaching a seminar, "Worldwide Perspectives on Families Facing Economic and Political Oppression," during Winter quarter, 1996. His intentions are to assist students in recognizing some of the individual, social, cultural, and representational barriers to understanding family life of people in other cultures. He also plans to focus on the effects on families of government policies, the policies of American and international corporations, policies of the U.S. government, and policies of international development agencies. The course will examine several conceptual frameworks for understanding families cross culturally.

Hal Groetzvant is teaching a new course Winter quarter, 1996, called "Adolescent Development in Families." The course was conceived as a research seminar where students will engage in the process of reviewing existing research literature and developing research proposals. The course will enhance students' understanding of the intersection between human development and family processes during particular times in the life cycle.
Congratulations are in order to...

Faculty

Pauline Boss is spending her sabbatical leave in the Department of Psychiatry at Harvard University's Medical School as a visiting professor from September 1995 - June 1996.

Sharon Danes has been awarded a research grant from Cooperative State Research, Education and Extension Service, USDA, for her project titled "Rural Family Businesses: Predictors of Viability."


Diane Hovey and Ciloue Stewart each received the 1995 Neubeck Award to present at NCFR in Portland, Oregon, November 1995.


Deborah L. Fravel, Ph.D. (1995), has been selected as the 1995 NCFR Student of the Year. She is on the faculty at the University of Indiana, Bloomington.

Lucy Favorite-Dahl, Sharon Mitchel, Alecia Saba, and Nicholas Schneider are the recipients of the College of Human Ecology Undergraduate Professional Experience Grants for 1995-1996.

Students

Mary Seabloom has been named Program Director of the Institute for Child and Adolescent Sexual Health. The institute, created by the Minnesota State Legislature in 1993, is a statewide non-profit education and research corporation dedicated to the prevention of sexual violence and the promotion of sexual health for children, adolescents, and their families.

Joyce Piper, Ph.D. (1995), was awarded the Best Graduate Student Paper Award from the Society for the Scientific Study of Religion for her dissertation research, "Work Stress among Lutheran Clergy Women in the USA and Norway. She presented the paper at their annual meeting in St. Louis, October 1995.

Pamela Larson passed her preliminary oral examination on Thursday, June 29, 1995. Jim Maddock is her dissertation advisor.

Vicky Chiu Wan Tam defended her dissertation, "Mothers' Decision Making on Alternative Child Care Arrangements in Hong Kong," on Wednesday, August 23, 1995. Kathy Rettig was her advisor. She is working in the Department of Education Studies, at the Hong Kong Baptist University.

Recent Events

by Julia Loupe

Alumni-Faculty Breakfast
In October, faculty invited graduate student alumni from the Twin Cities to a breakfast meeting to exchange ideas for the future of Family Social Science graduate program. The department is planning strategies to deal with changes, such as the semester system and faculty retirements, that will occur within the next five years.

Alumni were helpful in contributing their ideas to questions regarding what family studies will look like, what aspects of the program should be retained, and how our focus should shift to meet the changing needs of families in the future. Thank you for all who participated! If you have any ideas about the future of Family Social Science, feel free to let us know. We would like to hear from you.

Interactions, the newsletter of the Department of Family Social Science, which is part of The College of Human Ecology at the University of Minnesota, is published twice a year.

EDITOR: Julia Loupe, Administrative Fellow
DEPARTMENT HEAD: Dr. Jan Hogan
LAYOUT DESIGNER: Mark Gierach

Your Comments are welcome. Please direct them to:
Editor, Interactions
Department of Family Social Science
University of Minnesota
290 McNeal Hall
St. Paul, Mn 55108

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, national origin, sex, age, marital status, disability, public assistance, veteran status, or sexual orientation.

This publication is available in alternative formats upon request. Please contact the Editor at the address shown above.
The Department of Family Social
Science would like to thank all of those people who have recently
given donations in support of the Department’s teaching, research
and outreach opportunities. We greatly appreciate your continued
devotion to making the Department of Family Social
Science an internationally recog-
nized program!

Donors are:

<table>
<thead>
<tr>
<th>Donna Hendrickson Christensen</th>
<th>David Olson</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edna Cowles</td>
<td>Geraldine Olson</td>
</tr>
<tr>
<td>Sharon Danes</td>
<td>Wanda Olson</td>
</tr>
<tr>
<td>Ruth Deacon</td>
<td>Leo Perry</td>
</tr>
<tr>
<td>Bernadine Enevoldsen</td>
<td>Jane Provo</td>
</tr>
<tr>
<td>Francille Firebaugh</td>
<td>Joseph Quigley</td>
</tr>
<tr>
<td>Katie Fure</td>
<td>Kathy Rettig</td>
</tr>
<tr>
<td>Ann Garwick</td>
<td>Bean Robinson</td>
</tr>
<tr>
<td>Karen Goebel</td>
<td>Candycce Russell</td>
</tr>
<tr>
<td>Lorraine Haley</td>
<td>Dennis Savaiano</td>
</tr>
<tr>
<td>Meredith Hanson</td>
<td>Mary Seabloom</td>
</tr>
<tr>
<td>Emma Haugan</td>
<td>Gladys Shoffner</td>
</tr>
<tr>
<td>Richard Hey</td>
<td>Robert Staples</td>
</tr>
<tr>
<td>Laura Hill</td>
<td>Joyce Stockton</td>
</tr>
<tr>
<td>Alleta Hudgens</td>
<td>Marlene Stum</td>
</tr>
<tr>
<td>Eun Min Hyun</td>
<td>Judith Urich</td>
</tr>
<tr>
<td>Ruth Jewson</td>
<td>Grace Wahlert</td>
</tr>
<tr>
<td>Catherine Lally</td>
<td>Irene Walkee</td>
</tr>
<tr>
<td>Scott Magnuson-Martinson</td>
<td>Vicky Weise</td>
</tr>
<tr>
<td>Cynthia Meyer</td>
<td>William Wild</td>
</tr>
<tr>
<td>Janice Nadeau</td>
<td>Kathy Witherow</td>
</tr>
<tr>
<td>Kathleen O’Donnell</td>
<td>Becky Yust</td>
</tr>
</tbody>
</table>

---

Interactions
Department of Family Social Science
College of Human Ecology
University of Minnesota
290 McNeal Hall
1985 Buford Avenue
St. Paul, MN 55108

Nonprofit Org.
U.S. Postage
PAID
Minneapolis, MN
Permit No. 155