



January 15, 2019

Dear Friend,

Today I share the news with you that I've made the decision to move out of my role as executive director at the end of this summer. Because I believe in evolutionary and revolutionary change, I see this transition for what it really is: the right time for both myself and the Foundation to grow into our next life cycles.

I've been reflecting on my 15-year tenure since making this decision. It's been my honor to support the dreams and hopes of communities across Minnesota. During my time on staff, Headwaters has awarded over \$7 million in grants. I've served as executive director for the past six years, leading a phase of growth and renewal that now puts the Foundation on solid financial ground. I'm proud of these achievements. I also credit an ambitious staff, generous donors, a trusting Board, and fierce volunteers who have worked with me along the way. This is the community we call Headwaters. I can't think of a better place for us to be, especially as we move into our 35th anniversary this year. It feels symbolic and significant.

A team of Board members is leading the executive search and transition process. Given their collective wisdom and dedication to our mission, I know the process will be transparent and mission-aligned. Please stay tuned for their updates and reach out to them with transition-related questions: search@headwatersfoundation.org.

At the Change Makers Gala last May, I talked about "The Leadership of We." There's never just one leader in a movement—the Foundation's work is all about relationships. I'll keep meeting organizers, supporting donors, and advocating with my team until my last day serving as executive director. Then, I'll look forward to learning how I'll stay connected to the Foundation as I make plans for my next role in our community.

As the summer approaches, I hope I get to directly thank as many of you as possible. You represent the best of Headwaters, and you are part of a brilliant network of people I've been privileged to work with from my very first days on staff. That brilliance is what will continue to serve the Foundation.

Thank you, and now let's get back to work!

A handwritten signature in black ink, consisting of a stylized, cursive 'D' followed by a horizontal line extending to the right.

David Nicholson