

Punishment **without** crime.

If you're arrested—but not charged or convicted—it can cost you and your family a place to live. That's because a tenant screening in Minnesota will show any arrest on your record, regardless of whether you were charged. The Minneapolis Police Department, for instance, makes this data available for 40 years, and anyone with internet access can get it.

In the Moorhead area, where the Wilder Foundation counts 800 homeless people, People Escaping Poverty Project (PEPP) is working on a statewide solution.

Within a year, their Tenant Action Network went from a percolating idea to a strong outstate voice for those denied homes. **With** tenants, local students, residents and sponsorship from a local human rights commission and area churches, the legislative phones started lighting up. A bill made it to committee to expunge and seal the arrest records of those who have not been convicted or charged of a crime.

It's not law yet. But when it comes to making sure everyone has a place to call home, the 2008 legislative session cannot come soon enough.



With Headwaters' support, PEPP **organized** a broad-based outstate coalition, spotlighting a critical issue and moving it through the legislature.

Movement **with** a message.

When you hear the phrase “parts per million,” what you don’t hear is that these environmental standards reflect safe toxin limits for a 200-pound man. But the burden of environmental issues often falls on women and children.

Women’s Environmental Institute is researching toxins and disclosure standards and getting the word out. And the renowned Ananya Dance Theatre is dancing about it.

While this may seem like an unusual partnership, they are working **with** each other to put facts into action. Ananya’s performance called “Pipaashaa: Extreme Thirst” combined with a series of workshops is helping women of color make the connection between toxins and their health, and take action.

The buzz—and visibility—is building, with profiles in mainstream media and legislative hearings underway to develop standards that are truly safe and establish the public’s right to know about environmental contamination.

All because someone thought to use dance as an organizing tool.



Headwaters supports Ananya and Women’s Environmental Institute as they **push for** safe standards around environmental contamination.

With a voice that carries.

Rural Minnesota faces challenges you won't likely see driving 35 mph through town. State funding cuts, lack of living-wage jobs and a shift in racial makeup have created some of the most challenging dynamics in the state.

That's why having a voice is so important. And Main Street Project provides the megaphone.

While they have helped give all rural communities a voice, one new focus is **with** Latinos living in greater Minnesota. Main Street Project trained 57 Latino leaders in three rural Minnesota communities to get out nonpartisan election materials that directly affect Latinos—from taxes to housing to labor laws. They distributed bilingual get-out-the-vote door hangers and made over 3,000 personal contacts in the last election. Main Street Project hosted democracy dances the night before elections, combining salsa and merengue with candidate and polling station information.

As a result of this work, Main Street Project helped elect people to the boards of the Housing and Redevelopment Authority, churches and various nonprofits; prepared Latina women to run for positions on the library and school boards; and advanced the political engagement of thousands of Latinos across Minnesota.

With a new election around the corner, they are making sure rural Americans are being heard—regardless of what language they speak at home.

An aerial, black and white photograph of a rural town. In the center, a church with a prominent steeple is visible. The town is surrounded by trees and residential buildings. A white megaphone graphic is overlaid on the right side of the image, pointing towards the center.

With support from Headwaters through the Main Street Project, rural Latinos are developing a strong political **voice**.

With an unexpected victory.

Organizing doesn't always bring the change we're seeking. But Somali Action Alliance gained something valuable: a sense of power and possibility.

With looming financial difficulties, the Minneapolis School District slated several schools to close, schools that educated many Somali children. Twelve Somali teachers were terminated and English language programs were being slashed.

With the help of Organizing Apprenticeship Project (OAP), Somali Action Alliance developed a framework for understanding institutional racism in education. Because Somali teachers are critical for their children to successfully negotiate their new culture, the Alliance brought together over 200 parents to block the closure of a school with a high concentration of Somali students and teachers—a school fully engaged with the Somali community.

The a-ha moment came when parents realized their new role. "I'm an immigrant and have no say in the matter" became "a quality education for my children is something I can—and must—fight for." It was no longer enough that one's own child got a good education, the children of the entire community were at stake.

Overnight, Somali Action Alliance became a force to contend with. And while schools were eventually closed, the community felt a sense of victory for their new voice—the ability to raise awareness, the power to take issues to public officials, and the willingness to stand up to an institution in new ways.



Headwaters assists Somali Action Alliance in organizing families to **confront** institutional racism.

Homelessness **with** an end.

The plan is to end homelessness in Duluth in ten years. And the key to do this lies **with** the homeless themselves.

The world changes when one is able to advocate for oneself, or better yet, help someone in a similar predicament. This is what those without a home are discovering as they work together to end their public isolation through Twin Ports Action Coalition (TPAC). Created by Damiano Center, TPAC organizes homeless members to work on solutions to the challenges they face every day. They're meeting weekly, developing leaders, and participating in implementing the city's 10-year plan.

With the support of Damiano and the 38-church-strong Churches United in Ministry, they are changing how the homeless see themselves, and how the wider community sees the issues around homelessness.

And with an office—and an address—TPAC is becoming homebase for those without a home. Their ambitious mission is to be out of business in ten years.



Headwaters' grant to Damiano provides a mechanism through which people experiencing homelessness have a powerful community **presence**.

With works.

What follows is more than a list; it's a multiplication table. As these groups are funded and supported and connected, society as a whole embraces justice with more passion. We've seen this change accelerate over the years. That is what "with" is able to do.

Some groups on the following page are here because we take calculated risks on those that don't yet have a track record. We believe they will be successful— we've been proven right time and time again. And we believe that good funding at the early stage is critical.

But frankly, none of these leaders would be on the list if it weren't for our donors who believe in the concept of "with." That with each other, we will continue to do things that are impossible alone.

Democracy! Fund

Supports legal, nonpartisan political activity and effectiveness of nonprofit organizations. Promotes community organizing and nonprofit advocacy to build stronger democratic institutions and impact public policy. Headwaters partners with Otto Bremer Foundation, The Minneapolis Foundation, and the Women's Foundation of Minnesota. In 2007, Headwaters granted \$146,000.

Centro Legal, Inc.
Joint Religious Legislative Coalition
Lao Assistance Center of Minnesota
Main Street Project
MN Association of Deaf Citizens
MN Citizens Federation – Northeast
MN Coalition for the Homeless
MN Religious Coalition for Reproductive Choice
MN Spoken Word Association
Native Vote Alliance of Minnesota
People Escaping Poverty Project
Somali Action Alliance
St. Cloud Area Somali Salvation Organization (SASSO)
TakeAction Minnesota
Twin Cities Community Voice Mail

Environmental Justice Fund

Supports communities of color and low-income communities organizing to change environmental inequities to ensure the health and safety of their communities. In 2007, Headwaters granted \$85,000.

Afro Eco Group
Environmental Justice Advocates of Minnesota
Harrison Neighborhood Association
Indigenous Environmental Network
Indigenous Peoples Task Force
Liberian Human Rights and Refugee Welfare Organization
MN Pesticide Awareness
North American Water Office
West Side Citizens Organization
Women's Environmental Institute

Special Initiative

Respond to special needs and opportunities, and enable donors to support a wide variety of interests. In 2007, Headwaters granted \$10,000.

Media Justice Fund

Fund of the Sacred Circle

Supports American Indian-led grassroots groups in Minnesota and Wisconsin that are engaged in social change organizing. The fund, a joint project of Headwaters and Wisconsin Community Fund, granted \$35,000 in 2007.

Dakota Ojibwe Language Revitalization Alliance
Dakota Wicohan
People's Institute North – Duluth Office
Phillips Indian Educators (PIE)
We Indians Parent Committee

Social Change Fund

Directs support to grassroots organizations engaged in social change organizing throughout Minnesota. In 2007, Headwaters granted \$200,000.

African & American Friendship Association for Cooperation and Development
All Parks Alliance for Change
Alliance for Metropolitan Stability
aMaze
Ananya Dance Theatre
Arc Headwaters
Churches United in Ministry
Communities United Against Police Brutality
Consortium of African Community Organizations
Damiano of Duluth, Inc.
ISAIAH
Local Fair Trade Network
Mental Health Consumer/Survivor Network of Minnesota
MN Association of Community Organizations for Reform Now
MN Immigrant Freedom Network
MN Religious Coalition for Reproductive Choice
MN Welfare Rights Coalition
Organizing Apprenticeship Project
People Escaping Poverty Project
Somali Action Alliance
TakeAction Minnesota
Twin Cities Media Alliance
Welfare Rights Committee
Workers Interfaith Network
Youth Against War and Racism

What we do **with** what we have.

Headwaters is in a unique position as both an exchange for funds and ideas, and as a connection point for like-minded individuals and organizations. In this role, we've worked hard to live out our mission as a catalyst, fueling imagination, training leaders, strengthening the support system, raising visibility and creating networks. Here are some highlights of our work over the past year.

Walk for Justice

The twelfth annual Walk brought 1200 people from 130 community organizations to beautiful Boom Island Park along the banks of the Mississippi. After specialized trainings on raising money and months of online and in-person fundraising, grassroots groups celebrated their success in solidarity: Over \$200,000 was raised to fund their valuable work.

Headwaters extends a special thanks to our four summer interns who provided such great support to all the groups that walked. Two of the interns were at the event, declaring the largest gathering of progressives in the state “powerfully inspiring.”

Building Capacity

Throughout the year, Headwaters worked with community organizations to strengthen relationships, educate activists and fortify organizations working for justice. Through grantee convenings, communication and fundraising trainings—along with trainings on movement building and community organizing—activists became more skilled and organizations shared resources and partnered in creative new ways. We partnered with groups in greater Minnesota in becoming co-sponsors of our capacity building events. This partnership strategy works. The groups are engaging their communities in advancing solutions to long-term problems while strengthening their role as community anchors—making our state a better place for all.

Money and Justice Program

Headwaters continued the Money and Justice Series with All in the Family—where teens and adults came together to discuss creative ways that families are engaged in discussing money, values, and giving. In the final program—Legal Matters and Legacy—estate planning attorney Ann Viitala reviewed vehicles for providing for loved ones, our own financial security, and the organizations we care about. Participants discussed ethical wills and the kind of legacy we want to leave for future generations.

The ever-popular Money and Justice Series provided a venue for donor activists to explore and think strategically about their giving. The program's interactive structure attracted a diverse group and encouraged lively discussions.

Funding Partnerships

We're continuing to foster innovative partnerships with our philanthropic colleagues. Working in collaboration through the Democracy! Fund, Environmental Justice Fund, Fund of the Sacred Circle and the Dream Fund ensures even more resources get to grassroots organizations working for social change.

We collaborated with numerous grantmakers and non-profits on a variety of educational programs addressing social justice issues. Headwaters took a leadership role in organizing and sponsoring these events with the wisdom of knowing that, when working together, a better product is produced. Headwaters has set an agenda to advance political power of communities, while supporting communities in thinking globally and acting locally to create solutions.

Fund of the Sacred Circle Endowment Campaign Celebration

The Fund of the Sacred Circle launched the public phase of its endowment campaign with keynote speaker Wilma Mankiller, legendary activist, author and former chief of the Cherokee Nation, at a powerful event held at the Science Museum of Minnesota in October 2006.

The event celebrated the Fund of the Sacred Circle's accomplishments, honored all of the early donors to the endowment, recognized the Campaign Committee, and invited the public to contribute to the Fund of the Sacred Circle. Gifts to the fund will become a permanent resource for social change organizing within American Indian communities in Minnesota and Wisconsin.

Allies for Justice

This is our favorite night of the year when the entire Headwaters community—our grantees, donors and allies—gets together and celebrates our collective work for justice. This year, with over 400 old and new friends, we marked a decade of putting the spotlight on those exceptional organizations and individuals who make justice a reality. Our inspiring 2007 Allies for Justice honorees were:

All Parks Alliance for Change for twenty-five years of improving the living conditions of thousands of families living in manufactured homes by organizing strong tenant associations.

Minnesota Immigrant Freedom Network for successfully forging connections among rural and urban immigrants and allies, building a powerful voice for human rights and justice through immigration reform at local, state and national levels.

Barbara Forster for decades of visionary leadership locally and globally—working on pressing societal issues including domestic violence, international human rights, the causes of conflict and violence, and improving the status of women, children and refugees throughout the world.

Without your help.

There are some things in life you can achieve by yourself. Justice isn't often one of them. It requires the deep and sustained power of "with," an unwillingness to be removed from the ranks of those who believe our society will someday be just and equal for everyone. Thank you for your ongoing support.

For those new to the work of Headwaters, consider—right now—being part of a powerful, positive force that changes lives and changes communities. We'd like you with us.

Ways to Give

There are many ways to give to suit your abilities and needs. You can give:

Online at HeadwatersFoundation.org.

By check or credit card mailed to Headwaters Foundation for Justice, 2801 21st Avenue South, Suite 132B, Minneapolis, MN 55407.

Using automatic debits from a checking, savings or credit card account. It's convenient and hassle-free, and helps spread your gift over time.

By making a pledge payable over time. You set the amount and payment schedule.

Through a gift of stocks or bonds. Transferring stock to Headwaters is easy. You receive a tax deduction for the full market value and avoid capital gains tax on the increased value.

By designating your gift to Headwaters if your workplace giving program includes Community Shares Minnesota or the United Way.

By making a memorial or tribute gift in honor of a special person, or by asking friends and family to make a gift to Headwaters to celebrate a special occasion in your life.

By setting up a Partnership Fund, our donor-advised giving program. We'll help you learn about a wide array of social justice groups. You can direct resources to groups and issues you care about, and we do the work from there.

By including Headwaters in your will as a legacy for social change, or naming Headwaters as a recipient of all or part of a life insurance policy, IRA or qualified retirement plan. Note to donors over age 70½: Until December 31, 2007, you may transfer up to \$100,000 in IRA assets to Headwaters during your lifetime without recognizing any federal income tax. Call us for details.

Through other planned gifts, such as charitable remainder and lead trusts, providing financial security for you and your family and benefiting Headwaters.

By giving to Headwaters' endowment fund, or Fund of the Sacred Circle endowment, where gifts build a perpetual base of resources for progressive work.

For more details, please call us at 612-879-0602 ext. 12, or via e-mail to carol@headwatersfoundation.org.

Fiscal Year 2007 Donors (July 1, 2006 – June 30, 2007)

Those indicated in bold have given to Headwaters for five or more consecutive years. We do our best to list all donors accurately and apologize if we have not done so. Please contact us so we can make any corrections/additions.

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 Lynn Gildensoph
 Matt Gladue and Anna Meek
 Becky Glass and James Hare
 Sarah Gleason
Karen and Howard Gochberg
 Therese and Robert Goddard
 Dawn Goldschmitz
 Brigid Goss
 Alice Grant
 Steven Gray
Alison Green and Danny Chang
 Kimberlee Greene
 Greg Grinley
 Dave Grinsel
 Eric Grumdahl
 Rudy Guglielmo
 Kathleen Hagen and Chernah Coblentz
 Debra Hahn Fisher and Jeremy Fisher
Judy Hall and Kirsten Rupel
 Dana Hansen
 Steve and Susan Hanstad
 Teresa and Stephen Haselmann
 Hugh and Joan Hawkins
 Ron Hawkins
 Kurt Helland
 Anne Henry
Norma Herther and Kevin Loney
 Greg Herzog
 Dick and Joan Hilden
 Janine and Devin Hill
Jay and Karen Hill
 Bill Hilty
 Arthur T. Himmelman
 Wendy Hippard
 Carolyn Holbrook
 Paula Holden
 Kathleen Hollander and Rodney Johnson
 Jeanne Hollingsworth
 Shirley Holm
 Kathryn Houston
Josephine and Jan Hubbard
 Susan Hubbard*
 Mary and Warren Ibele
 Roger Israel
 Jeff Jackson
 John and Michele Jansen
 Cornell Jesser
 Howard Johnson
 Jean Johnson
 Liz and Brian Johnson
 Sally Johnson
David and Jan Jones
 Kelly Jones
 Juanita Judie Cutler
 Andreas and Blia Jurewitsch
 James and Christy Justice
 Joan Kanavich and John Schultz
 Diane Kaplan
 Steven Kaplan
 Nancy Kelly
 Ben Kercheval
 Pamela Kingfisher
 Carla Kjellberg
 Mary Louise Klas
 Krystal Klein
 Christian Knights

Martin Kohn
 Elizabeth Koosmann
 Steven and Julie Kramer
 Michael and Marguerite Krause
 Kim Kusilek
 Suzanne Lagoni
Dianne Lair and Douglas Williams
 Laura and Ethan LaMont
 Edward Landrum
 Jeremy Lane
 Joan Laux
 Shoua Lee
 Xiongpaoo Lee
Randy Lehmann and John Libra
 Jason Leopold
Bill and Mary Lerman
 Dennis Levendowski and Lisa Knazan
 Gunnar Liden
Jay and Sally Taylor Lieberman
 Harry and Sumiko Limbocker
Cynthia Lindau
Terry Campbell Lindeke and Chip Lindeke
 Doris Margaret Logue
 David Lonsdale
 The Alarmists
 Carol Lukas
 Brita and Trevor Lum
 Robert Lundgren
 Nicole Ly
Susan Mackay
 John and Carol Macwherter
Maggie Madden
 Carol Malkinson and Dave Hyde
 Richard Mammen and Tricia Hummel
 Brooke Manley
 Edward and Sue Marek
 Mary Marrow
 Jaime Martinez
 Msgr. Louis Marucci
 Jeanne Massey and Richard Paul Taylor
 Roger O. Mattson
 Chester McCoy and Nancy Peterson
 Kelly, Mike and Max McManus
 Adele Mehta
 Ted Meyer
 Martha Meyer-Von Blon and Thomas Meyer
 Stephen and Nancy Michael
John L. Michel and H.Berit Midelfort
 Duane Miller
 Mark Crispin Miller
 Anna Min
 Danea Miwa
 Jacqueline Moen
 Jen Mohnkern
 Joanne Mollner Katz
 Leslie and Daniel Mollner
 Matthew and Mistie Mollner
 Raymond and Patricia Mollner
 Christopher Monkhouse
 Ned Moore
 Constance Moothart
 Cynthia Moothart
 Mai Moua
 Gary and Mary Jo Muellerleile
 Patrick Mulvihill
 Edward and Shirley Munson

David Murphy
Marietta Murphy
 Mary Ellen Murphy
 Matthew Musel
 Gordon and Christy Myers
 Lisa Naaktgeboren
 Marilyn Naglak
 Amanda Napp
 Celeste Nelms*
 David Nelson and Cynthia Whiteford
 Mai Neng Moua and Blong Yang
 Ryan Newcom
 Louis E. Newman
 Michael Newman
 Stephen Nguaygwa
 Zoe Nicholie and Candace Margulies*
 Barbara Nicol
 Megan Nightingale
 Tracy Nordquist
 Colleen Norton
 Dick and Marit Nowlin
 John Nuechterlein
 Robert Nyquist
 Robert Oberleitner
Tom O'Connell
 April Oertwig
Eric and Heidemarie Olson
 Michael Olson and Maryann Wolters
Rachel Olson
 Stephen O'Neil and Angela Miller
 Mary Ann B. O'Reilly
 Liza O'Reilly
 Teresa Ortiz
 Tess Owens
Mary Jane and Bruce Pappas
 Christine and Gary Park
 Hye-Jung Park
Rev. Theo Park
 Anessa Parks
William and Janna Parrott
 John and Joan Parsons
Maggie and Brian Pastarr
 Steven Pearthree
 Julie Pena
 Luis Pereira
 Epifanio and Robin Perez
 Brent and Stacy Perkins
 Quiana Perkins
 Mary Perlich
 Sandra Petersburg
 Mary Ellis Peterson*
 Melissa Pfeiffer
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 John Pignatello and Karen Westwood
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 Bud and Sheila Porter
 Irene Porter
 Megan Powers
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Court and Susan Queen
Thomas and Jane H. Quigley
 Anusha Ramachandran
Kate Redpath
 Gary Reierson
 Steven Renderos
 Sharon Rice Vaughan*

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 Julie Ristau
 Andy Robinson
 Peter Rode
 Holly Rodin
 Rosemarie Rodriguez Hager
 Irene Rodriguez
 Kelley Roper
 Barb Rose and Sarah Gleason
 Barb Rose and Charles Lentz
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Margaret Rounds
 Brigitte Rouson
 Katie Ruberto
 Dana Rubin
 William Russell
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 Darryl and Karen Savage
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 Bruce Schelske
 Mark Schelske and Janis Johnson
Lise Schmidt
 Peter Schmitz
 Linda and Dan Schneckenberg
 Brockman and Nancy Schumacher
 Judy and Tony Schumacher
Janice Scofield
 Patrick Sedlar and Julie Hinds
Joe Selvaggio and Rose Escanan
 Shelly Semingson
Emily and Davu Seru
 Marcus Seywerd
 Steven Shapiro
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 Anne F. Siegle
 Kristina and Dean Simmons
 Katherine Simon Frank and Richard Kain
 Chuck Simpson
 LaShella Sims
 Stella SiWan Zimmerman
 Gail Skaggs
Maryellen Skan and Peter Thiel
 Laura Smidzik
 Ann Somers
 Lonnie and Joy Sorensen Navarre
 William and Alice Stahlmann
 Karen Starr and Dejunius Hughes
Susie Staudenmaier and Kelly McGee
 Kathy Stennes
 Leigh Stepan
Muriel Sterne
 Greg Stock
 Dawn Stockmo
 Erin Stojan
 Summer Streets and Christopher Johnson
 Paul Taylor
 Peter Taylor
 Ker Thao
 Lindsey C. Thomas and David Lauth
Deborah Thorp
 Eric Thuerk
 Patti Tototzintle
 Christa Treichel
 Frank Trnka
 Mike Tschida and Paula Caillier
Tracy and Marilyn Tyler

Julia Uleberg*
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 Barbara Vaile
 Chia Youyee Vang
 Jennifer Vogel
 William and Carol Vogel
 Amy Vomhof McClurg
 Richard Wagenknecht
 Laura Wakefield
 Elizabeth Wallace
 Clara Walter Marchetti*
 Jessica Ward-Denison
 Marion Watson
 Jeffrey Wells and Sam Johnson
 Julia Wells
 Ben Welter
 Sally and Paul Westermeyer
 Catherine Whipple*
 Alex and Marguerite Wilson
 Dean Wilson
Elaine Wilson and Daniel Barnes
 Mary Wilson
 Cheryl Winch and Christine Hazel
Mary Winkels and Tony Sinner
 Judy Wirebaugh
 Jim Wishner
 Timothy Thompson and Lynn Yamanaka
 Chue and Pang Yang
 Judy and Avi Yellin
 Denny Young
 Ira Yurdin
 Andrea Zuercher

Tribute Gifts

Zelda and Leo Arditte
 Susan and Jack Graber
 Amy Lange and Jane Newman
 Ed and Ceci Shapland
In honor of Catharine Reid's 50th Birthday
 Forrest and Renee Burke
 Nicholas and Susan Burke
In honor of Barbra Forster
 Jihan Hill
In honor of Eliza Goodwin
 Carolyn Holbrook
In honor of Sam Grant
 Ben Kercheval
In honor of Matt
 Dennis Levendowski and Lisa Knazan
In honor of Ben Knazan
 Mary Ellen Murphy
In honor of Charlotte Forsythe
 Joe Nathan
In honor of Elaine Salinas
 Terese Pritschet
In honor of Barbra Wiener
 Ker Thao
 Chue and Pang Yang
In honor of Boa Lee
 Judy and Avi Yellin
In honor of Kelly Perkins Drummer
 Mary Janet Cargill
In honor of Kristine Smith

In-Kind Gifts

7 Corners Printing
 Air America
 Anthony Shane Florist
 Apres
 Barbra Wiener
 Circle Designs
 D'Amico Catering
 Dan Newton
Franklin National Bank
 Graco, Inc.
 Hard Working Pictures
Jim Sauder and Paul Hogrefe
 Lunds Food Holdings, Inc.
 Premium Waters, Inc.
 Pulse of the Twin Cities
 Scherer Brothers Lumber
 Taraccino Coffee
 The Alarmists
 The White House Project
ThinkDesign Group
 TUBS, Inc.
 Twin Cities Daily Planet
 Wiese Creative

Together, we have the wherewithal.

Our work in creating a just world takes place where “with” and “without” meet. In broad strokes, our push to create a larger “with” is how we are working to ensure that fewer are “without.”

Headwaters’ founders recognized that many didn’t share in the privileges and benefits of America—and “without” was thriving in a society that allowed discrimination and inequality. Two decades later, the headway our communities have made is phenomenal. But our America must live up to her promise: a just society where opportunity, equality and dignity are guaranteed to all.

To fulfill the promise, we’re bringing diverse communities together, investing resources boldly, and challenging injustice in order to create an ever-widening circle where everyone can prosper.

With is where we want to be as a society. And with is how we’ll get there:

- With our grantee partners, communities are engaged, important issues are heard and real solutions rise up.
- With our activist grantmaking, we’re broadening community connections and ensuring that those who live the problems day-to-day will decide where to best invest dollars for change.
- With our committed donors, we generate new ideas and have the resources to sustain work for change.
- With our foundation partners, our reach and influence is extended, with increased resources to lead on critical concerns.
- With our volunteers, we have the energy, passion, expertise, and creativity of hundreds of hands and minds to solve the hardest problems facing us.

We continue to be enriched by these talented and committed supporters—a list that’s long and growing longer. We draw our strength from this amazing community of people who share a vision and commitment to justice. We are grateful for your ongoing support that allows us to fund and train and connect and enlarge the circle we call “with.”

With sincere thanks,

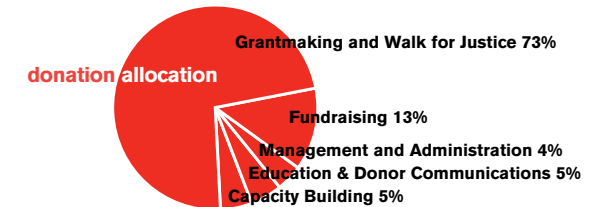
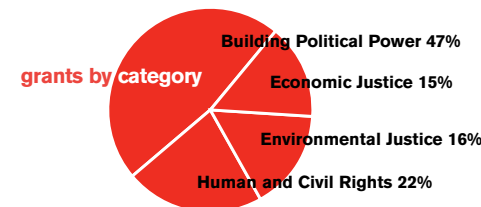
Arif Mamdani
Arif Mamdani
Co-Chair

Ann E. Tobin
Ann E. Tobin
Co-Chair

Revenue and Expense Summary

Fiscal Year 2007 (July 1, 2006 – June 30, 2007)

	General Operations	Partnership Funds	Total
Revenue			
Individual Support	\$ 443,843	\$ 261,884	\$ 705,727
Foundation Support	446,102	-	446,102
Walk for Justice	235,495	-	235,495
Program Income	105	-	105
Other Revenue	343,820	9,107	352,927
Total Revenue and Support	\$ 1,469,365	\$ 270,991	\$ 1,740,356
Expenditures			
Program:			
Grantmaking	\$ 673,618	\$ 395,474	\$ 1,069,092
Capacity Building	97,504	-	97,504
Education and Communications	98,242	-	98,242
Walk for Justice	275,025	-	275,025
Total Program Expenditures	\$ 1,144,389	\$ 395,474	\$ 1,539,863
Supporting Services:			
Management and Administration	\$ 71,406	\$ -	\$ 71,406
Fundraising	232,437	-	232,437
Total Supporting Services	\$ 303,844	\$ -	\$ 303,844
Total Expenditures	\$ 1,448,233	\$ 395,474	\$ 1,843,707
Excess of Revenue and Support Over Expenses	\$ 21,132	\$ (124,483)	\$ (103,351)
Board Designated Projects Paid from Reserves	31,466		
Beginning Net Assets July 1, 2006	265,964	429,685	695,649
Ending Net Assets June 30, 2007	\$ 255,630	\$ 305,202	\$ 560,832
<small>(includes board designated funds of \$12,543)</small>			
Endowment and Grants Reserve Net Assets June 30, 2007	\$ 2,689,694		
Fund of the Sacred Circle Net Assets June 30, 2007			
<small>(includes \$473,024 held in trust by The Minneapolis Foundation)</small>			
Temporarily Restricted Net Assets June 30, 2007	\$ 206,359		



Headwaters Foundation for Justice is a catalyst for social, racial, economic and environmental justice. Through grantmaking and organizational assistance, Headwaters supports grassroots communities addressing the root causes of injustice. Headwaters engages and partners **with** a committed community of donors and allies who work for justice.

Committees

July 1, 2006 – June 30, 2007

Democracy! Fund

Hashi Abdi
Sally Anaya-Boyer
Gloria Contreras Edin
Charlotte Flowers
Sheila Gothmann
Kaying Hang
Valerie Lee
Arif Mamdani
Mai Thor
Elsa Vega Perez
Sarah Walker

Social Change Fund

Amalia Anderson
Veronica Burt
Tom Detwiler
Laura Gaitan
Shannon Gibney
Anne Haddad
Farheen Hakeem
Daniel Hawkins
Jihan Hill
Shoua Lee
Boa Lee
May Lee
Suzanne Murphy
Luis Pereria
Paulie Salazar
Duke Schempp
Pablo Tapia
Pamela Twiss
Dominick Washington

Fund of the Sacred Circle

Sara Agaton Howes
Omie Baldwin
Sharon Day
Andy Gokee
Ron McKinley
Elaine Salinas

Environmental Justice Fund

Tara Chadwick
Collie Graddick
Shalini Gupta
Jerry Lopez
Nicole Ly
Cecelia Martinez
Munir Meghjee

Investment Committee

Rod Boren
John Farrish
Jill Koosmann
David Waterbury

Allies for Justice Celebration Committee

Sue Herridge
Sally Heuer
Channing McKinley
Catharine Reid
Emily Jane Seru
Barbra Wiener
Twana Williams

Donor Education Committee

Shayna Berkowitz
Louisa Castner
Amy Lange
Catharine Reid
Barbara Wiener

Fund of the Sacred Circle Endowment Committee

Omie Baldwin
Ken Bellenger
Dorene Day
Sharon Day
Paul DeMain
Peggy Flanagan
Andrew Gokee
Eric Jolly
Winona LaDuke
LaVon Lee
Ronald Libertus
Truman Lowe
Cecelia Martinez
Ronald McKinley
Steve Newcom
Joy Persall
Karri Plowman
Alex Roberts
Elaine Salinas
Lenor Scheffler
JoAnne Stately
Gabrielle Strong
Bonnie Wallace
Laura Waterman Wittstock
Catherine Whipple
Marlene Whiterabbit Helgemo

Board and Staff

July 1, 2006 – June 30, 2007

Board of Directors

Shayna Berkowitz
John Farrish
Shalini Gupta
Anne Haddad
Daniel Hawkins
Chuck Koosmann
Brandon Lacy Campos
Boa Lee
Arif Mamdani*
Dave Mann
Vickie McCormick
Ron McKinley*
Munir Meghjee
Elaine Salinas
Mai Thor
Ann Tobin*
David Waterbury
Laura Waterman Wittstock
Barbra Wiener*
Perry Wilson*
Beth Zemsky

*Executive Committee

Staff

Monica Bryand
Program Officer
Carol Mollner
Development Director
Cynthia Moothart
Communications and Events Manager until Dec. 2006
Steve Newcom
Fellowship Leave
David Nicholson
Program Director
Kelly Perkins
Development Officer
Maya Petrovic
Walk for Justice Coordinator
Jorge Saavedra F.
Executive Director until May 2007
Jim Sauder
Operations Director
Jennifer Vogel
Administrative Assistant
Allison Benyas
Brede Eschliman
Meghan Hein
Andrew Upjohn
Walk for Justice Interns



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612-879-0613 f

www.headwatersfoundation.org

Without you, injustice goes unchallenged.