

OCTOBER 2020

Crisis in youth mental health

The UMRA Forum at 12 noon on Tuesday, October 27, will address the mental health crisis in our youth, a crisis exacerbated by the coronavirus pandemic. The topic will be addressed by Kaz J. Nelson, MD, associate professor and vice-chair of education in the University of Minnesota Medical School Department of Psychiatry and Behavioral Sciences. [Please register](#) for this October 27 Zoom webinar.

Dr. Nelson will be addressing the topic by exploring how the crisis is impacting families across our state and country, and how it is impacting the health and development of children and adolescents. Through understanding the impact of the current challenge, we can be empowered to take part in the solution together.

As many UMRA members may recall, University President Joan Gabel called attention to this crisis when she was the guest speaker for our November 2019 forum. She noted that 42 percent of 18–25 year olds have received a [mental health diagnosis](#), and said that number is estimated to be even higher for our students. “Providing appropriate care is becoming as important as helping them with selecting their classes,” President Gabel said.

Dr. Nelson practices at the M Health Fairview University of Minnesota Medical Center. Her clinical interests lie in the area of best practices in the diagnosis and management of severe personality disorders, suicide, and therapeutic communication with people in acute settings.

An honors graduate of the University of Minnesota Morris, Dr. Nelson received her medical degree and her psychiatry residency training from the U of M Medical School. She is the 2018 Minnesota Psychiatric Society “Psychiatrist of the Year” and, together with her brother, George, a former U.S. marine and attorney who practices in the field of child welfare, she has developed an open access podcast called [The Mind Deconstructed](#), which aims to serve the general community to demystify and increase understanding of common mental health conditions.

Dr. Nelson is on Twitter @KazJNelson and can also be found on Facebook.

—Frank Cerra, UMRA president



OCTOBER 20 WORKSHOP

UMRA health plan options for open enrollment

The University Office of Human Resources has been working with UMRA to announce the 2021 retiree health plan options at our October Living Well Workshop. Topics to be covered include considerations in choosing a health plan, a summary of Medicare options, and an overview of the health plans being offered this year during open enrollment. An opportunity will then be offered for participants to dialog with individual health plan representatives.

[The workshop, via Zoom](#), is Tuesday, October 20, from 11 a.m. to 12:30 p.m. Open enrollment begins November 1 and ends November 30.

More information on the workshop will be forthcoming in the next few weeks.

—Frank Cerra

From the President

Focused on vibrancy and growth

Greetings. I hope you are safe and well and have some level of enjoyment in this challenging time. UMRA met throughout the summer, ending with a leadership retreat the end of August that focused on improving the vibrancy and growth of the organization. Programming for the coming year was at the heart of the retreat.



UMRA's new officers, board committee chairs, and other leaders are now in place. The names and phone numbers of UMRA personnel for 2020–21 can be found on the UMRA web-site.

Questions have been raised about testing our members for the presence of the coronavirus. UMRA did look into this. Insurance payment for the test, particularly in the absence of symptoms, was found to be problematic, so we are no longer pursuing a testing effort for our members.

UMRA does continue to face challenges. Two of them are funding of the Professional Development Grants for Retirees (PDGR) program and the continued use of Zoom for our meetings. Regarding the latter, the U's Office of Information Technology is now charging for Zoom services; we will need to consider a means of continued financing for these services. Funding for the PDGR program is available for 2020–21, and we have launched a fundraising effort for 2021–22.

As you reflect on UMRA, please feel free to contact any of us with your ideas, concerns, and suggestions. We need your engagement in the organization. From the surveys that have been done, we know you have ideas for speakers, workshops, areas of interest, and what you think UMRA can do better and more of to help you in retirement.

Stay safe and well, and let's hear from you.

—Frank Cerra, UMRA president



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UMRA A.M.

Mapping prejudice

How can you see prejudice on a map of a city? Answer: When dedicated scholars illuminate what was built into the most fundamental planning decisions of who got to live where. Geographers, historians, and thousands of citizen volunteers are making it possible to visualize this previously hidden history of race and privilege in the landscapes that we love and travel through each day.

You are invited to join Kirsten Delegard, director and co-founder of the Mapping Prejudice Project, for an eye-opening UMRA A.M. at 9 a.m. on Tuesday, October 13, via Zoom. Delegard will be introduced by UMRA member and former Dean of Libraries Wendy Pradt Lougee.

The [Mapping Prejudice Project](#), based in the Borchert Map Library at the University of Minnesota, is mapping racial covenants in the Twin Cities. Racial covenants are clauses—a couple lines of text—that were embedded into property deeds to bar people who were not white from buying or even occupying parcels of land to which the covenants were attached.

Illuminating structural racism

Covenants were made illegal by the 1968 Fair Housing Act. But their legacy continues today in the Twin Cities, which has some of the largest racial disparities in the country. The Mapping Prejudice Project is designed to reveal, in the words of American author and historian Ibram Kendi, the “racism behind these racial disparities.” It illuminates how structural racism shaped the urban landscape, blocking African Americans from critical avenues for housing stability and the accumulation of wealth.

Delegard is a third-generation Minneapolitan and public historian. To explore the complex history of her hometown, she established Mapping Prejudice as well as [The Historyapolis Project](#). A graduate of the Minneapolis Public Schools and Wesleyan University, she holds a PhD in history from Duke University, where she spent her graduate school years exploring American social movements, comparative women’s history, and the history of women and politics in the United States.



Kirsten Delegard

In addition to her appointment in the University of Minnesota Libraries, she has a faculty affiliation with the Department of Geography, Environment & Society and the Heritage Studies and Public History Program in the College of Design.

[Please register](#) and join us on October 13.

—Jan Morlock, UMRA president-elect and Program Committee chair

PDGR update

Annual grant competition starts October 15

The Professional Development Grants for Retirees (PDGR) program makes grants available to University of Minnesota retirees for professional development and research. The program is supported by the offices of the University president, vice presidents, and deans, but budget reductions related to the COVID-19 pandemic will prevent their financial support this year.

The 2020 competition opens October 15. The deadline for applications is December 11. Approved proposals will be announced in March 2021; grants will start on April 1 and extend to June 30 of the following year.

All retirees from all five campuses in the University of Minnesota System who are eligible for University retirement benefits and will be fully retired by the time of their award may apply for grants of any amount up to \$4,000. The total to be awarded in 2021 will be \$20,000. The [Application Instructions](#) provide information about funding requirements and how to apply.

UMRA recently initiated an ambitious campaign with the goal of building a substantial reserve fund for our PDGR program. A generous and long-time supporter of the program offered to match the first \$10,000 in contributions to this fund with a \$10,000 gift. UMRA Board member Kaimay Terry and her husband, Joseph Terry, MD, have since offered an additional \$10,000 for 1:1 matching. One can make a contribution that will be matched at c-fund.us/s1n.

After the matching program is completed, contributions may be made by credit card at giving.umn.edu/umra or by check payable to the University of Minnesota Foundation (P.O. Box 860266, Minneapolis MN 55486-0266). Please note “UMRA Fund 4867” on your check.

See **PDGR** on page 5 ...

On being maroon and gold, and Black

The UMRA News is offering colleagues across the University an opportunity to share with us some of their experiences on being maroon and gold, and Black. Rahel Ghebre, MD, MPH, is a gynecologic oncologist and professor in the Department of Obstetrics, Gynecology and Women's Health. She earned her MD from the University of Michigan and MPH from Johns Hopkins Bloomberg School of Public Health. She received the 2020 International Gynecologic Cancer Society Award for Excellence in Teaching.—Kristine Mortensen, editor

“I would love to see members of UMRA reach back to offer their guidance on how to navigate academic life.” —Rahel Ghebre, MD, MPH

What brought you to the University of Minnesota?

As a young medical student in 1996, I was looking for a residency that was based in a community with a diverse patient population. The department chair in obstetrics and gynecology at the University of Michigan highly recommended the University of Minnesota, which has a combined training program with Hennepin Healthcare.



What was something about Minnesota that surprised you when you got here?

I was surprised by the diverse pool of companies that are either headquartered in Minnesota or have a large presence here. This is important as it provides strong industry partners for the work we conduct at the University. Based on my personal experience, opportunities for internship are important for Black students to attract them to math and science fields, and more generally to provide them with professional work opportunities. These same opportunities should be offered to students of indigenous and Latino background and first-generation college students who need that extra support to build professional connections.

Describe one experience that exemplifies what it is like for you today to be maroon and gold, and Black.

On June 5, 2020, the University of Minnesota Senate put forward [a statement](#) around the events surrounding the killing of Mr. George Floyd. The formal response of students, faculty, and administration to this defining moment in Minnesota history demonstrated this University's values and commitment to upholding justice and recognizing the equality of all persons. Although there is much work to be done, I believe this University is doing real work to advance racial equity within our campus and community.

What is the Early Pathway to Success Program and what are your ambitions for the program as co-leader?

The early years in an academic appointment can be challenging for all new faculty. A singular focus on demonstrating your contribution to science is required to advance in academic medicine. As a woman of color, I intentionally looked for those colleagues and mentors who offered me advice on how to overcome institutional barriers and find my place in this University. It is extremely valuable, some say critical, to have a network of colleagues who identify with your experience.

The Medical School's Early Pathway to Success Program is a career-supportive program for faculty who identify as women and are in the first three years of their faculty appointment; the intention is to promote gender equity and increase the retention and promotion of women in academic medicine. My ambition is to offer a similar program to faculty of all genders, and I believe our patients, students, and ultimately the state will benefit.

As an MD, MPH and educator, how do you see the impact of racism and discrimination in the U.S. on individuals and society? Daily around me there are signs of the lack of equal access to education and health care. Minnesota, despite ranking as one of the healthiest states in the U.S., has some of the largest disparities in health and education outcomes between whites and persons of Black, Latino, and American Indian heritage. As scientists, we know data speaks volumes and to address this disparity means to engage in addressing the root causes of racism and discrimination. We have challenging work ahead that requires all of us to fight the daily manifestations of racism and discrimination around us.

What is something members of UMRA can do to make Minnesota a better place for all?

I would love to see members of UMRA reach back to offer their guidance on how to navigate academic life. If you know of retired Medical School professors who would like to connect and serve as professional mentors, please ask them to [email me](#). That would be extremely valuable.

... **PDGR** from page 3.

One can also support this fund with a future estate gift. For more information, please contact UMF Senior Planned Giving Officer Lynn Praska at Lpraska@umn.edu or 612-624-4158.

See [Previous PDGR Awards](#) for a list of the grants awarded since 2009. [PDGR Impact Study](#) offers a summary of some of the things accomplished by these awards.

Anyone with questions or suggestions should contact [John Bantle, MD](#).

—John Bantle, MD, chair, UMRA Grants Committee

Support the UMRA grants program

As noted by John Bantle, MD, in “Annual grant competition starts October 15,” UMRA, together with the University of Minnesota Foundation (UMF), has launched a [crowdfunding campaign](#) to support the Professional Development Grants for Retirees (PDGR) program for 2021–22.

We are grateful to the generous and long-time supporter of the program who has offered to match the first \$10,000 in contributions to this fund with a \$10,000 gift, and to UMRA Board member Kaimay Terry and her husband, Joseph Terry, MD, for offering an additional \$10,000 for 1:1 matching.

- **Give [online](#)**
- **Make a tax-free gift from your IRA**
Although required minimum distributions from retirement accounts are suspended for 2020, IRA owners age 70½ or older can still make a qualified charitable distribution or QCD from their IRA to charity and avoid the income tax that would otherwise be due on the distribution. If you are able to consider charitable giving in 2020, a QCD may still be one of the most tax-advantaged ways to make a gift.
- **Give from your donor-advised fund**
Your contributions made to a donor-advised fund have already been set aside for charitable giving, making them a great way to support organizations that are important to you during times of economic uncertainty. You can recommend grants from the fund to UMF by providing the following information to the sponsoring organization:

Legal name: University of Minnesota Foundation

UMF federal tax ID: 41-6042488

Mailing address: P.O. Box 860266, Minneapolis, MN 55486

Designation: Professional Development Grants for Retirees (PDGR) program

- **Give stock**
Giving appreciated stock held more than a year can provide an immediate benefit to the U and is usually more tax efficient than giving cash. [Learn more](#).

If you make an IRA gift, stock gift, or recommend a grant from your donor-advised fund, please inform Lynn Praska at UMF to ensure your gift is credited to UMRA's crowdfunding effort.

In addition to our current fundraising efforts, we invite you to consider other ways to give to the U and to provide future support to the PDGR program, while also maintaining financial flexibility during these uncertain times:

- **Remember the U in your will or trust.** You can give a specific amount or a percentage of what remains after you've provided for your loved ones. You maintain control of your assets during life and can change your plans at any time.
- **Give retirement assets.** You may also name the U as a beneficiary of your tax-deferred retirement account. This simple option allows these assets to pass tax-free, so the full value of your gift will support the areas of the University that are important to you. If transferred to your heirs, these assets are subject to income tax and possibly estate tax. Like a gift in your will, a gift of retirement assets can be changed at any time.
- **Make a gift and receive income.** With the current market uncertainty, many donors find that a charitable gift annuity is an attractive fixed income option that also provides support for the University.

All gifts made before June 30, 2021, will be included in *Driven: The Campaign for the University of Minnesota*.

To learn more, please contact Lynn Praska at Lpraska@umn.edu or 612-624-4158.

—Lynn Praska, senior planned giving officer, UMF

HELLO, my name is Lawrence Rudnick

Hometown: Philadelphia

When did you join UMRA? June 2020

What was your very first job? Teaching beginning Hebrew.

What was your occupation when you retired from FT work? Professor of Astrophysics.

What is the name of the first record you bought? Probably *That's the Way It's Gonna Be* by The Chad Mitchell Trio.



Astrophysicist Lawrence Rudnick is living proof that science can be really cool.

If you could learn a new skill, what would you like it to be? Hand magic.

Do you have a favorite place on the U of M campus? The RecWell Center, since it makes me feel virtuous when I go there. Also, the marvelous Bell Museum on the campus in St. Paul. One of my biggest non-research achievements, after 26 years of ups and downs, was helping to establish the new planetarium there.

What is a fun fact about you we might not know? Despite a career using cooperative groups in my teaching, I'm not a very good group member, unless I'm in charge. I guess people who know me already know that. But I worked for many years on public TV's *Newton's Apple*, explaining everything from why the sky is blue to how seat belts and solar eclipses work, and why wagon wheels go backwards in old western movies.

What is something you currently enjoy doing with your time? Bike riding around the city.

Welcome new members to UMRA

Please give a hearty welcome to six new members who have joined UMRA since late July.

- **Tom Buchner**, Carlson School of Management, Supply Chain and Operations Management, senior lecturer
- **Mary Kay Hicks**, College of Liberal Arts, Institutional Advancement, principal gift officer
- **Laurie Koch**, College of Education and Human Development, Department of Organizational Leadership, Policy, and Development, associate professor
- **Paul V. Snyder**, Medical School, Department of Pediatrics, program director
- **Diane Toscano**, School of Public Health, Division of Environmental Health Sciences, senior research scientist
- **William Toscano**, School of Public Health, Division of Environmental Health Sciences, professor

For contact information, visit the *Member Login* page at umra.umn.edu (login required).

In remembrance

As we learn of the passing of UMRA members and University leaders, we share this information with our community. We send our condolences to the families and friends of these colleagues.

Ayers Bagley died February 26. He joined the College of Education in 1960 and became a full professor in 1970. He created the Virtual Museum of Education Iconics, the first known collection of iconic art representing Western educational themes and ideas. Ayers and his wife, Marian Ortolf Bagley, joined UMRA in 1996.

Roger Huss died August 1. He graduated from the University and worked as a transportation manager for Parking & Transportation Services for more than 30 years—all of his professional career. He was a dedicated “Gopher” and joined UMRA on his retirement in 2000.

Warren Wilcox Roberts died November 14. A professor emeritus of physiological psychology, he was a U of M faculty member for more than two decades, respected by his colleagues as “... the most meticulous, basic brain-science researcher.” He also contributed conscientious service to the Department of Psychology, College of Liberal Arts, and University committees.

—Kathleen O'Brien, UMRA Cares Committee

Leadership retreat was upbeat, productive

UMRA held its biannual planning retreat on August 25, bringing together UMRA officers, board members, committee chairs, and interest group leaders for a half-day meeting via Zoom. There were 32 attendees. “Keeping and Growing a Vibrant Organization” was the theme. The creative agenda used a mixed format of talks, reports, and breakout sessions.



The creative agenda kept things moving during UMRA's August 2020 leadership retreat.

It was clear from the outset that UMRA has an engaged and vibrant volunteer base. Preliminary plans were presented for forums and workshops, and because UMRA has no in-person luncheon meetings scheduled before January 2021, the agenda included a training session on the use of Zoom for meetings.

There were many recommendations for increasing the engagement of our members, particularly while we cannot meet in person. Suggestions included adapting our new member welcome reception and orientation to a virtual format, adding interest groups, encouraging “pop-up” sessions or short-term groups based on the interests of members who would like to lead and convene, and creating a Facebook group for UMRA members to communicate and share interests online. There were also ideas for continued collaboration between UMRA and the University Retirees Volunteer Center.

Raising awareness of UMRA

Participants suggested additional ways to reach out to those approaching retirement, to recruit new members, and raise awareness of UMRA among the colleges and units of the University.

It was recommended that we continue to explore collaboration with units where there is mutual interest, including the Alumni Association, the University of Minnesota Foundation, and the Office of Human Resources. It was strongly recommended that we sustain and grow UMRA's Professional Development Grants for Retirees program.

Retreat participants endorsed the importance of our all-member forums and workshops and encouraged the continued development of our capacity to produce our monthly programs in virtual formats so that members may take part no matter where in the world they live.

The UMRA Executive Committee and Board will consider the recommendations from the retreat at their meetings in the coming weeks.

—Frank Cerra, president, and Jan Morlock, president-elect

Keeping up with news about the U

UMRA members who want to keep up with events at the University and news about the University can easily do so. There are three news and information sources to which you can subscribe, all delivered by email for free.

1. Many of us remember the orange paper *Brief* that used to be distributed to departments, containing inter-*n*al U news. Now you can subscribe to the weekly news digest news at brief.umn.edu.
2. *Today's News Headlines* is a daily compendium of news from around the nation about the U and people at the U. You can ask to subscribe by emailing unews@umn.edu.
3. *The Minnesota Daily* is published Monday through Thursday during the school year: mndaily.com.

If you are interested in safety on campus, including COVID-19 Updates and everything from transportation and labs to alcohol and drug abuse, go to safe-campus.umn.edu.

—Gary Engstrand, UMRA secretary

UMRA Cares supports members

For assistance and support in the event of the death or serious illness of an UMRA member or family member, please email umracares@umn.edu or call 612-626-4403 and leave a message for UMRA Cares.

How to Zoom

By Craig Swan and Kristine Mortensen

Are you avoiding interesting UMRA programs because you're unsure how to join a Zoom meeting or attend a Zoom webinar? You're not alone.

Zoom has become such a prominent feature of daily life it's hard to believe most of us had never heard of it barely six months ago. What is Zoom? It's a web-based, video conferencing service like WebEx, GoToMeeting, or Skype. Since the onset of the pandemic, Zoom has gained favor because it is considered to be more robust and easier to use, for both work and socializing.

Meeting vs. webinar

A Zoom meeting is a collaborative gathering; every attendee is able to participate on video and audio. A Zoom webinar is a more formal event, intended for presentations, panel discussions, and larger audiences. Some Zoom events require registration, some do not.

When you register for an UMRA Zoom event, you will receive a Registration Confirmation email with the URL or "link" for joining the Zoom event.

The link will be preceded by an instruction:

Please click this URL to join.
or
Join Zoom Meeting.

Clicking the link in blue should get this message:

When system dialog prompts, click **Allow**.
If you have Zoom Client installed, launch meeting.
Otherwise download and run Zoom.
If you cannot download or run the application,
join from your browser.

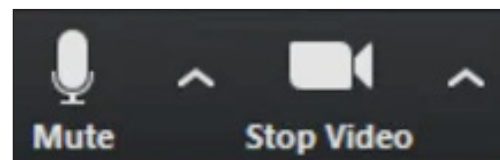
You don't need the Zoom Client if all you want to do is join a meeting. Just click join from your browser. You will be asked to enter your name. You may also have to click that you are Not a Robot. Then click Join and you should be in the meeting.

If you are an early bird, you may get a message like this:

Waiting for the Host to start this meeting.

Just sit back, read something, and wait.

Once in the meeting there should be a Full Screen option at the top of your screen: a square with arrows in the corners. Click this if you want the Zoom screen to fill your whole screen. Hit the Esc key when you want to escape the Full Screen option.



At the bottom of the Zoom screen there should be a microphone and a camera icon. If there is a red line through the mic icon, your mic will be muted. Clicking the icon will switch from mute to unmute. Similarly, a red line through the camera icon indicates others cannot see you. Clicking the icon will switch your camera on or off. If you don't see the icons, hover your mouse over the screen and they should appear.

If you're having trouble hearing, be sure the volume on your device is turned on and up. Or, use earbuds or headphones.

A few more tips

- Mute your mic when you're not speaking to avoid disruptive sounds from your surroundings.
- Turn off the camera when you step away from your device.
- Arrange your location so your face is centered in the screen and the light source is facing (rather than behind) you, so others can see you.
- If using a tablet or phone, don't hold it in your hand. Moving the device uses bandwidth.
- If two people in the same household are attending the same Zoom event, share one device or sit in separate rooms to avoid audio feedback. Muting the speaker on one device is not enough.

VOLUNTEER SPOTLIGHT

Keeping connected | Sally Schakel

When Sally Schakel retired from the University of Minnesota's Nutrition Coordinating Center, she wanted to have a purpose in retirement and to keep connected to the U. She found her "volunteer home" at the University Retirees Volunteer Center (URVC).

Since 2009, Sally has been the lynchpin of volunteer office activities at URVC, where she answers the phone, sends out announcements of volunteer project opportunities, registers volunteers, records volunteer hours, and maintains URVC's volunteer database system, Better Impact.



Once a week, Sally Schakel delivers meals to eight households of homebound seniors.

Once a week she also gets into her car and delivers meals to eight households of homebound seniors. In addition, she has served as a tour guide for the Bakken Museum and as a Red Cross blood drive greeter.

Beyond URVC

Upon retirement, Sally also decided she wanted to learn to ride a horse. Mission accomplished! Sally now owns and rides hunt seat on "Bama" (Alabama)—the nickname for her horse, whose registered name is Roll Tide.

Sally also volunteers for local community projects, including Operation Help and Community Thread.

Please call 612-625-8016 or visit urvc@umn.edu for information about current opportunities to volunteer.

—Deanne Magnusson, URVC Communications Committee

Preserving and sharing family history

UMRA members Lynn C. Anderson and Craig Swan invite you to join a discussion about family history on Wednesday, October 7, from 10 to 11 a.m. via Zoom. We each have decades of experience learning about, preserving, and sharing our family history information and documents, and are happy to share our insights, some examples, and a few "interesting" stories.

Whether you are just starting out to discover your family history, are well along, or already done, we welcome your participation. We will cover three main topics:

- You may have more family history than you know.
- Filling in the blanks.
- Sharing your family history with your children and other relatives.

After the presentation there will be a brief time for Q and A and discussion.

A Zoom meeting invitation will be sent October 1.

—Lynn C. Anderson and Craig Swan

Photo Club to meet outdoors

The UMRA Photo Club has become proficient at Zoom but plans to meet outdoors for a photo shoot at [Silverwood Park](#) in St. Anthony on Tuesday, October 13. In case of bad weather, October 15 is the backup date.

For anyone interested, come at 12 noon with your own bag lunch and chair and we will hold a picnic with appropriate social distancing. Otherwise, come at 12:30 p.m. and we will explore the park to take pictures. Details on where we will gather will be sent later.

Google Silverwood Park for [directions](#).

"Fall colors" will be the theme for the Photo Club meeting on Tuesday, November 10. The photo shoot in Silverwood Park should be a great opportunity for taking pictures on this theme.

Please contact Craig Swan at swan@umn.edu or Sheri Goldsmith May at goldsmith009@gmail.com for details and/or to be added to the Photo Club email list.



UNIVERSITY OF MINNESOTA
RETIREES ASSOCIATION

McNamara Alumni Center
Suite 250
200 Oak Street S.E.
Minneapolis, MN 55455-2002

October 2020 events via Zoom

- 7 Preserving family history
- 12 Executive Committee meeting
- 13 **UMRA A.M.**
- 16 Book Club
- 20 **Living Well Workshop**
- 26 Board of Directors meeting
- 27 **UMRA Forum**

All links indicated in the print newsletter are active in the PDF version posted online at umra.umn.edu/newsletters.

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