



“What it means to be in community is what it means to make change.”

Tahnee Trenberth
2020 Giving Project cohort member

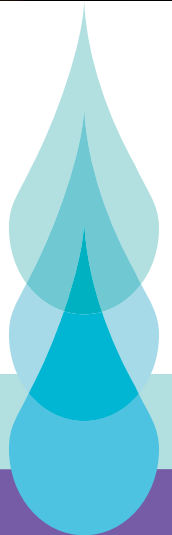


HEADWATERS™

FOUNDATION *for* JUSTICE

Fiscal Year 2020 Annual Report

July 1, 2019 through June 30, 2020





Dear Beloved Community,

In September 2019, I took the helm of Headwaters after five years as a staff member. I anticipated my first year to be filled with the ups and downs of getting used to my added responsibility, trying out new ideas, and learning from my mistakes. What I could not have anticipated was the heartbreak we would experience.

2020 was an incredible year in some of the most devastating and hopeful ways.

The dual pandemics of COVID-19 and racism impacted our daily lives and our collective experience. Personally, I felt challenged by the physical distance the coronavirus demanded of us during a time when all I wanted to do was hold my family and friends close.

Many times, I questioned whether I really was the right person to lead this amazing foundation through these times. I learned, however, that there are no perfect leaders, there are committed leaders. **I drew strength and inspiration from you—Headwaters’ donors, volunteers, and grantees.**

Our relationships with you represent the promise of Headwaters’ mission: to amplify the power of community to advance equity and justice. Every dollar donated represents our community’s aspiration. Every grant made represents HFJ’s trust in community. This annual report tells part of the Headwaters story. I hope you see yourself in this story because you played a role in it.

With gratitude,



ABOUT HEADWATERS

Headwaters Foundation for Justice is a Minneapolis-based community foundation that invests in grassroots organizing across Minnesota. We do this through grantmaking programs that support organizations and groups on the front lines of social change. Each of our programs invite people from the community to learn about and lead our grantmaking work. Since 1984, Headwaters has believed that the people who directly experience society’s injustices are exactly the people who know the way to collective liberation. We fund a variety of groups, and we prioritize funding groups that are led by and for Black people, Indigenous people, and people of color.

MISSION

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

FOUR CORE VALUES:

One | Advance equity

Our work supports movements and systems change that lead to individual resiliency and community power.

Three | Transform power

We grow power through community-led grantmaking, donor education, and leadership development.

Two | Demand inclusion

People who are most affected by inequity are often left out of decision-making work. We insist on changing that—nationally, regionally, and locally.

Four | Trust in community

A community knows itself best, and its people need to lead the way to collective liberation. Our job is to listen to and support the solutions that will improve life for all Minnesotans.

VOLUNTEERS: 55

TOTAL GRANTEES: 145

TOTAL GRANTS: 248

\$ DISTRIBUTED: \$3,831,499

ABOUT LONGSTANDING GRANTMAKING FUNDS at HEADWATERS

We invest in organizations across Minnesota because we believe that the people who are most affected by society’s injustices hold the power to heal society. Programs include:

The Giving Project Grant: Supports BIPOC-led organizations that use community organizing approach to address root causes of injustice. Headwaters has been offering Giving Project Grants since 2015.

Community Innovation Grant Program: A partnership with the Bush Foundation. Grants support communities to use problem solving processes that lead to more effective, equitable, and sustainable solutions.

Fund of the Sacred Circle: Invests in Native-led organizations that use a community organizing approach to advance justice on a wide variety of issues including: sovereignty, community health and wellbeing, education and engagement, and preservation of language, culture, land, water, and lifeways.

Donor Advised Funds: Allows donors to direct their values-aligned giving with guidance and support from experienced Headwaters staff.

BY THE NUMBERS

We encouraged eligible organizations to apply for multiple grants during FY2020. Because we launched two rapid response funds, some organizations received more than one grant. Learn about all of our FY2020 grantmaking programs below.

ABOUT WHAT WAS NEW in FY2020

Because communities faced increased social, political, and economic consequences due to COVID-19 and systems upholding racism, our grantmaking grew exponentially. We launched two rapid response funds:

Communities First Fund was developed to support BIPOC-led organizations responding to the immediate, COVID-19-related needs of their communities.

The Transformation Fund was developed in response to the murder of George Floyd and the ongoing culture of violence and white supremacy in our society’s systems and institutions.

“Money isn’t everything, but it tells us where our hearts are.”

-Laura Flynn, Donor

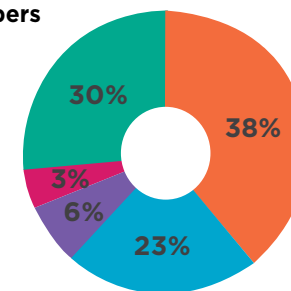
Statement of financial activity based on audited financial statements for the year ending June 30, 2020.

Revenue, Gains, and Other Support	Without Donor Restrictions	With Donor Restrictions	Total
Contributions and Grants	\$1,779,272	\$2,062,317	\$3,841,589
Contributions - Donor Advised Funds	\$2,912,176		\$2,912,176
Program Revenue			
Government Grants (PPP Loan)	\$170,500		\$170,500
Investment Income	\$40,399	\$140,518	\$180,917
Change in beneficial interests in The MN Foundation Fund		\$32,220	\$32,220
Special Events	\$108		\$108
Black Seed Fellowship		\$90,000	\$90,000
Other Operating Revenue	\$444,695		\$444,695
Net Assets Released from Restriction	\$521,793	(\$521,793)	
Total Revenues, Gains, and Other Support	\$5,868,943	\$1,803,262	\$7,672,205

Expenses	Without Donor Restrictions	With Donor Restrictions	Total
Program Services	\$4,474,512		\$4,474,512
Management and General	\$404,857		\$404,857
Fund Development	\$347,409		\$347,409
Total Supporting Services	\$752,266		\$752,266
Total Expenses	\$5,226,778		\$5,226,778
Change in net assets	\$642,165	\$1,803,262	\$2,445,427
Net Assets- Beginning of Year	\$1,997,056	\$5,433,487	\$7,430,543
NET - END OF YEAR	\$2,639,221	\$7,236,749	\$9,875,970

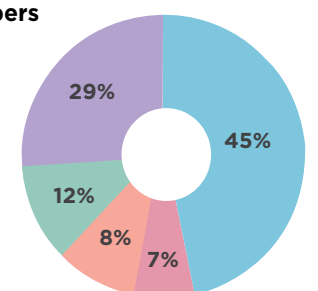
Revenue by the Numbers

- Individual Donors
- Donor Advised Funds
- Institutional Partners
- Investment Income
- Other



Expenses by the Numbers

- Community-Led Grantmaking
- Donor Advised Fund Grants
- Other Program Expenses
- Management & General
- Fund Development



2019-2020 HFJ GRANTEE PARTNERS

The 145 organizations HFJ invested in (groups with a ^ next to their name received support exclusively from a Donor Advised Fund):

African Career and Education Resource, Inc
 Afro American Development Association
 Al Maa'uun
 All Parks Alliance for Change
 AMAZE ^
 American Indian Community Housing Organization
 Ananya Dance Theatre ^
 APIA MN Film Collective
 Appetite for Change
 Asian American Organizing Project
 Astraea Lesbian Foundation for Justice ^
 Autism Society of Minnesota
 Awood Center
 Ayada Leads
 Bdote Learning Center
 Biodynamic Cohort ^
 Black LGBTQ+ Migrant Project
 Black Table Arts
 Black Visions Collective
 BlackOUT Collective ^
 Body Wisdom ^
 Breast Cancer Action ^
 Building Dignity and Respect Standards Council ^
 BVM Capacity Building Institute ^
 Capital & Main ^
 Center for Popular Democracy ^
 Center for Third World Organizing ^
 Central Area Neighborhood Development Organization
 Centro de Trabajadores Unidos en la Lucha
 Change Inc
 Chinook Fund ^
 City of Lakes Community Land Trust
 CloseKnit
 Community Stabilization Project
 Council on American Islamic Relations -CAIR- Minnesota, Inc.
 Dakota Wicohan
 Defend Glendale and Public Housing Coalition
 Division Of Indian Work
 Dream of Wild Health
 East Side Freedom Library ^

Elliot Park Neighborhood, Inc.
 Envision Community
 Exodus Lending
 Exposed Brick Theatre
 Family Tree, Inc
 For The Culture ^
 Free Black Dirt
 Free Forest School ^
 Frogtown Neighborhood Association
 Good Food Purchasing Policy Twin Cities
 Grassroots Indigenous Multimedia
 Greater Minneapolis Crisis Nursery ^
 Greater Minnesota Worker Center
 Green America ^
 Groundswell ^
 Hispanic Outreach Program of Goodhue
 Hmong American Farmers Association
 Hnub Tshiab: Hmong Women Achieving Together
 Honor the Earth ^
 Hope Community
 Immigrant Development Center
 In the Heart of the Beast Puppet and Mask Theatre ^
 Indigenous Environmental Network ^
 Indigenous Peoples Task Force ^
 Indigenous Roots
 InquilinXs UnidXs Por Justicia
 Isuroon
 Jewish Community Action ^
 Joyce Preschool
 Juxtaposition Arts
 Land Stewardship Project ^
 Landmark Conservancy ^
 Lao Assistance Center of MN
 Leaders of Color Collective
 Lower Phalen Creek Project ^
 Main Street Project ^
 Manidoo Ogitigaan
 Medical Students for Choice ^
 Metro Quail Forever ^
 Micro Grants ^
 Midwest Mixed



Migizi Communications
 Minnesota Transgender Health Coalition ^
 Minnesota Voice
 Move to Amend ^
 Movement Voter Project ^
 MPD150
 National Black Food and Justice Alliance ^
 National Network of Abortion Funds ^
 Native American Community Development Institute
 Native Governance Center
 Navigate MN
 New Arab American Theater Works
 Niibi Center
 Nokomis East Neighborhood Association (NENA)
 OutFront Minnesota Community Services
 Penumbra Theatre
 People's Movement Center ^
 PFund Foundation ^
 Postpartum Support International ^
 Powderhorn Park Neighborhood Association
 Pueblos de Lucha y Esperanza
 re:power fund ^
 RECLAIM
 Redeemer Center for Life
 ReleaseMN8
 Resident Association of Greater Englewood ^
 Resource Generation ^
 Restaurant Opportunities Center of Minnesota
 Reviving the Islamic Sisterhood for Empowerment
 Rights4Girls ^
 Saint Paul & Minnesota Foundation

Somali American Women Action Center
 South Sudanese Foundation
 Southerners On New Ground ^
 Southside Family Charter School ^
 St. David's Center for Child and Family Development
 St. Paul Youth Services
 TakeAction MN
 The Bridge for Youth
 The Enitan Story
 The Nature Conservancy ^
 The SEAD Project
 The Shalom Center ^
 Third Wave Foundation ^
 Tiwahe Foundation ^
 Toxic Taters Coalition
 Trans Women of Color Collective ^
 Ujamaa Place ^
 Unicorn Riot
 Unite Cloud
 Upstream Arts
 Urban Homeworks
 Voices for Racial Justice
 WaterLegacy
 Well Being Development
 West Broadway Business & Area Coalition
 West Side Citizens Organization
 White Earth Land Recovery Project
 Women for Political Change
 Women's Environmental Institute ^
 Young Dance
 Young Muslim Collective ^

AS OF JUNE 30, 2020 STAFF

Ari Baum Hommes | Grants Associate
Maria De La Cruz | President
Mary Deloríe | Director of Individual Giving
Venessa Fuentes | Director of Network and Narrative
Kristin Gilbert | Operations and Development Associate
Allison Johnson Heist | Program Director
Sofía Leyva | Program Intern
Ray Martinez | Program Manager
David Nicholson | Outgoing Executive Director
Julie Remmelts | Chief Operations Officer
Melissa Rudnick | Program Director
Crystal Wabnum | Program Officer

Please visit our website for an up to date staff listing.

BOARD OF DIRECTORS

Ebony Adedayo
Eartha Bell
Elizabeth Coco
Camille Cyprian
Truong Chinh Duong
Alyssa Hawkins
Muneer Karcher-Ramos
Arleta Little
Erica Mauter
Fatima Moore
Dameun Strange
Pa Chua Vang
Avi Viswanathan
Janiece Watts

DEVELOPMENT COMMITTEE

Catherine Clark
Elizabeth Coco*
Tiffany Dykes
Claire Eder
Elly Fireside-Ostergard
Gretchen Honnold
Eric Howard
Jonathan C.W. Jones
Pa Chua Vang*
Lance Witzig
Janiece Watts*
Jesse Zager



Photo credit: Free Truth Media

FINANCE & INVESTMENT COMMITTEE

Bilal Alkatout
Eartha Bell*
Stephanie Cole
Bile Daad
Kong Her
John Kostishack
Arleta Little*
Paul Tremewan

*board member

GIVING PROJECT COHORT 6 MEMBERS

Donte Curtis
Mia Divecha
Wayne Ducheneaux
Graham Earley
Joy Elizabeth
Alice Gaglio
Jillian Gross Fortgang
Sarah Gruidl
Zach Johnson
Jouapag Lee
Maria Lee
Nimisha Nagalia
Kia Pankey
Tahnee Trenberth
David Wang
Kabao Xiong
Serena Xiong
Xia Xiong
Marsha Yang

Aaron Dorfman and Geneen Massey Fund

BVM Capacity Building Institute
Capital & Main
Center for Popular Democracy
Headwaters Foundation for Justice
Medical Students for Choice
Move to Amend
re:power
Resident Association of Greater Englewood
Rights4Girls
Trans Women of Color Collective

Anonymous Funds

Building Dignity and Respect
Standards Council
Centro de Trabajadores Unidos en la Lucha
Headwaters Foundation for Justice

Blazing Star Fund

African Career and Education Resource, Inc
Awood Center
Centro de Trabajadores Unidos en la Lucha
Headwaters Foundation for Justice
Honor the Earth
Voices for Racial Justice

Catharine C Reid Fund

Body Wisdom
Centro de Trabajadores Unidos en la Lucha
CloseKnit
Greater Minnesota Worker Center
Green America
Headwaters Foundation for Justice
Hnub Tshiab: Hmong Women Achieving Together
OutFront Minnesota Community Services
Tiwahe Foundation
Women's Environmental Institute

Courageous Possibilities Fund

aMaze
Ananya Dance Theatre
Body Wisdom
Breast Cancer Action
Centro de Trabajadores Unidos en la Lucha
East Side Freedom Library
Headwaters Foundation for Justice
In the Heart of the Beast Puppet and Mask Theatre
Indigenous Environmental Network
Indigenous Peoples Task Force
Jewish Community Action
Main Street Project
Micro Grants
OutFront Minnesota Community Services
PFund Foundation
re:power
TakeAction MN
The Shalom Center
Tiwahe Foundation
Ujamaa Place
Voices for Racial Justice
Women's Environmental Institute

Earth Cloud Fund

Free Forest School
Land Stewardship Project
Landmark Conservancy
Lower Phalen Creek Project
Metro Quail Forever
Southside Family Charter School
The Nature Conservancy

Elizabeth Scott Fund

Biodynamic Cohort
Centro de Trabajadores Unidos en la Lucha
Family Tree, Inc
Headwaters Foundation for Justice
InquilinXs UnidXs Por Justicia
OutFront Minnesota Community Services
People's Fund
People's Movement Center
Reviving the Islamic Sisterhood for Empowerment

DONOR ADVISED FUNDS

Larry Olds Popular Education Fund

Southside Family Charter School

Melissa Scott Fund

Astraea Lesbian Foundation for Justice
Biodynamic Cohort
Black Visions Collective
Centro de Trabajadores Unidos en la Lucha
Greater Minneapolis Crisis Nursery
Headwaters Foundation for Justice
InquilinXs UnidXs Por Justicia
Minnesota Transgender Health Coalition
OutFront Minnesota Community Services
People's Fund
People's Movement Center
Postpartum Support International
Reviving the Islamic Sisterhood for Empowerment
Voices for Racial Justice
Young Muslim Collective

Maddy's Wealth Redistribution Revolution

National Black Food and Justice Alliance

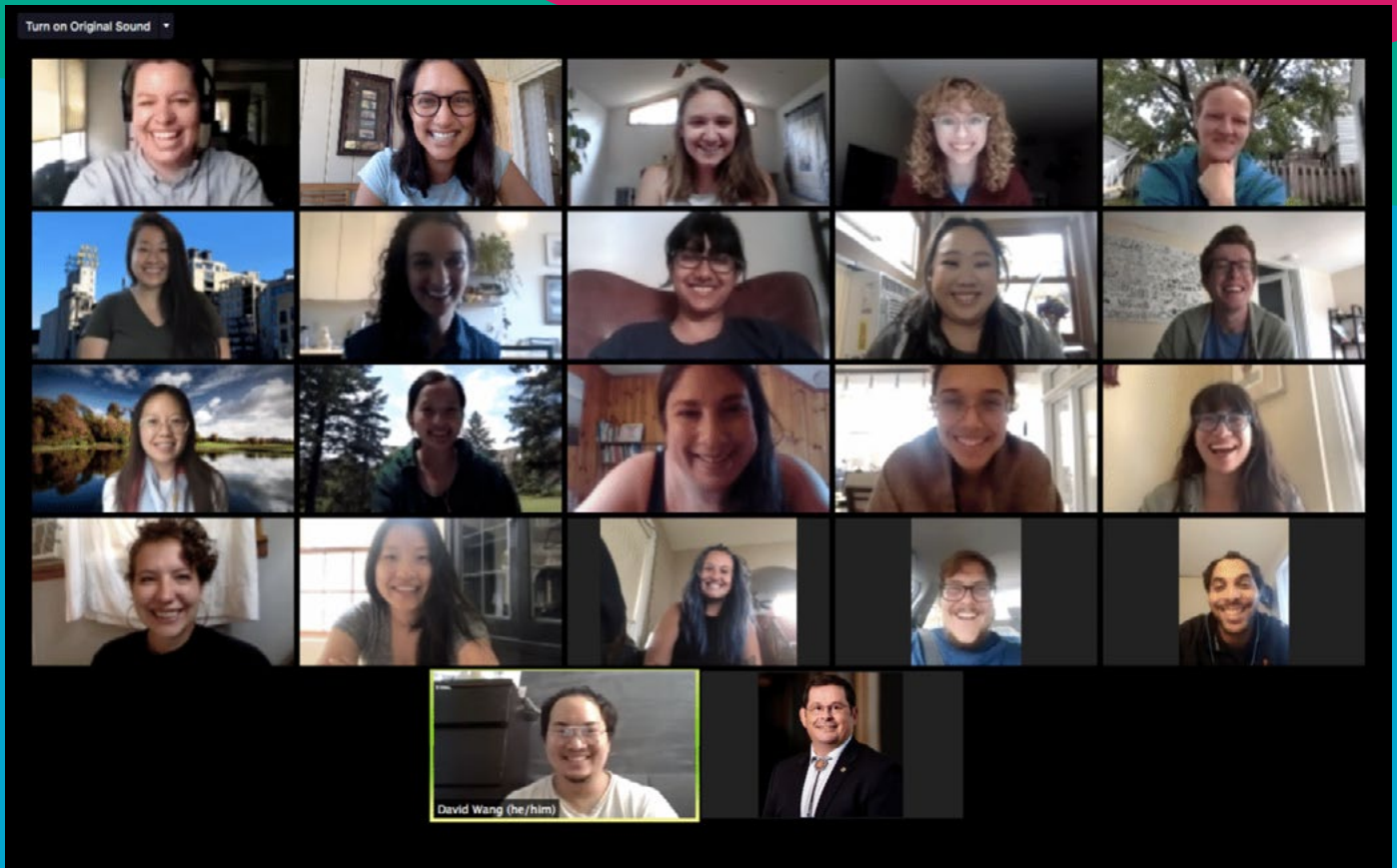
Social Justice Fund

Black Table Arts
BlackOUT Collective
Center for Third World Organizing
Chinook Fund
For The Culture
Groundswell
Headwaters Foundation for Justice
InquilinXs UnidXs Por Justicia
Movement Voter Project
National Network of Abortion Funds
RECLAIM
Resource Generation
Southerners On New Ground
Third Wave Foundation



“I’m so amazed by how incredibly generous we have been with ourselves and each other. We have internal abundance.”

-Joy Elizabeth, Donor & Giving Project Participant



Graphic Design by Felicia Pruitt Brown, Felt Designs LLC

Back cover photo courtesy of HFJ Program Team

Front cover photo by Free Truth Media

Headwaters began working remotely in late March 2019; all public event photos were taken prior to that transition.