

## **FOR IMMEDIATE RELEASE**

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### **Headwaters Foundation for Justice Announces New Leadership Structure and Appointment of Co-Executive Director**

Minneapolis, MN – October 9, 2024 – Headwaters Foundation for Justice is excited to announce its new leadership structure, marking the next chapter in the 40 year-old foundation’s ongoing commitment to social justice, equity, and community-led grantmaking. After a comprehensive review of its leadership and decision-making models over the past year, Headwaters has adopted a shared leadership structure. This new Co-Executive Director structure reflects Headwaters’ dedication to promoting inclusive and sustainable leadership, while strengthening its organizational agility and expanding its capacity to meet the ever-changing needs of grassroots movements.

“Collaborative leadership makes us stronger and more responsive to the evolving needs of Minnesota’s social justice ecosystem,” said Fran Hutchins, Co-Chair of Headwaters’ Board of Directors. “This structure deepens our commitment to justice, fosters sustainable leadership, and ensures we remain true to our mission of supporting community-led grantmaking.”

#### **Bilal Alkatout Appointed as First Co-Executive Director**

Headwaters is proud to announce the appointment of Bilal Alkatout as its first Co-Executive Director. Bilal has served as Interim Executive Director for over a year, guiding the organization through a period of transition with dedication and a deep commitment to Headwaters’ mission. With more than 15 years of experience in the nonprofit sector, Bilal’s leadership in advancing equity and justice has been instrumental in stabilizing and strengthening the organization.

“Bilal’s deep commitment to equity, justice, and integrity, combined with his expertise in programming and grantmaking, make him the perfect fit for this role,” said Eric Howard, Co-Chair of Headwaters’ Board of Directors. “We are confident that, as Co-Executive Director, Bilal will continue to lead Headwaters in resourcing Minnesota’s social justice movements and fostering strong relationships across our community. His vision and leadership will remain central as the foundation embraces this new shared leadership model.”

#### **Search for Second Co-Executive Director Now Underway**

In addition to Bilal’s appointment, Headwaters is launching a search for a partner Co-Executive Director. This search is led by a committee of Headwaters board and staff with the support of

Mighty Consulting, a trusted leader in executive placements across the nonprofit sector. Mighty Consulting will play a vital role ensuring that the forthcoming Co-Executive Director shares Headwaters' passion for advancing equity, expanding philanthropic organizing capacity, and transforming power.

"The search for a Bilal's partner Co-Executive Director is a critical next step in realizing our vision of shared leadership," said Hutchins. "We look forward to finding someone who will join Bilal in leading Headwaters into its next chapter."

### **Looking Ahead**

"We are excited for this next chapter at Headwaters Foundation for Justice," said incoming Co-Executive Director Bilal Alkatout. "We believe this leadership model will expand what is possible for Headwaters and help us better support the grassroots movements driving social change in Minnesota. I look forward to continuing this journey alongside the incredible wisdom of our staff, board, and community partners as we work together to advance collective liberation and justice."

For more information about the Co-Executive Director position or Headwaters' mission, please visit <https://headwatersfoundation.org/shared-leadership/>.

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### **About Headwaters Foundation for Justice**

**Headwaters Foundation for Justice** is a Minneapolis-based community foundation that invests in grassroots organizing across Minnesota. This is done through grantmaking programs that support organizations and groups on the front lines of social change. Each of those programs invites community members to learn about and lead the foundation's grantmaking work. Since 1984, Headwaters has believed that those who directly experience society's injustices are the ones who know the path to collective liberation. The Foundation prioritizes work led by and for Black people, Indigenous people, and people of color through the four core values of advancing equity, demanding inclusion, transforming power, and trusting in community.