



HEADWATERS[™]

FOUNDATION *for* JUSTICE

Giving Project Grant

2024 Guidelines & Application

www.headwatersfoundation.org

2024-25 Giving Project Grant Guidelines, Application, and Evaluative Assessment

About the Giving Project Grant

Headwaters Foundation for Justice (HFJ) believes that those most impacted by injustice have the wisdom and power to transform society. We see and honor the strength that resides within communities. **The Giving Project is dedicated to funding Black, Indigenous, and People of Color (BIPOC)-led, grassroots, community-based organizations across Minnesota that use community organizing as a core strategy to advance equity and justice.** Headwaters recognizes and values that there are many different approaches to community organizing and that organizing looks different within every community.

In an effort to refine and strengthen the political analysis of the Giving Project, Headwaters has selected a theme for the 2024-25 Giving Project Grant. **The 2024-25 Giving Project Grant specifically seeks to support organizations whose work advances gender justice in Minnesota.**

Gender justice is intersectional, expansive, and centers those most impacted by various, often compounding, forms of gender-based oppression. Headwaters notably refers to the wisdom and leadership of [Third Wave Fund](#) in defining gender justice as, "a movement to end patriarchy, transphobia, and homophobia, and to create a world free from misogyny." According to the [Women and Girls Index 2020: Measuring Giving to Women's and Girls' Causes](#), philanthropic support for organizations dedicated to women and girls only makes up 1.6% percent of total charitable dollars. Additionally, a 2020 study found that grants to women and girls of color totaled only about 0.5% of the \$66.9 billion contributed by foundations in 2017. By selecting this theme for the 2024-25 Giving Project Grant, Headwaters is emphasizing our understanding of gender justice as a necessary component in all efforts towards collective liberation.

Areas of interest for the 2024-25 Giving Project Grant include but are not limited to: reproductive justice; bodily autonomy; queer and trans justice; gender equity; healthcare equity and access; anti-gender-based violence; and leadership development for gender-oppressed folks of color.

The organizations selected for the 2024-25 Giving Project Grant will receive unrestricted, general operating grants of \$40,000 paid out over two years, \$20,000 per year. Since 2015, nearly \$1.7 million has been invested in grassroots

community-based organizations advancing equity and justice in Minnesota by Headwaters' Giving Projects.

Decision-Making Process

Along with raising the funds to support the Giving Project Grant, members of Headwaters' 2024-25 Giving Project cohort will read and evaluate grant applications, conduct site visits with organizations, and make collective decisions about which organizations will be selected for funding.

The Giving Project is a cross-class, multi-racial, multi-generational cohort of community members who come together over several months to move money to BIPOC-led organizations focusing on systems change. Through political education, community building, grassroots donor organizing, coaching, and collective grantmaking, Giving Project participants develop a shared understanding of race, class, and power as resource mobilizers within the social movement ecosystem.

Characteristics of a Giving Project Grant Recipient

While the work will differ, all Giving Project grantee partners will share the following characteristics:

- Use community organizing as a core strategy to advance equity and justice in Minnesota, with a clear commitment to gender justice.
- Be substantively led by and for Black, Indigenous, and People of Color (BIPOC) most directly impacted by the issues the organization is working on.
- Their staff and board reflect a commitment to BIPOC leadership.
- Their leadership is reflective of and accountable to their community.
- They continually build leadership from within their own membership, base, and/or community.
- They bring people together to build collective power that they wouldn't have individually. We define power as "the capacity of a group of people to decide what they want and to act in an organized way to get it." (Class Action, Building Bridges Across the Class Divide).
- They use that collective power to create meaningful institutional, cultural, and/or structural change.
- They work to understand and address the root causes of oppression, not just the symptoms.
- They use an intersectional, cross-issue, collective liberation approach that makes connections between race, class, and gender.

- They see their organization as part of the larger movement for social change, and work towards strengthening that movement.
- They have limited access to mainstream funding sources.

Eligible Organizations

To be eligible, an organization must:

- Be a legally incorporated entity with 501(c)(3), **or**, 501(c)(4) status, **or** have a fiscal sponsor, **or** be a tribal nation/tribal entity.
- Be based in and carry out their work in Minnesota.

In addition, eligible organizations may:

- Be a current or past Headwaters' grantee partner.
- Be new to Headwaters.
- Be either an emerging or established organization.

Ineligible Organizations and Activities

The following entities and activities are ineligible for this grant:

- Organizations who have received a Wellspring Fund grant from Headwaters.
- Organizations that primarily provide direct services.
- Projects sponsored by a government agency (other than tribal entities).
- Partisan efforts.
- Endowment funds or capital campaigns.
- Individuals; these grants are for organizations.
- Late or incomplete applications.

Application Timeline

Applications open on Monday, July 29, 2024. You must submit your organization's application by **5 p.m. Central on Thursday, August 29, 2024**, via our Grant Portal. We will not consider late or incomplete applications.

Finalist organizations will receive a virtual site visit from Headwaters staff and Giving Project cohort members throughout late January and early February 2025 as a step in the decision-making process. Applicants will be notified of final decisions in February 2025. Organizations selected for funding can anticipate receiving the first installment of grant funds in March 2025, after grant agreements have been signed

and submitted. Headwaters will announce the selected grantee partners publicly sometime in Spring 2025.

Info Sessions

There are two Giving Project Grant information sessions for interested organizations to learn more about the grant and the application process. The information shared at both information sessions will be the same.

- [Wednesday, July 31 from 12 p.m. - 1 p.m.](#)
- [Tuesday, August 20 from 6 p.m. - 7 p.m.](#)

Please follow the links above to RSVP for the information sessions. The information sessions are hosted virtually on Zoom.

For interested organizations unable to attend either information session, the first session will be recorded and available for viewing on our website.

Have more questions?

For general questions about the grant and eligibility, contact:

- Sierra Judy, Giving Project Program Officer, at sierra@headwatersfoundation.org or 612-400-6275

For questions about accessing and navigating the Grant Portal, contact:

- Robyn Browning, Grants Manager, at robyn@headwatersfoundation.org or 612-400-6266

Grant Application

Narrative Questions

All narrative questions have a 500-word limit. However, do not feel as though you need to submit 500-word answers; only use the space you need to answer each question.

1. Organizational Mission and Base

Provide a summary of your organization, including your mission, history, and goals. In your response, please also describe the base of your organization. Your “base” are the people building power together, who are driving an agenda forward together, and who are actively engaged in your organization’s work. You may call this your community, your membership, and/or your people.

2. Community Organizing and Root Causes

Giving Project grants support organizations that use community organizing as a core strategy to advance equity and justice in Minnesota. Organizations must have a clear analysis of the structures and systems that challenge their community, and concrete goals and strategies to build power and change systems.

How does your organization address root causes of oppression (such as patriarchy, white supremacy, colonialism, etc.)? How do you build collective power to create meaningful institutional, cultural, and/or structural change?

3. BIPOC Leadership and Accountability

Giving Project grantee partners will be substantively led by and for Black, Indigenous and People of Color (BIPOC) most directly affected by the issues the organization is working on.

Is your organization BIPOC-led? How are individuals most directly impacted by the issues that your organization seeks to address involved in your organization’s leadership and decision-making? How is your organization accountable to them?

If your organization is not substantively BIPOC-led because of intentional strategic or labor equity considerations made by BIPOC decision-makers within the organization, please explain this here. How is your organization accountable to BIPOC individuals most directly impacted by the issues that your organization seeks to address?

4. Advancing Gender Justice

Headwaters Foundation for Justice knows gender justice isn't exclusive to cisgender, heterosexual women and girls. We refer to the wisdom and leadership of [Third Wave Fund](#) in defining gender justice as, "a movement to end patriarchy, transphobia, and homophobia, and to create a world free from misogyny."

What does gender justice mean to your organization? What problems, needs, or opportunities does your work address? What will be different because of your efforts?

5. Collective Liberation Approach

We prioritize organizations that use an intersectional, cross-issue, collective liberation approach to their work. What does collective liberation mean to your organization? How do you draw connections across lines of race, class, indigeneity, and gender?

6. Partnerships and Movement Ecosystem

Headwaters believes partnerships are essential to the work of social change. How is your organization in meaningful partnership with other organizations? What role does your organization play in the larger movement ecosystem of Minnesota?

Financial Situation

Applicants are not required to submit any form of budget. Instead, we ask a series of finance related questions that help us understand what resources you are working with and how you plan to sustain your work.

7. What was your annual operating revenue for the current year?
8. What was your annual operating expense for the current year?
9. If you have current or prospective institutional funders, please list them here. Include the name of the funder(s) and the amount they currently give or will give to your organization.
10. One of the characteristics of a Giving Project grant recipient is that they have limited access to mainstream funding sources. Please describe how you view your organization's access to mainstream funding sources as limited.

Application Requirements

A complete application will have:

- Complete answers to all application questions including financial information.
- If your organization is fiscally sponsored, you must provide:
 - A letter, dated within the last two years, from the fiscal sponsor's Executive Director verifying the fiscal relationship **or** a signed copy of your fiscal sponsorship agreement;

Evaluative Assessment

In a commitment to transparency, Headwaters is pleased to share with our community the assessment that will be used to evaluate each grant application. The framing of the evaluative assessment is based on the narrative questions of the grant application. There are also opportunities for evaluators to elaborate on their assessments via comment sections. All evaluators will be expected to review the entire grant application and complete the evaluative assessment based on the materials submitted.

Note: This evaluation form is just for reference, grant applicants do not need to fill this out.

Instructions: Evaluators, please review the entire grant application for the organization you are evaluating and then answer the following questions based on what you read. Please rate the following questions on a scale of 1 to 10, with 1 being "Not at all" and 10 being "In a significant way."

Organizational Mission and Base

To what extent is this organization's mission and base clear and compelling?

1	2	3	4	5	6	7	8	9	10
Not at all					In a significant way				

(Optional) Additional Comments:

Community Organizing and Root Causes

To what extent does this organization advance equity and justice through work that addresses root causes of oppression (such as patriarchy, white supremacy, colonialism, etc.) and builds collective power to create meaningful institutional, cultural, and/or structural change?

1	2	3	4	5	6	7	8	9	10
Not at all					In a significant way				

(Optional) Additional Comments:

BIPOC Leadership and Accountability

To what extent is this organization led by and accountable to Black people, Indigenous people, and People of Color (BIPOC) most directly affected by the issues the organization is working on?

1	2	3	4	5	6	7	8	9	10
Not at all								In a significant way	

(Optional) Additional Comments:

Advancing Gender Justice

To what extent does this organization's work advance gender justice by addressing the problems, needs, or opportunities the organization seeks to impact?

1	2	3	4	5	6	7	8	9	10
Not at all								In a significant way	

(Optional) Additional Comments:

Collective Liberation Approach

To what extent does this organization draw connections across lines of race, class, indigeneity and gender and use an intersectional, cross-issue, collective liberation approach to their work?

1	2	3	4	5	6		7	8	9	10
Not at all							In a significant way			

(Optional) Additional Comments:

Partnerships and Movement Ecosystem

To what extent is this organization in meaningful partnership and building power with other organizations in the larger movement ecosystem of Minnesota?

1	2	3	4	5	6	7	8	9	10	
Not at all							In a significant way			

(Optional) Additional Comments:

Financial Situation

To what extent does this organization have limited access to mainstream funding sources?

1	2	3	4	5	6	7	8	9	10	
Not at all							In a significant way			

(Optional) Additional Comments:

Overall Assessment

What is your overall impression of this application?

- This is one of my top choices.
- This is a good application, but not one of my top choices.
- This is a fine application, but I am not sure it should be funded at this time.
- I do not think this application should be funded at this time.

(Optional) Additional Comments:

Evaluative Notes

(Required) Please explain your reasoning for evaluating the application the way you did:

(Optional) This application has a RED FLAG. I have the following specific concerns:



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