

Headwaters Foundation for Justice

2011 Annual Report



Headwaters Foundation for

Justice is a catalyst for

**social, racial, economic and
environmental justice. That's our
mission. We support grassroots
organizing that fosters just
and sustainable communities.**

**Through grantmaking,
organizational assistance, and
partnering with a community of
nonprofit leaders and donors,
we are harnessing the collective
talent and passion of countless
individuals. We create crowds.
And crowds have the potential
to create change.**

At Headwaters, we've always been ahead of the crowd.

Because we've always known that working together lets us take the best we each have to offer and come up with solutions that create real, lasting social, racial, economic and environmental change.

Nearly three decades ago, we changed the face of philanthropy in Minnesota with our:

- **Activist-led grantmaking that puts decision-making power in the hands of the many and not just the mighty.**
- **Grassroots community organizing that leverages the strength of local and social networks.**
- **Convenings that create an open forum for the free exchange of ideas and leads to innovative solutions.**
- **Collaborative partnerships with other funders that help identify gaps, and let us pool our resources to fill them.**

This report captures many of our activities over the past year. I encourage you to go to our new website headwatersfoundation.org for additional stories about the organizations and individuals who bring this work to life.

Crowdsourcing—we're harnessing the wisdom of the crowd and integrating it into how we connect, how we communicate, how we organize, how we solve problems and how we continue to create change. At Headwaters, we've always known we've done things a little differently. Now we have a name for it.

But we could not do it without you. You make us stronger, smarter, more creative, and more powerful than we could ever be alone.

Thank you for being part of our crowd.



Trista Harris
Executive Director

P.S. Try sourcing your own crowd. Pass this report along to someone who can help us expand our work, or is looking for a crowd to help them do theirs.

In 2011, Headwaters engaged an ever-growing crowd around the movement for social, racial, economic and environmental justice by:

Supporting the African American Leadership Forum's 615 members as they unveiled their Blueprint for Action.

Partnering with the Ford Foundation, Northwest Area Foundation and Grassroots Solutions on a project to map the infrastructure needs of local nonprofits.

Launching the Social Justice Leadership Institute with an inaugural cohort of 20 emerging nonprofit leaders.

Leveraging the commitment of 500 individuals and organizations to end 2011 with a surplus.

Distributing \$368,991 in 79 grants to nonprofits across Minnesota and Wisconsin.

- Awarding \$251,985 in 25 grants through our activist-led grantmaking process.
- Directing \$117,006 in 54 grants through Donor Advised Funds.

Honoring the work of CrossingBarriers, the Organizing Apprenticeship Project and Henry Bromelkamp with our annual Allies for Justice Awards.

Acting as an intermediary for ClearWay Minnesota in their efforts to help communities of color and LGBT crowds become tobacco-free.

Supporting the development of a grassroots environmental justice network in Minnesota.

Establishing the Equality for All Families Fund to support equity for same-sex families.

Reaching over 100 organizations and 1,115 individuals through convenings, workshops and our Movement Building series.

And we were acknowledged for our efforts with the 2011 Award for Responsive Philanthropy from the Minnesota Council of Nonprofits and MAP for Nonprofits.

Crowdsourcing is

working together

around a common goal.

Fund of the Sacred Circle

Dakota Wicohan
Waadookodaading Ojibwe Language
Immersion School
White Earth Land Recovery Project
WI Tribal Language Consortium

Social Change Fund

Alliance for Metropolitan Stability
La Asamblea de Derechos Civiles
Center for Earth Energy And Democracy, IATP
Centro Campesino
Centro de Trabajadores Unidos en la Lucha
Child Care WORKS
Communities United Against Police Brutality
CrossingBarriers
Harrison Neighborhood Association
JUST Equity
Main Street Project
Native American Community Development
Institute
Native Vote Alliance of MN
Neighborhoods Organizing for Change, MN
Organizing Apprenticeship Project
OutFront MN Community Services
TakeAction MN
Trans Youth Support Network
WaterLegacy
Welfare Rights Committee
West Side Citizens Organization

Special Project Grants

ClearWay Minnesota Leadership and Advocacy
Institute to Advance Minnesota's Parity for
Priority Populations
ClearWay LAAMPP II - African/African American Fund
ClearWay LAAMPP II - American Indian Fund
ClearWay LAAMPP II - Asian/Pacific Islander Fund
ClearWay LAAMPP II - Chicano-Latino Fund
ClearWay LAAMPP II - LGBTQ Fund

Donor Advised Grants

aMaze
Ananya Dance Theatre
Appalachian Sustainable Agriculture Project
Body Wisdom
Breast Cancer Action
Community Shares of MN
Environmental Justice Advocates of MN
Friends for a Non-Violent World
Grassroots Policy Project
Green America
Growing Power
Health Initiatives for Youth
In the Heart of the Beast Puppet and Mask Theatre
Institute for Agriculture and Trade Policy
Jewish Community Action
Just Food
Juvenile Justice Project of Louisiana
Lambi Fund of Haiti
Laura Jeffrey Academy
League of Young Voters
Little Earth Residents Association
Make the Road New York
Micro Grants
Minnesota Universal Health Care Coalition
MN Center For Environmental Advocacy
MN Public Radio
MN Spoken Word Association
Nuestras Raices
OutFront MN Community Services
POOR Magazine
Rainbow Families, Midwest Office of Family
Equality Council
SisterSong Women of Color Reproductive Justice
Collective
Somali Action Alliance
Training for Change
Trans Youth Support Network
Walk-In Counseling Center
Waite House
WATCH
Wellstone Action
Women's Environmental Institute
Young Women United
Youth Farm and Market Project

It can be anyone, anywhere.

Fiscal Year 2011 Donors

July 1, 2010 – June 30, 2011

Those indicated in **bold italic** have given to Headwaters for 10 or more consecutive years, while those indicated in **bold** have given for 5 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

Changemaker \$50,000 and over

The Bush Foundation
ClearWay Minnesota
Kim Lund
Alida R. Messinger
The Minneapolis Foundation
Northwest Area Foundation
The Saint Paul Foundation

Champion \$10,000-\$49,999

Otto Bremer Foundation
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Charlotte Forsythe
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Katherine and Stuart Nielsen
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Grantmaker \$5,000-\$9,999

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Kevin Filter and Rosemary Kessler
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Maloney
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Edward and Sherry Dayton
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Claire Chang and David Kippen
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Dudley Famm
Fox Consulting
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ISIAIAH

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Friendly Vang Johnson**Walser Family Foundation of The Saint Paul Foundation**

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Kenneth Wedding and Nancy Jo Ashmore

Louis and Myra Wiener

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Anonymous

John Atanacio Felipe

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John Skogmo

Jerene Smith

Nadia Smith

Jo-Anne Stately*

Jason Tanzman

Kay Thomas

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Tiana Toso

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Eric Watkins

Eric and Susan Watson

West Side Citizens Organization

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Ralph Wyman

Ron Zweber

Contributor under \$100

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Louis Alemayehu
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Stacy Allan

Kristine Alswager

Dave Anderson
Gary Anderson

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Kaying Hang

Darla Heino

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Scott and Ann Holdahl

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Liz Levi

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Kristen and Kristofer Lund

Catherine Lundoff

Kerri Lyle

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Denise Maxwell

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Claire Moyle and Jeffrey Grutter

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Mike Neaton

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Margaret A. Nelson

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Kate Redpath

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Vic Rosenthal

Brian Rosser

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Charlie Rounds and Mark Hiemenz

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Janice Scofield

Sam Selvaggio

Emily and Davu Seru

Hashi Shafi

Yvonne and Koichi Shiozawa

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Peggy Sinkel

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Kristina Smith

Michael Soules

Stephen Stamos Jr. and Lucie

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Kathy Stennes

Muriel Sterne

Paul and Sarah Strickland

Kate Suchomel and Sean Koebele

Janice and Richard Sutton

M'Liss Switzer

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Michael D. Therriault

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Remy and Luta Tshihamba

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Mary Winkels and Tony Sinner

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Margaret Youngquist and Jon Kerr

Frank Hornstein and Rabbi Marcia

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David Zwick and Wendy Weingarten

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Charlotte Forsythe

Kim Lund

Larry Olds Popular Education Fund

Catharine Reid

Lucy Rogers

Elizabeth Scott

Pat Thompson

Wiener-Berkowitz Fund

Barb Wiener

Young Donor Circle

Legacy of Justice

Those who have named Headwaters Foundation as the beneficiary of a planned, deferred, or endowed gift and have notified Headwaters of their intent.

Anonymous

Monica Bryand and Tess Rizzardi

Catherine A. Dorr

Shannon Gibney

Linda Jadwin

Joyce Prudden and Michael Shoop

Barbra Wiener

Tribute Gifts

In honor of Athena & Roger Adkins
Athena and Dan Adkins

In honor of Monica Bryand's and Tess Rizzardi's 50th birthdays
Barbara Allan

Susan Mary Corbin and Karen Ann Lueck

Robert and Laura Eng

Consuelo Gutierrez Crosby

Trista Harris

Susan E. Hawken

Monica Meyer

Jon Pratt and Deborah Clemmensen

Lucy Rogers and Larry Grant

Jim Sauder and Paul Hogrefe

Jody Thone and David Teschler

Mike Welter and Dan Hawkins

In memory of Alma H. Foley

Michola Foley

In honor of Trista Harris's Birthday

Yvonne Cheek

Corrie Knudson

John and Dorothea Kostishack

Darryl Lester

Susan Rostkoski

In honor of Trista Harris and Headwaters staff

Athena and Dan Adkins

To the Headwaters Staff - Who inspire through their commitment and great work!
Amy Batiste

In honor of Bill King's 60th Birthday
Craig Luedemann and Mary Robischon

In honor of John Kostishack
Anonymous

A Donation from ReGo in honor of Amy Lange

ReGo Electric Conversions

In memory of Paul R. Manley

Brooke Manley

In honor of Renee Milstein

Susan Moore

In honor of Haully Moua

Sandy'Ci Moua

In honor of all my friends and colleagues in the Native American community

Penelope and Rossi Snipper

In honor of David's Nicholson's birthday

Yvonne Cheek

John and Dorothea Kostishack

Darryl Lester

In honor of Amos Owen

Scott Bartell and Flo Golod

In honor of Joy Persall

Jo-Anne Stately

In honor of Jim Sauder

Ron Hanft

In honor of Mylania Sawadskyi

Brooke Manley

In honor of Don and Judy Schais

Dennis Levendowski and Lisa Knazan

In honor of Andrea Verner

Omie Baldwin

In-kind Gifts

7 Corners Printing

Athena Adkins and Dan Adkins

Align Pilates

Anthony Shane Florist

Aveda Corporation

Barbette

Brave New Workshop

Monica Bryand and Tess Rizzardi

Bryant Lake Bowl

Cafe Latte

Cafe Maude

Corepower Yoga

Finnegans Irish Amber

First Avenue

Barbara Louise Forster and Larry

Hendrickson

Trista Harris

Daniel Hawkins and Mike Welter

Joe's Garage

Jungle Theater

John and Dorothea Kostishack

Kowalski's Markets

Lucy Activewear

Mill City Museum

Moxie Hair Salon

Terrance Noble

Park Square Theatre

Red Stag Supperclub

Jim Sauder and Paul Hogrefe

Rick Scott and Dale Vanderhouten

Bob Shepard

Rossi and Penelope Snipper

Leigh Stepan and Kristine Arneson

Tease Salon

Triangle Park Creative

Joanne Von Blon

Jodi Williams

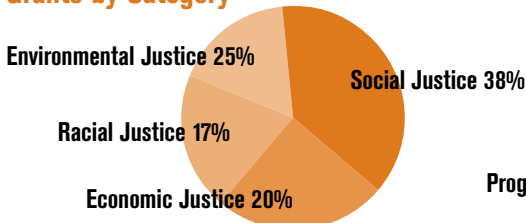
It all adds up.

Revenue and Expense Summary

Fiscal Year 2011 (July 1, 2010 – June 30, 2011)

	General Operations	Donor Advised Funds	Total
Revenue			
Individual Support	\$ 324,818	\$ 106,714	\$ 431,532
Foundation Support	697,339	-	697,339
Other Revenue	243,362	8,346	251,708
Total Revenue and Support	\$ 1,265,519	\$ 115,060	\$ 1,380,579
Expenditures			
Program:			
Grantmaking	\$ 357,927	\$ 117,006	\$ 474,933
Capacity Building	520,259	-	520,259
Education and Communications	96,040	-	96,040
Total Program Expenditures	\$ 974,226	\$ 117,006	\$ 1,091,232
Supporting Services:			
Management and Administration	\$ 136,950	\$ -	\$ 136,950
Fundraising	145,188	-	145,188
Total Supporting Services	\$ 282,138	\$ -	\$ 282,138
Total Expenditures	\$ 1,256,364	\$ 117,006	\$ 1,373,370
Excess of Revenue and Support Over Expenses	\$ 9,155	\$ (1,946)	\$ 7,209
Board Designated Projects Paid from Reserves	1,355		
Beginning Net Assets July 1, 2010	168,092	185,272	353,364
Ending Net Assets June 30, 2011	\$ 175,892	\$ 183,326	\$ 359,218
<small>(includes board designated funds of \$8,645)</small>			
Endowment and Grants Reserve Net Assets June 30, 2011	\$ 2,311,289		
Fund of the Sacred Circle Net Assets June 30, 2011	\$ 1,788,872		
<small>(includes \$805,230 held in trust by The Minneapolis Foundation)</small>			
<small>(includes \$805,732 held by The Minneapolis Foundation for the Benefit of Headwaters)</small>			
Temporarily Restricted Net Assets June 30, 2011	\$ 136,341		

Grants by Category



Expense Allocation



Board of Directors

Ellis Bullock
Trisha Lee Cook
Tim Davies
Jihan Golden
Duke Gomez-Schempp
Shalini Gupta
John Kostishack
Boa Lee

Committees

Board Development

Shalini Gupta
Ron McKinley
Khanh Nguyen
Susan Raffo
Ann Viitala

Communications

Amy Batiste
Nathan Hubbard
Boa Lee
Kate Suchomel
Jessica Schaeppi
Dania Toscano-Miwa

Development

Athena Adkins
Tillana Chakraborti
Trisha Lee Cook
Laura McCarty
Duke Gomez-Schempp
Ann Viitala

Finance

Daniel Hawkins
Gaynell Schandel
Leigh Stepan
Robert Sykora

Fund of the Sacred Circle

Trisha Lee Cook
Jeanine Downwind-Jubera
Andy Gokee
Dallas Goldtooth
Alicia Smith

Investment

Tim Davies
Jill Koosmann
John Kostishack
Rick Scott
Bob Shepard
Penelope Snipper

Khanh Nguyen
Alicia Phillips
Susan Raffo
Steven Renderos
Robert Sykora
Ann Viitala
Perry Wilson

Social Change Fund

Lynnea Atlas-Ingebretson
Jihan Golden
Duke Gomez-Schempp
Amel Gorani
Liz Guerra O'Reily
Pakou Hang
Phyllis Hill
Malik Holt-Shabazz
Boa Lee
Kelly Lewis
Veronica Mendez
Ned Moore
Lydia Nobello
Terrance Noble
Elizabeth Scott
Emily Seru
John Slade
Kate Suchomel
Jesus Torres
Daniel Yang

Social Justice Leadership Institute

Sarah Abbott
Peggy Flanagan
Arif Mandami
Jessica Schaeppi
Elizabeth Scott
Magui Rubalcava Shulman

Voices for Justice

Takara Henegar
Emily Krumberger
Robyn Perry
Kate Suchomel

Headwaters Staff

Monica Bryand
Senior Program Officer
Trista Harris
Executive Director
David Nicholson
Program Director
Ady Olson
Administrative Associate
Jim Sauder
Operations Director
Jodi Williams
Advancement Director

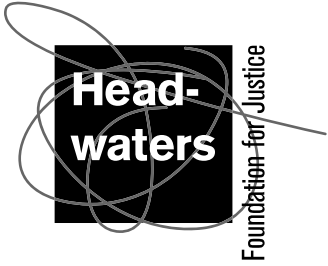
Interns +

Ellen Fischer
HECUA Writing for Social Change Intern
April Graves
Communications Intern
Nathan Hubbard
Advancement Fellow
Brittani Nichols
Yale Bulldog Intern
Whitney Schumacher
Yale Bulldog Intern
Chelsea Skone
Communications Intern
Patrick Snyder
Communications Intern
Kate Suchomel
Development Volunteer
Carlos Rodrigo Vazquez
Accounting 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.

And it
all comes
back
to you.



2801 21st Avenue
South, Suite 132B,
Minneapolis,
Minnesota 55407
612-879-0602 t
612-879-0613 f

headwatersfoundation.org

