



HEADWATERS™

FOUNDATION *for* JUSTICE

2015 Annual Report



Letter from the Executive Director



Dear Friend,

Headwaters Foundation for Justice is all of us. We are organizers who work on the front lines of change. We are donors who provide critical support. We are grantmaking volunteers who leverage financial resources in our communities through grantmaking. We are partners in the movement for equity and justice.

2015 was a time of great change. We had our biggest grantmaking cycle in the history of the foundation. We launched our new strategic plan. And, we said thank you and farewell to our long-time friend and colleague, Monica Bryand.

And, we witnessed a surge of grassroots action as communities came together to address state violence, the criminalization of people of color and transgender and gender non-conforming folks, climate change, and more. Time and time again, Headwaters' grantee partners and their leaders were on the frontlines of change.

We continue to get called upon to respond the inequities of today with grants to support a stronger and more robust infrastructure for organizing for change. At Headwaters Foundation for Justice, we know that it is not enough to respond to the pain of our communities. We must also show up with our time and our money to support the ability of people to find their power and take collective action.

From the bottom of my heart, thank you for all that you do to make our state a place where every dream, every opportunity is possible for every Minnesotan.

Sincerely,

David Nicholson
Executive Director

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Vision, Mission, Strategic Priorities



In May 2015, Headwaters Foundation launched a three-year strategic plan and updated mission and vision statements. Board and staff members spoke with over 200 community members to learn about what makes us unique and how we can do our work better.

What emerged was a roadmap that aligns our vision, mission, and values with concrete organizational actions that are relevant in the current landscape and will catapult Headwaters Foundation into its future.

Mission: To amplify the power of community to advance equity and justice.

Vision: Every dream. Every opportunity. For every Minnesotan.

Our Values:

Advance Equity

Our work supports strategies to change the systems and structures that restrict access to good health, a livable wage, housing, safety, and opportunities to certain groups because of their race, gender, class, sexual orientation, immigration status, or membership in other groups.

Demand Inclusion

We insist that the voices of those most affected by inequity are heard and valued in decision-making arenas.

Our Strategic Priorities:

- Community-led grantmaking
- Donor education and engagement
- Philanthropic organizing

Transform Power

We grow the power of our communities through justice-based financial support, donor education, and leadership development.

Trust in Community

We believe that the communities most affected by injustices already hold the knowledge of what needs to be done to upend those inequities.



Thank you to board members Owen Duckworth and Jessica Schaeppi, staff members David Nicholson, Sheila Nezhad and Maria De La Cruz, and Vital Edge Consulting for your work during the planning process. Thank you to Tuebor Storyworks for your help in crafting our new mission and vision statements.

Staff List

Monica Bryand, Program Director
Maria De La Cruz, Associate Executive Director
Lindsey Hogg, Giving Project Intern, Bulldogs on the Lake
Allison Johnson, Giving Project Associate, Ron McKinley Philanthropy Fellow
Lindy Look, Finance Director
Kate Nelson, Program Officer
Sheila Nezhad, Executive Assistant
David Nicholson, Executive Director
Jillia Pessenda, Senior Development Officer
Melissa Rudnick, Senior Program Officer
Kate Thomas-Tielke, Program Associate
Christina Wieberg, Communications Associate, New Sector Americorps RISE Fellow

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Jessica Schaeppi
Elizabeth Scott
Malik Holt-Shabazz
Leigh Stepan, Co-Chair
Mala Thao
Ann Viitala, Secretary
Jeffrey Weiss



Fiscal Year 2015 Grantmaking

Fund of the Sacred Circle

Alliance of Early Childhood Professionals
 Dakota Wicohan
 Native Youth Workers Circle
 Phillips Indian Educators (PIE)
 The American Indian and Rural Women's Leadership Project
 Waadookodaading Ojibwe Language Immersion School

Social Change Fund

Black Lives Matter Minneapolis
 Centro de Trabajadores Unidos en la Lucha (CTUL)
 Greater Minnesota Worker Center
 Hmong American Farmers Association
 La Asamblea de Derechos Civiles
 Minnesota Coalition for the Homeless
 NAVIGATE MN
 OutFront Minnesota Community Services
 Shades of Yellow (SOY)
 Toxic Taters Coalition
 Voices for Racial Justice
 WaterLegacy
 Welfare Rights Committee

African American Leadership Forum

African American Leadership Forum
 Association of Black Foundation Executives
 Haas Institute for Fair and Inclusive Society

Community Innovation Grants, in partnership with the Bush Foundation

AfroEco
Appetite for Change
ASLBlend
CHUM
Community Artist Leadership Initiative
courageous heARTS
Cross Cultural Alliance of Duluth
Cycles for Change
Dakota Wicohan
Exodus Lending
Health Equity Working Committee
Jewish Community Action
Ka Joog Nonprofit Organization
Men As Peacemakers
Metropolitan Interfaith Council on Affordable Housing (MICAH)
Minnesota Interfaith Power and Light
NARAL Pro-Choice MN
Northside Residents Redevelopment Council (NRRC)
OutFront Minnesota Community Services
Phillips Indian Educators (PIE)
The Bridge for Youth
The unPrison Project
Toxic Taters Coalition
Trans Youth Support Network
WaterLegacy
Wellness in the Woods
White Earth Land Recovery Project

Building More Philanthropy with Purpose

Building Our Future
Don't Buy Miss Saigon Coalition
Hmong Center of Green Bay
ManForward
St. Cloud State University Foundation for the

Karen Culture
Saint Paul Public Schools District 625

Honor the Earth

Black Mesa Water Coalition
Brave Heart Society
Cheyenne River Youth Project
Dakota Resource Council
Debwe Youth Center
Earth Guardians
Endazhi Anji Anishinaabewiiaang
Fractivist.org
Halau Hula Ke'alaonamaupua
Hopi Tutskwa Permaculture
Indigenous Consultants, LLC
International Forum on Globalization
Intertribal Council on Utility Policy
Inter-Tribal Maple Syrup Producers Cooperative
Keepers of the Athabaskan Watershed Society
Lowlander Center
Lubicon Solar Project
Medicine Wheel/Yellowbird
Native American Educational Technologies
Nez Perce Tribe Water Resources Division
Oceti Wakan
Olahana
Owe Aku International Justice Project, Inc.
Pointe-Au-Chien Indian Tribe
Polaris Institute USA
Sing Our Rivers Red
Southwest Uranium Working Group
Sovereign Foods Inc.
Sung Nagi Okolakiciye/Horse Spirit Society
To Lani Enterprises, Inc - Revitalising Local Navajo
Corn Pr
Traditional Native American Farmers Association
T'sou-ke First Nation - Wui,cist,Cen,tol
Unistoten Sovereignty Camp
White Earth Land Recovery Project
Winneman Wintu Tribe
Yansa Inc

Thank you!

\$10,000+ Donors

Shay Berkowitz & Phyllis Wiener & Still Ain't Satisfied, A Foundation With Attitude
Rachel Gelman
Charlotte Forsythe
Kim Lund
Katherine & Stuart Nielsen
Elizabeth Scott & James Houston
Barbra Wiener

\$5,000+ Donors

Pat Thompson & Mark Simonson
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\$1,000+ Donors

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Ralph Wyman
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Perry Wilson & Elizabeth Cutter
Thomas & Diane Vertin
Ann Viitala
Louise Ziegler



Up to \$499 Donors

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Coco

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Kevin Heist

Norma Herther & Kevin Loney

Annamary Herther

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 Suzanne Murphy
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 Louis E. Newman & Amy Eilberg
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 Dan Nordley
 Northern Lights Combined Federal Campaign
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 Thomas OConnell & Rebecca Heist
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 Beverly Palmer
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Diane Wilson
Alex & Marguerite Wilson
Mary Winkels & Tony Sinner
Shwu-Ling Yeung
Jeff Zuckerman & Lisa Pogoff
Dawn Zugay
David Zwick & Wendy Weingarten Zwick

Gifts Designated to the Social Change Fund

Daniel Hawkins & Michael Welter
The Bush Foundation

Gifts Designated to the Fund of the Sacred Circle

Karen Abraham & Ray Wiedmeyer
Amy Ebertz
Andrew Gokee
Trista Harris
Daniel Hawkins & Mike Welter
Alice Hawkins
Medora Woods

Gifts Designated to the Larry Olds Pop Ed Fund

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Jodi Bantley & Daniel Abebe
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Linda Holt
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Ms. Lea Schuster & Ms. Kim Gillespie
Linda C. Shelton & Larry Shelton
Janice Smith
Carol Walker
Bette M. Wammer & Michael H. Wammer

Gifts Designated to Building More Philanthropy Power

AAPIP
Yolanda Cotterall
Kaohly & Kong Her
Cheng Her
Elizabeth Johnson
Mary Kim Nguyen
Monique Passus-Thao
Gregory Tada
Terri Thao & Cheng Vang
Pheng Thao
Lisa Thao
Bo Thao-Urabe & Dennis Urabe
Bao Vang
Elizabeth Yang
Kaosong Yang
Kabo Yang
Toua Yang

Financial Statement of Activities

Based on audited financial statements for the year ending June 30, 2015

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenues, Gains, and Other Support				
Contributions and Grants	1,488,380		621,505	2,109,885
Program Revenue	15,712	-	-	15,712
Investment Income	98,037	35,891	-	133,928
Change in Beneficial Interests in The Minneapolis Foundation Fund	-	23,926		23,926
Special Events, Net of Expenses	66,164	-	-	66,164
Other Operating Revenue	93,375	-	-	93,375
Net Assets Released from Restriction	584,642	(584,642)	-	-
Total Revenues, Gains and Other Support	2,346,310	(524,825)	621,505	2,442,990
Expenses				
Program Services				
Grants Awarded	941,918	-	-	941,918
Other Program Services	472,057	-	-	472,057
Total Program Services	1,413,975	-	-	1,413,975
Supporting Services				
Management and General	254,104	-	-	254,104
Fundraising	212,807	-	-	212,807
Total Supporting Services	466,911	-	-	466,911
Total Expenses	1,880,886	-	-	1,880,886
Change in Net Assets	465,424	(524,825)	621,505	562,104
Net Assets - as of June 30, 2014	717,119	697,857	3,790,475	5,205,451
Net Assets - as of June 30, 2015	1,182,543	173,032	4,411,980	5,767,555