

The moment of critical engagement when things begin to change.

2010 Annual Report

# Headwaters Foundation for Justice

**Headwaters Foundation for Justice** is a catalyst for social, racial, economic and environmental justice. We support grassroots organizing that fosters just and sustainable communities. We do this through grantmaking, organizational assistance, and by partnering with a community of nonprofit leaders and donors, working together as allies. This collective commitment to the vision creates a momentum that is unstoppable.

# Headwaters Foundation for Justice

There is **a tipping point** that exists in the space between injustice and equity. At Headwaters, that is what we look for. That is where we work – tipping the scales into balance and moving organizations to the next level where they can shape the future.

ktomi ožuha wan k'in  
 aṭo wóyute psawohnaka  
 kanna našdute wadaka?  
 ičiyanna kin asanpi okaš  
 pa unḡe bdakpan únkan  
 hdi kin póḡe etanhan ka  
 ayetu de nína p'op'o kte  
 akankajna sagye wan un  
 wanika akahpe kin nína s  
 inyan miṭawa wičaunpi

It's what happens when an organized community receives the support it needs to

set change in motion.

The culture, identity and history of the Dakota Indians has been carried across generations through the Dakota language. Faced with the reality that only nine fluent speakers remained in the state, **Dakota Wicohan** began working to preserve the living language and keep the community grounded in cultural values and traditions. Training community members as teachers and instilling them with the knowledge of tribal elders, the organization is building a sustainable base of intergenerational speakers, currently estimated at over 100 youth and adults. This program will have an exponential impact on the Dakota community. That is one reason why Headwaters' strategic plan has reaffirmed its commitment to grassroots organizing. With targeted financial support, straightforward solutions like this are propelled forward.

Grassroots organizations have been at the center of Headwaters' work from the beginning. Constituent-led efforts to create changes in local policies and institutions can unleash community power in a way that endures. Headwaters provides dollars and resources to support organizing that makes a difference.

Anchor groups are organizations with strong roots in the community. They have capacity to provide leadership and tailored assistance to established and emerging groups working toward similar ends.

They can connect local efforts to statewide and national organizing agendas. To Headwaters, these organizations are an important component to building and sustaining movements.

It's what happens when grassroots organizing is effectively connected to the bigger picture.

Minnesota sits atop the list of many indicators of community well-being, but communities of color within the state do not. The **Organizing Apprenticeship Project (OAP)** is uniting organizations to address racial disparities in a way that no single organization could alone. Their Equity in Education Collaborative is working to close the achievement gap for students of color in the Minneapolis school system and will soon expand its efforts statewide. OAP's annual *Legislative Report Card on Racial Equity* gives local organizers the data they need to demonstrate the impact of legislative outcomes on communities of color, and hold policy makers accountable.

Headwaters sees OAP as an important anchor in the community—uniquely positioned to connect grassroots efforts to a broader movement for change, working across communities of color, and developing tools that can be used by organizers throughout the state to advocate for equity in their communities.



It's an agenda created by and for the people. Mobilizing around a shared vision for the Twin Cities African American community, a critical mass of individuals has been meeting over the past year. Through the **African American Leadership Forum** a smart, ambitious and common agenda is being developed to address issues central to community well-being.

What began with a conversation among a handful of concerned leaders has grown to capture the insight and expertise of over 300 African American leaders participating today. The Northwest Area, Grotto, Minneapolis and Saint Paul Foundations have pooled their funds to support this effort with Headwaters as a coordinating partner and the community leading the way. Through semi-annual forums and working groups on health, education, culture and community, people are recognizing their individual power and the power of collective wisdom to mobilize, work with leaders, build capacity, leverage experience, and create opportunities.

It's what happens when resources are pooled and the big ideas become reality.

When a little bit of money has to go a long way or a big sum of money has to have a broad reach, Headwaters is an intermediary that can make it happen. Strong ties to grassroots organizations enable Headwaters to reach deep into the community, connecting funding partners directly with local organizing efforts. Equally strong ties to a broad community of individual and institutional supporters enable Headwaters to bridge the gap between grassroots groups and the resources they need to address what matters most to communities.



It's what happens when donors and organizers move passion into action.

Donors committed to social change are a crucial part of any movement. Headwaters understands the value of inviting donors and grassroots organizers into the same room.

The result is a heightened engagement around their joint efforts to advance justice.

It's not always easy to grasp the larger importance of social justice work in the community. The bottom line is that it takes all of us working on many levels to create change. **Movement building** is at the heart of the flame—the place where supporters and organizers find common cause and come to understand that we are part of something bigger than our individual contributions. Much bigger than ourselves.

Headwaters strikes the match through education, social gatherings, and facilitated discussions like we had over the past year on education equity, the color of wealth, tax justice, and transit development in low-income communities. Movement building increases the depths of change, transforming emerging ideas into mainstream values. The combined wisdom and knowledge from grassroots and national partners provides the data that demonstrates the truth of our convictions—together we are leveraging significant change for Minnesotans, tipping passion into action.

The tipping point is the moment when things begin to change.

## A Point of Critical Engagement

Headwaters exists to be a critical tipping point for organizations creating a world where there is equity across social, racial, economic, and environmental lines.

Steady momentum ignites significant change. Stepping out boldly, with no net below. Trusting that the results might not be fully predictable. Taking risks at a time when it is socially acceptable to play it safe.

Our new strategic plan launches us into the next decade with a simple and unified vision. With your help, Headwaters will expand its reach and ability to support grassroots organizing that leads to systemic change. The stories we have shared in this report tell how that will play out:

- **By reaffirming our commitment to grassroots organizing** with grants that leverage exponential change in the community.
- **By connecting grassroots organizing to a broader agenda** that moves change upward and outward, strengthening the grassroots at the same time.
- **By putting forward our ability to be an intermediary for funders** interested in supporting local community organizing efforts.
- **And by building strong bridges between the work we support and the people who support it.**

Thank you for your support and commitment to this work. The significance of your contributions can *not* be overstated. They all add up to turning the corner on change in our community.



Trista Harris  
Executive Director

P.S. I invite you to turn your passion into action by sharing our story (and this report) with one new person this year.

**2010 Tipping Points**

**In 2010 the Headwaters community built momentum in a number of exciting ways. Here are some of last year's tipping points:**

Increased individual and institutional support by 15% over previous year.

*Awarded \$355,000 in 32 grants through our activist-led grantmaking process.*

Hosted donor briefings with national experts from Wealth for the Common Good and the National Committee for Responsive Philanthropy.

**Produced Vision 20/20, a strategic plan that emphasizes a renewed commitment to social justice grassroots organizing – our core mission these past 27 years.**

Reached over 82 organizations and over 497 individuals through 10 workshops, 5 convenings, and related activities to help organizations and their leaders become more connected and effective.

*Held our 12th annual Allies for Justice celebration honoring donor Carl Griffin and 10 outstanding grantee organizations for their work on transit equity. Raised over \$65,000!*

*Brought supporters and grassroots organizers together through our Movement Building Series and Light Rail Tour.*

Directed \$138,150 in 64 grants through Donor Advised Funds.

Launched an online learning library.

Assumed management of The African American Leadership Forum, which is engaging over 300 leaders in developing a comprehensive, urban agenda for African Americans in the Twin Cities.

**Social Change Fund**

Supports community-led, base-building organizations engaged in organizing to achieve social, economic, environmental and racial justice in diverse communities throughout Minnesota. Deadline for applications is the first business day of February each year. In 2010 Headwaters granted \$315,000 to the following organizations:

- African & American Friendship Association for Cooperation and Development (AAFACD)
- aMaze
- Asian Economic Development Association
- Center for Earth Energy and Democracy, IATP
- Centro Campesino
- Centro Cultural de Fargo/Moorhead
- Communities United Against Police Brutality
- CrossingBarriers
- Environmental Justice Advocates of MN
- Harrison Neighborhood Association
- ISAIAH
- Jewish Community Action
- JUST Equity
- Little Village Environmental Justice Organization
- Main Street Project
- Mental Health Consumer/Survivor Network of MN
- Native American Community Development Institute
- Organizing Apprenticeship Project (OAP)
- OutFront MN Community Services
- Second Chance Coalition
- Somali Action Alliance
- TakeAction MN
- Trans Youth Support Network
- Twin Cities Community Voice Mail
- Welfare Rights Committee
- West Side Citizens Organization
- Women's Network of the Red River Valley
- Workers Interfaith Network

**Fund of the Sacred Circle**

Supports American Indian-led grassroots organizations in Minnesota and Wisconsin addressing injustice. Deadline for applications is the first business day of August each year. In 2010 Headwaters granted \$40,000 to the following organizations:

- Dakota Wicohan
- Indigenous Environmental Network
- Indigenous People's Green Jobs Coalition
- Waadookodaading Ojibwe Language Immersion School

**2010 Grantees**

**Turning local organizing into lasting change**

- New Foundations, Inc.
- Nuestras Raices
- OutFront MN Community Services
- People Escaping Poverty Project
- Planned Parenthood of MN/SD
- Project for Pride in Living
- Rainbow Families, Midwest Office of Family Equality Council
- Somali Action Alliance
- Trans Youth Support Network
- Walk-In Counseling Center
- WATCH
- Wayside House
- Wellstone Action
- Women Against Military Madness (WAMM)
- Women's Economic Agenda Project
- Women's Environmental Institute
- Workers Interfaith Network
- Youth Farm and Market Project
- Zomba Catholic Secondary School

**Donor Advised Grants**

Enables individual donors to advance their philanthropic goals by directing resources to social change groups locally, nationally, and internationally. In 2010, \$138,150 was granted to the following organizations:

- 1000 Friends of MN
- Advocating Change Together (ACT)
- aMaze
- American Rivers
- Ananya Dance Theatre
- Birbright Unplugged
- Body Wisdom
- Breast Cancer Action
- Center for Victims of Torture
- Civic Media Minnesota Production Company Inc.
- Clean Water Action Alliance of MN
- Community Shares of MN
- Conservation MN
- Earth Island Institute

**Giving.** That's what makes it happen. But giving takes on a whole other life when you take the next step. Go ahead—take the plunge. We'll be right there with you every step of the way.

#### Give

Cash or Check  
Monthly or Quarterly  
Auto-Donations  
Credit or Debit  
Stocks or Bonds

#### Get Involved

Attend an Event  
Volunteer  
Start a Donor Circle or Advised Fund

#### Spread the Word

Join Our Online Community  
Tell Your Friends  
Have a Party

#### Make it Last

Make a Multi-Year Pledge  
Leave a Legacy Gift

#### Keep in Touch

612-879-0602  
info@headwatersfoundation.org  
www.headwatersfoundation.org  
Facebook  
Twitter

## You Can Tip the Scale

### Donor Services

#### Start a giving circle or donor advised fund.

Join with friends and like-minded advocates of social justice to participate in a donor giving circle. Start your own or join one in progress. Or establish your own donor advised fund and start supporting groups locally, nationally and internationally tomorrow. Headwaters is a place where you can direct your giving with guidance and support from experienced staff, knowledgeable about effective strategies for bringing about change in the community. Staff will help plan, organize, promote and facilitate activities, meet with you to discuss your goals and interests, and regularly inform you of the social change work of our grantees and other organizations that match your areas of interest. You can call upon Headwaters staff for advice and help in identifying and evaluating particular groups or issues. You focus on the giving, we take care of all the administrative work—it's quick and simple.

#### Connect with groups working for change.

Headwaters offers a variety of opportunities for donors to learn more about social justice work in Minnesota. Our Movement Building series connects supporters with nonprofit leaders working to advance social, racial, economic and environmental justice. Site visits to organizations being considered for a grant provide a great way to learn about a particular organization and about the grantmaking process. Participating on a grants committee gives an in-depth view of our activist led grantmaking process and the social change criteria used to make grant decisions. Headwaters staff can also put you in touch with nonprofit groups and other donors working on similar social justice issues.

#### Hone your philanthropic skills.

Headwaters offers donor education programs for people who value justice, want to invest in community organizing and give intentionally and strategically for social change. These programs provide an opportunity to learn about issues, connect with other progressive donors and explore ways to increase the impact of our giving.

#### Find Resources on Giving for Social Change.

Check out our list of online resources about social change philanthropy at [www.headwatersfoundation.org](http://www.headwatersfoundation.org). We have other resources in the office—call us if you'd like help in finding resources about social change giving, investing and spending.

#### Leverage your investment.

Headwaters is your one-stop for social justice giving—your gift supports a broad range of community organizing in Minnesota and capacity building services to help movements grow. Plus, community organizing creates change for the long haul, with a greater return to the community. According to a 2009 report from the National Committee for Responsive Philanthropy, every \$1 dedicated to advocacy and community organizing leverages \$138 in benefits for the community!

## Fiscal Year 2010 Donors (July 1, 2009 – June 30, 2010)

Those indicated in **bold** have given to Headwaters for five or more consecutive years. We try to list all donors accurately and apologize if we have not done so. Please contact us to correct any errors.

\*Donor to Fund of the Sacred Circle Endowment

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 Joyce Prudden and Michael Shoop  
 Barbra Wiener

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 Brad Brown  
 Rahsaan Harris  
 Tim Jones-Yelvington  
 Wendy Lewis Jackson  
 Tamara Moore  
 Paulette Pierre  
 Lori Stee  
*In honor of Trista Harris's 32nd Birthday*  
 Louis Alemayehu  
*In honor of Jeanette Jones*

Ann Bancroft and Pam Arnold  
 Lee Sheehy  
*In memory of Linda Jadwin*  
 Michelle Gross  
*In memory of Fong Lee, Quincy Smith, and all others who have died at the hands of police*  
 Joe Nathan  
*In honor Elaine Salinas*  
 Trista Harris  
 Daniel Hawkins and Mike Welter  
 Lucy Rogers and Larry Grant  
 Amy Short and Rachel Orville  
 Carol Wise and Kim Hill Smith  
*In honor of Jim Sauder's and Monica Bryand's 10-year Anniversary of working for Headwaters Foundation*

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*In honor of Trista Harris's 32nd Birthday*  
 Louis Alemayehu  
*In honor of Jeanette Jones*

Dennis Levendowski and Lisa Knazan  
*In honor of John Schultz*  
 Janice Scofield  
*In memory of Amy Silberberg*

Mary Janet Cargill  
*In honor of Kristine Smith*  
 Susan Raffo and Raquel Simoes  
*In honor of the US Social Forum*  
 Steve Bubul  
 Keesha M. Gaskins  
 Trista Harris  
 Christina A. Jennings  
 Anne and Jeff Langaard  
 Katy Lowery  
 Jeff Martinka  
 Jim Sauder and Paul Hogrefe  
 Bonnie Watkins  
*In honor of Jodi Williams' 50th Birthday*

Anonymous  
*In honor of Howard Zinn*  
**In-kind gifts**  
 Brave New Workshop  
 The Cedar Cultural Center  
 Color Wheel Salon  
 Corepower Yoga  
 The Craftsman Restaurant  
 Extrados for Brow and Body  
 Jason Deavalon Hair Salon  
 Jungle Theater  
 Mill City Museum  
 Moto-i  
 Ordway Center for the Performing Arts  
 Park Square Theatre  
 Peace Coffee  
 Anthony Shane Florist  
 Restaurant 20.21 By Wolfgang Puck  
 Vitality Pilates

Athena Adkins  
 Trisha Lee Cook  
 Trista Harris  
 Daniel Hawkins and Mike Welter  
 John and Dorothea Kostishack  
 Amy Lange  
 David Nicholson  
 Ady Olson  
 Megan Powers  
 Jim Sauder and Paul Hogrefe  
 Penelope and Rossi Snipper  
 Leigh Stepan and Kristine Arneson  
 Robert Sykora  
 Anne Tarantino  
 Jodi Williams  
 Perry Wilson and Elizabeth Cutter  
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**Revenue and Expense Summary**

Fiscal Year 2010 (July 1, 2009 – June 30, 2010)

	General Operations	Donor Advised Funds	Total
<b>Revenue</b>			
Individual Support	\$ 327,218	\$ 95,025	\$ 422,243
Foundation Support	463,751	–	463,751
Other Revenue	251,582	4,790	256,372
<b>Total Revenue and Support</b>	<b>\$ 1,042,551</b>	<b>\$ 99,815</b>	<b>\$ 1,142,366</b>
<b>Expenditures</b>			
Program:			
Grantmaking	\$ 482,469	\$ 138,150	\$ 620,619
Capacity Building	199,356	–	199,356
Education and Communications	121,063	–	121,063
<b>Total Program Expenditures</b>	<b>\$ 802,888</b>	<b>\$ 138,150</b>	<b>\$ 941,038</b>
Supporting Services:			
Management and Administration	\$ 141,020	\$ –	\$ 141,020
Fundraising	160,059	–	160,059
<b>Total Supporting Services</b>	<b>\$ 301,079</b>	<b>\$ –</b>	<b>\$ 301,079</b>
<b>Total Expenditures</b>	<b>\$ 1,103,967</b>	<b>\$ 138,150</b>	<b>\$ 1,242,117</b>
Excess of Revenue and Support Over Expenses	\$ (61,416)	\$ (38,335)	\$ (99,751)
Beginning Net Assets July 1, 2009	229,508	223,607	560,832
<b>Ending Net Assets June 30, 2010</b>	<b>\$ 168,092</b>	<b>\$ 185,272</b>	<b>\$ 353,364</b>
Endowment and Grants Reserve Net Assets June 30, 2010	\$ 1,979,545		
Fund of the Sacred Circle Net Assets June 30, 2010	\$ 1,513,502		
<i>(includes \$682,531 held in trust by The Minneapolis Foundation)</i>			
<i>(includes \$683,001 held by The Minneapolis Foundation for the Benefit of Headwaters)</i>			
Temporarily Restricted Net Assets June 30, 2010	\$ 314,541		



## Board of Directors

Claire Chang  
Trisha Lee Cook  
Tim Davies  
Amalia Anderson Deloney  
Jihan Golden  
Shalini Gupta  
John Kostishack  
Amy Lange  
Boa Lee  
Khanh Nguyen  
Steven Renderos  
Duke Schempp  
Penelope Snipper  
Robert Sykora  
Ann Viitala  
Laura Waterman Wittstock  
Perry Wilson

## Committees

### Board Development

Tim Davies  
Amy Lange  
Khanh Nguyen  
Penelope Snipper

### Communications

Jihan Golden  
Boa Lee  
Steven Renderos  
Jessica Schaeppi

### Development

Athena Adkins  
Claire Chang  
Trisha Lee Cook  
Shalini Gupta  
Boa Lee  
Khanh Nguyen  
Duke Schempp  
Ann Viitala  
Laura Waterman-Wittstock

### Finance

Deb Feeny  
Daniel Hawkins  
Amy Lange  
Gaynell Schandel  
Leigh Stepan  
Robert Sykora  
Perry Wilson

### Fund of the Sacred Circle

Trisha Lee Cook  
Jeanine Downwind-Jubera  
Andy Gokee  
Elaine Salinas  
Alicia Smith

### Investment

Tim Davies  
Jill Koosmann  
John Kostishack  
Rick Scott  
Bob Shepard

### Social Change Fund

Veronica Burt  
Ryan Li Dahlstrom  
Laura Gaitan  
Jihan Golden  
Phyllis Hill  
Malik Holt-Shabazz  
Boa Lee  
Veronica Mendez  
Monica Meyer  
Ned Moore  
Mai Ku Moua  
Suzanne Murphy  
Lydia Nobello  
Luis Pereria  
Ed Petsche  
Steven Renderos  
Duke Schempp  
Joan VanHala  
Alessandra Williams  
Daniel Yang

### Strategic Planning

Claire Chang  
Khanh Nguyen  
Robert Sykora

## Headwaters Staff

Monica Bryand  
*Senior Program Officer*

Trista Harris  
*Executive Director*

David Nicholson  
*Program Director*

Ady Olson  
*Administrative Assistant*

Sara Radjenovic  
*Development and Communications Officer*  
through February 2010

Jim Sauder  
*Operations Director*

Jodi Williams  
*Advancement Director*

## Interns

Margaret Brunk  
*Communications Intern*

Anna Kraemer  
*HECUA Writing for Social Change Intern*

Brittani Nichols  
*Yale Bulldog Intern*

Jenna Perkins  
*Communications Intern*

Jessica Schaeppi  
*Advancement Fellow*

Kate Suchomel  
*Development Volunteer*

Bill Toth  
*Yale Bulldog Intern*

Tiffany Wilson-Worsley  
*African American Leadership Forum Intern*

Headwaters Foundation for Justice is a member of The Funding Exchange, a national network of locally based community foundations committed to funding grassroots groups that address critical issues in their region. For more information, go to [www.fex.org](http://www.fex.org).



**Head-  
waters**

Foundation for Justice

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612-879-0602 t 612-879-0613 f

[www.headwatersfoundation.org](http://www.headwatersfoundation.org)