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
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.

**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.

**Our Strategic Priorities:**

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

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
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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
Hopí Tutskwa Permaculture
Indigenous Consultants, LLC
International Forum on Globalization
Intertribal Council on Utility Policy
Inter-Tribal Maple Syrup Producers Cooperative
Keepers of the Athabascan 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
Winnemem 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
Michael Troutman & Amy Blumenshine
Medora Woods

$1,000+ Donors
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Anonymous
David Bjork & Jeff Bengtson
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Henry A. Bromelkamp
Jay & Kristen Carlson
Anna Clark
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Elizabeth J Tisel & Sarah Farley
Ruth & David Waterbury
Jeffrey Weiss & Laura Rubenstein
Laura Wernick
Elizabeth Wroblewski & Bill Maloney
Ralph Wyman
Beth Zemsky

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Tony DeLuca
Hope Esparolini
Kestrel Feiner-Homer
Trista & Mark Harris
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Sally Johnson
Diane Lapp
Mary Lynch & Kurt Kelsey
Morgan Stanley - Waterbury Group
Carolyn H. Roby
Jim & Andrea Rubenstein
Jamie Schweser
Kathleen Seestadt & Bob Seestadt
Rajni Shah & Rajiv Shah
Lee Sheehy
Mala Thao & Ed Sriharatsa
Perry Wilson & Elizabeth Cutter
Thomas & Diane Vertin
Ann Viitala
Louise Ziegler
Up to $499 Donors

Anonymous
Karen Abraham & Ray Wiedmeyer
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Charles & Penelope Curry
Michele & Michael Darger
Edward & Sherry Ann Dayton
Diandra Decker
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Maryrose Dolezal
Elizabeth Dostal
Peter Dross
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Barbara Nash & Catherine Gray
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Haddad Consulting
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Annmary Herther
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Mark Maher & Mary Maher
Brooke Manley
David Mann
Edward & Sue Marek
Ilena Marron
Jeanne Massey & Richard Paul Taylor
Roger O. Mattson
Gifts Designated to the Larry Olds Pop Ed Fund
Birtukan Abebe
Sharon F. Albers & Steven C. Miller
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

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
## Financial Statement of Activities

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

### Revenues, Gains, and Other Support

<table>
<thead>
<tr>
<th>Source</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Contributions and Grants</td>
<td>1,488,380</td>
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<td>621,505</td>
<td>2,109,885</td>
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<tr>
<td>Program Revenue</td>
<td>15,712</td>
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<td>15,712</td>
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<td>Investment Income</td>
<td>98,037</td>
<td>35,891</td>
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<td>133,928</td>
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<td>Change in Beneficial Interests in The Minneapolis Foundation Fund</td>
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<td>23,926</td>
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<td>23,926</td>
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<tr>
<td>Special Events, Net of Expenses</td>
<td>66,164</td>
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<td>66,164</td>
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<tr>
<td>Other Operating Revenue</td>
<td>93,375</td>
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<tr>
<td>Net Assets Released from Restriction</td>
<td>584,642</td>
<td>(584,642)</td>
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<tr>
<td><strong>Total Revenues, Gains and Other Support</strong></td>
<td><strong>2,346,310</strong></td>
<td><strong>(524,825)</strong></td>
<td><strong>621,505</strong></td>
<td><strong>2,442,990</strong></td>
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</tbody>
</table>

### Expenses

#### Program Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants Awarded</td>
<td>941,918</td>
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<td>941,918</td>
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<tr>
<td>Other Program Services</td>
<td>472,057</td>
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<td><strong>Total Program Services</strong></td>
<td><strong>1,413,975</strong></td>
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<td><strong>1,413,975</strong></td>
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#### Supporting Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Management and General Fundraising</td>
<td>254,104</td>
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<td>254,104</td>
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<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>466,911</strong></td>
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<td><strong>466,911</strong></td>
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</table>

**Total Expenses** 1,880,886

<table>
<thead>
<tr>
<th>Source</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>465,424</td>
<td>(524,825)</td>
<td>621,505</td>
<td>562,104</td>
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<tr>
<td>Net Assets – as of June 30, 2015</td>
<td>1,182,543</td>
<td>173,032</td>
<td>4,411,980</td>
<td>5,767,555</td>
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</tbody>
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