

Headwaters Foundation for Justice
2008-09 Annual Report 25 years

Impatience. It's a virtue.



25 years

We could celebrate
but that would mean
taking time out
to write lots of fancy things
about the past
But justice always seems to be
a long time coming
And we're no good at
w a i t i n g .
There's so many people
working
to hurry justice along
We fan the flame
Fuel the fire that propels them into the future, into a better tomorrow
That's what we do
thanks to you
Let's keep moving

No time. Like the present.

Twenty-five years ago a small group of young people
launched a movement to change philanthropy and
Headwaters Foundation for Justice was born.

Our founders took an enormous risk simply because
they had a profound faith in the capacity
of ordinary people to create change—
and because they were unwilling to wait
for traditional philanthropy to get the job done.
We thank them for their impatience.

In the foundation world, new ideas can be unsettling
and challenging the status quo just isn't Minnesota Nice.
For most foundations, the easiest route is to sit back
and let things work themselves out.

If our founders had done that twenty-five years ago,
we might still be sitting in the same place.
If you want to create a movement—you have to *move*.

That's why, for Headwaters, impatience is a virtue.

In fact, impatience is a necessity. And now is the time to act.

Political constellations have re-aligned.

The economic crisis has changed old ways of thinking.

Yet injustice is all around us.

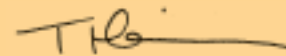
There's never been a more urgent need for Headwaters
or a more urgent need for your support.

Let us together defy the pull of gravity
that might have us rest on our laurels
or the old way of doing things.


Let us be as bold as our founders and seize the moment.

Because our moment is now.

Gotta run,



Trista Harris
Executive Director



1988 Headwaters and **TakeAction Minnesota** go way back. To 1988 in fact, when we awarded the first of many grants to TakeAction's two founding organizations: Minnesota Alliance for Progressive Action and Progressive Minnesota. We supported their growth through the 1990s. So their merger in 2006 electrified us and Minnesota's progressive landscape, combining MAPA's political clout and Progressive Minnesota's organizing expertise into one political powerhouse. Today, TakeAction is harnessing the energy of those working for social and economic justice into a dynamic movement that's transforming the very nature of our democratic process.


Today Economic injustice. Minnesotans are butting up against failed policies everywhere these days. Bad mortgages. Benefit cuts. Regressive fees and taxes. And a health care "system" that's anything but. More and more people are working harder for less and less.

We've got no time to lose when so much has been lost.

Welfare is supposed to tide you over and lift you up when you're down. But the way the system works robs you of your dignity. Incomprehensible paperwork. Digging up documentation again and again. Discrimination and inconsistently-applied policies.

The Lydia Women's Empowerment Project is bringing together low-income women, primarily African American, to challenge inequalities in the state welfare system. Demanding institutional accountability. Consistency from welfare workers. Streamlining the process.

But it's about much more than the welfare system. They're reclaiming their dignity. Tapping into a culture of mutual support and learning the skills of community organizing—skills that give them the power to address other issues affecting their lives and families. It's cutting the red tape. And tying the community together in an even stronger way at the same time.



1989 Wild rice is sacred to the Anishinaabe people, and Headwaters is supporting work to protect it from genetic contamination on the White Earth Indian Reservation in northern Minnesota. The **White Earth Land Recovery Project** is reclaiming land stripped away through unethical sales, treaty-breaking or confiscation—land that's been stripped of its spirit through commercial logging and farming. Restoration of wild rice cultivation has led to a restoration of Anishinaabe culture and a groundswell of self-sufficiency, self-determination, and self-respect. It's sustainability of the land *and* the people.

Today Environmental injustice. The ground is shifting rapidly as climate and energy policy debates escalate. But they're policies that leave a lot of people behind. Or treat their neighborhoods as toxic dumping grounds.

We're not waiting for things to heat up.

Being "green" is all the rage, but it's often just a surface change. The product of clever marketers. The **Center for Earth, Energy, and Democracy** (CEED) is looking at climate change and energy issues through the lens of social justice. And things aren't looking too rosy. Why aren't toxic sites cleaned up in low-income areas? Why do low-income neighborhoods end up with more of the power plants and pollution?

CEED is giving disenfranchised communities the tools they need to take a stand against big-business pressures, creating solutions that enhance neighborhoods rather than degrade them. Like the Sustainable Energy Utility, which promotes community solutions to how energy is created and used. Things like local solar installations or accessible capital so people can reduce their energy consumption.

CEED is working to electrify today's environmental debates by challenging the power behind the power policies.

1994 The movement to end domestic violence wasn't exactly mainstream back in the early 1980s when **Casa de Esperanza** opened its doors, and certainly not for Latinas. Neither was Headwaters' support for their program for abused lesbian Latinas. Casa de Esperanza understood that abused Latinas need more than a place with Spanish-speaking staff. They need a place where Latino culture is understood, too. A place that understands the importance of *la familia* and the role of women in it, and that Latinas might have different solutions. Casa de Esperanza is still breaking new ground today, both here in the Twin Cities and through national and international partnerships.

Today Racial injustice. With the election of the first African-American president, some have claimed that we've untangled the problem of race once and for all. Wishful thinking, perhaps, because things are looking more frayed than ever, with rising dropout rates, packed prison populations, and escalating violence against immigrants. Fear and racism are as rampant as ever—and they're more overt.

We're creating tomorrow's answers today.

Immigrant students face many barriers to quality education, and in some unexpected places. English Language Learner (ELL) classes, designed to be a bridge to success, can become a kind of educational quicksand—immigrant students are sometime placed there whether they need to be there or not. Sometimes it's just lower expectations from schools. Immigrant parents, through language or cultural issues, often feel unable to challenge school authorities and demand change.

That's where immigrant students can lead the way. **CrossingBarriers** grew out of a grassroots movement in Minneapolis to challenge the quality of ELL instruction for immigrants, and has since developed similar projects around the Twin Cities. Like at Eden Prairie schools, where immigrant students are working to eliminate racial tensions and improve the ELL system. They are learning how to document issues, speak before school boards, make films, energize their communities—in short, acquiring the leadership skills they need to create and implement their own proactive solutions. They're dismantling the obstacles that stand in their way—and making the path ahead easier for all of us.



1986 Headwaters was there when **Minnesota AIDS Project** opened their doors in 1986. Back when HIV/AIDS was new and stigma was at its worst, born out of prejudices about gay men and ignorance about the disease. It was a courageous move, but a vital one. We needed local leaders who would meet the stigma head on with facts and figures. People who would put together the resources and coalitions needed to combat HIV/AIDS on every level. Twenty-three years later, Minnesota AIDS Project continues to lead Minnesota's response to the HIV/AIDS epidemic with the same courage and creativity, supporting individuals in hope and shaping today's policies.

We don't wait around when there's work to do.

Today Social injustice. If we look back in history, we see things that now seem so utterly obvious to us today. Slavery was wrong. Chaining people with mental illness to the wall was wrong. Burning "witches" was wrong. How could people be so blind to the injustice? Yet one hundred years from now, what will they say about us?

The GLBTQ (gay/lesbian/bisexual/transgender/questioning) community is often treated as a monolith. As if the issues were all the same no matter which part of the acronym you identify with. But the transgender movement is emerging on the scene and starting to challenge ideas of inclusiveness—even within the GLBTQ community itself. And the general public is only starting to take note of trans issues. Even basic things like restroom options need to be reassessed.

There's a way to go yet, but transgender youth are out in front. **Trans Youth Support Network** is training trans youth leaders so that they can define for themselves the issues most critical to them and create their own solutions. Their success can have long-term consequences for all of us, too. It's the freedom to define our own identities—including gender—and the freedom to express them.

We are the ones we've been waiting for.

Justice doesn't happen by chance. It takes the right people working together—developing skills, gaining power, building momentum—over time to turn an idea into change.

What follows is a list of groups, organizations, and individuals that embody the very spirit of Headwaters—people with knowledge plus ideas, resources plus wherewithal, and courage plus tenacity to propel us forward.

We are the ones we've been waiting for, and we're in this together.

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. In 2008-2009 Headwaters granted **\$430,000** to the following organizations:

African & American Friendship Association for Cooperation and Development (AAFACD)
All Parks Alliance for Change (APAC)
aMaze
Ananya Dance Theatre
Center for Earth Energy and Democracy, IATP
Centro Campesino
Churches United in Ministry
Communities United Against Police Brutality
Community Stabilization Project
CrossingBarriers
Environmental Justice Advocates of MN
Harrison Neighborhood Association
Hnub Tshiab: Hmong Women Achieving Together
Home Line
Jewish Community Action
Just Equity
Local Fair Trade Network
Lydia Women's Empowerment Ministries
Main Street Project
Mental Health Consumer/Survivor Network of MN
MN Immigrant Freedom Network
MN Religious Coalition for Reproductive Choice
Mujeres Unidas/Women United
Organizing Apprenticeship Project (OAP)
OYATE NIPI KTE
People Escaping Poverty Project
Somali Action Alliance
TakeAction MN
Trans Youth Support Network
Twin Cities Community Voice Mail
Welfare Rights Committee
West Side Citizens Organization
Women's Environmental Institute
Workers Interfaith Network
Youth Resistance Project

Fund of the Sacred Circle

Supports American Indian-led grassroots organizations in Minnesota and Wisconsin addressing injustice. In 2008-2009 Headwaters granted **\$70,000** to the following organizations:

American Indian Safety Council, Minneapolis
The Circle
Dakota Wicohan
Earth Keepers' Voices for Native America (EKVNA)
Phillips Indian Educators (PIE)
WI Indian Education Association

Environmental Justice Fund

Supports communities of color and low-income communities working to secure a safe and healthy environment and a voice in shaping the policies and practices that affect their communities. In 2008 Headwaters granted **\$102,500** to the following organizations:

Ce Tempoxcalli
Centro Campesino
Environmental Justice Advocates of MN
Harrison Neighborhood Association
Indigenous Environmental Network
Just Equity
West Side Citizens Organization

Democracy! Fund

Supports organizations and projects using public policy and advocacy to build stronger democratic institutions and increase political engagement. The fund was a collaboration with Otto Bremer Foundation, The Minneapolis Foundation, the Women's Foundation of Minnesota and the Funding Exchange. In 2008 Headwaters awarded **\$100,000** to the following organizations:

All Parks Alliance for Change (APAC)
Joint Religious Legislative Coalition
People Escaping Poverty Project

Moving forward. Together.

Headwaters fosters an environment of mutual learning and respect by combining grant making, capacity building, and donor organizing to support and strengthen organizations and to build an even stronger movement for justice.

These are just some of the things we were able to accomplish **together over the past two years.**

Held our 10th Annual Allies for Justice—honoring the work of donor activists Barbra Wiener and Catharine Reid, and grantees Somali Action Alliance and MN ACORN.

Trained 650 individuals from 110 organizations through our capacity-building program.

Helped 130 groups raise over \$230,000 through our 2007 Walk for Justice.

Awarded \$702,500 to 51 organizations through our activist-led grantmaking process.

Hosted events to help nonprofits become more connected and effective, including: 14 trainings, 5 convenings, 12 fundraising brown bags, and 8 movement-building sessions.

Partnered with local organizations to bring forward-thinking programs and speakers to our grantees and donor activists—partners included the University of Minnesota GLBT Programs Office, East Hillside Patch in Duluth, Organizing Apprenticeship Project, Intermedia Arts, Institute for Agriculture, Trade and Policy, Healthy Legacy, and Common Roots.

Directed \$337,000 to 49 organizations through Donor Advised funds, thanks to our donor activists.

Reached our goal of raising \$1.75 million for the Fund of the Sacred Circle Endowment, enabling us to get more resources to Native-led groups.

Invested in strategic partnerships—with PFund Foundation, Women's Foundation for Minnesota, Minnesota Environmental Fund, the Minneapolis Foundation, Grotto Foundation, and Native Americans in Philanthropy—on projects helping to advance social justice in traditional philanthropy.

Reached a milestone. We celebrated our 25th birthday. And got back to work.

Justice is the virtue. You are the necessity.

Some things may come to those who wait, but really good things come to those who go out and get them.

At Headwaters, we understand the value of time. That's why we offer a variety of ways for you to be engaged—you choose what feels best for you. Want to hang out with your friends? Throw a party and spread the word about our work. Got extra time on your hands? Volunteer for one of our committees. Only have a minute? Make a contribution. Even less time than that? Sign up for our sustaining giving program and make your donations automatic.

There's no time like the present to become an even bigger part of the movement for social justice. Help us all get to the good things together.

Give

Cash or Check
Credit or Debit
Stocks or Bonds

Get Involved

Attend an Event
Volunteer
Start a Donor Advised Fund

Spread the Word

Join Our Online Community
Tell Your Friends
Host a Party

Make it Last

Make a Multi-Year Pledge
Leave a Legacy Gift

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On the occasion of our 25th anniversary, Headwaters would especially like to acknowledge our earliest donors, an impatient crew who came together to set things in motion in the mid-1980s:

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We try to list all donors accurately and apologize if we have not done so. Please contact us to correct any errors.

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 Betty Black
 Paul Bloom and Meg Layese
Steve and Mary Bloom
 Barbara J. Blumer
 Helen Booth Tobin
 David Boyce and Lee Olson
Alexa Bradley
Sue Breiner
 John Brentnall
 Linda Brooks and Joseph Panone
Timothy Burns
 Joy Bussert
Terry Campbell Lindeke and
Chip Lindeke
 Mary Carlsen
 J.R. Carlson
 Darlene Carroll
 Michele Cassidy
 Centro Legal
 Jill and Scott Chamberlain
 Kerri Chicoine
 Lauren Ciechanowski
 Bradford Colbert
 Mary Conway
 Trisha Lee Cook
 Thomas and Diane Copeland
 Alicia Cordes
Pam Costain and Larry Weiss
 Elizabeth Cowie
 Anne Cowie Wilson

Susan Crolick
 Charles and Penelope Curry
 Janet Dahlem
 Lisa Daniels
 Bob DeBoer
 Sean Delmore
 Kathy Denman-Wilke
 Michael Derman
 Carol Diemert and Steven Rider
 Kathleen Dimmick and Paul Anderson
Mary-Carolyn Dorfman
Catherine Dorr
Elizabeth Dostal
 Andy Driscoll
 Jen Dudenhefer
 Melvin and Georgia Duncan
 Joseph and Zandra Engelhart
 Sarah Erickson
 Jennifer Eukel
 Rose Farrar
 Paul Fate
 Lisa Faul
 Shaun Fitzgerald
 Michola Foley
 Gerald Foley
 Jerry Foss
 Deanna Foster
 Lea Foushee
Duane Friauf
 Jo Friedman and Wayne Feller
 Abigail Garner
 Robin Garwood and Jessica Zeglin
 Ellen Gavin and Bruce Kelley
 Michael Gayle
 James Gertmenian
 Kathryn Gilje and Trish Chapman
 Annette Glabe
 Matt Gladue and Anna Meek
 Becky Glass and James Hare
 Sarah Gleason
 Karen and Howard Gochberg
 Therese and Robert Goddard
 Carl Goldstein and Marnita Schroedl
 Alice Grant
 Steven Gray
 Greater Twin Cities United Way
 Coleen Gregor
 Kimberly Groh
 Rudy Guglielmo
 Joseph and Peggy Guiney
 Kathleen Hagen and
 Chermah Coblentz
 Farheen Hakeem
 Judy Hall and Kirsten Rupel
 Donna and Bryce Hamilton
 Jean Hammink & Steven Mayer
Ron Hanft
 Steve and Susan Hanstad
 Jennifer Harshner
 Teresa and Stephen Haselmann
 Ron Hawkins
 Bobak Hazeri and Gulzar Babaeva
 John Hein
 Teresa Helmstetter
 Anne Henry
Norma Herther and Kevin Loney
 Kathy Hiltsley
Arthur T. Himmelman
 Larry Hiscock
 Betsy Hodges
 Scott and Ann Holdahl

Paula Holden
 Kathleen Hollander and
 Rodney Johnson
 Debra Holmgren
 Dan and Louise Hoxworth
 Nancy Huart
 Marjorie Huebner
Mary and Warren Ibele
 Jeremy Iggers
 Karen Inman
 Institute for Agriculture and
 Trade Policy
 Jane Jahimiak
 Sue Jaqua
 Dakotah Rae Johnson
Liz and Brian Johnson
 Carol and Warren Johnson
 Aimee Jones
 Lena Jones
David and Jan Jones
 Just Give
 Dick and Ellie Justice
 James and Christy Justice
 Nathan Kadlac
 Joan Kanavich and John Schultz
 Polly Kellogg
 John and Shary Kempainen
 Beth Kendrick
 Mary Kay Kennedy
 Carla Kjellberg
 Charlie Koch
 Suzanne Koepplinger*
 Harriet and Daniel Kohen
 Denise Konen
 Margaret Kozak
 Bradley Kruse and Kimberly Farout
 Judy Lake
 Maxine Lange
 Joan Laux
 Diane LeBlanc
Valerie Lee
 Bill and Mary Lerman
**Dennis Levendowski and
 Lisa Knazan**
 Liz Levi
 Kelly Lewis
 Gunnar Liden
 Jay and Sally Taylor Lieberman
 Cynthia Lindau
 Mark and Jennifer Lindberg
 Dan and Marsha Loewenson
 Sarah Lovan
 Sara Lueben
 Carol Lukas
 Kerri Lyle
Maggie Madden
 Todd Mahon
Carol Malkinson and Dave Hyde
 Brooke Manley
 Polly Mann
 Sue Mann
 Leroy Mann
 Elsa Marty
 Barbara Mauk
 Laura McCarty
 Adele Mehta
 Monica Meyer
 Stephen and Nancy Michael
John L. Michel & H.Berit Midelfort
 Lou and Bryan Mierau
 Anna Min

Paul and Beth Minehart
 Minnesota Council On Foundations
 Noah Miwa and Dania Toscano Miwa
 MN Indian Women's Resource Center
Leslie and Daniel Mollner
Joanne Mollner Katz
 Becky Monnens
 Geraldine Mooers
 Cynthia Moothart
 Beverly Morren
 Claire Moyle and Jeffrey Grutter
 Van and Mike Mueller
 Mary Ellen Murphy
 Gordon and Christy Myers
 Amanda Napp
Eva Neubeck and Laurie Lussier
Martha Newcom*
Michael Newman
 Louis E. Newman and Amy Eilberg
 Khanh Nguyen
 Zoe Nicholie and Candace Margulies
 Tracy Nordquist
 Northern Lights Combined Federal
 Campaign
 Colleen Norton
 Dick Nowlin and Marit Smaby Nowlin
 John Nuechterlein and Dan Monson
 Virginia Nugent and Michelle Wright
 Jeffrey Nygaard
Tom O'Connell
 Nancy Okerlund
 Carol Olson
 Pamela Olson
Eric and Heidemarie Olson
 Stephen O'Neil and Angela Miller
 Leonard Oppenheimer
 Richard and Christine Ouren
 Phil Oxman and Harvey Zuckman
Mary Jane and Bruce Pappas
Rev. Theo Park
 Anessa M. Parks
William and Janna Parrott
 Steven Peartree
 Epifanio and Robin Perez, Jr.
 James Perkins and Theresa Kerchner
 Brent Perkins
 Gigi and Clif Perkins
 Mary J. Perlich
 Thien-bao Phi
 Bud and Sheila Porter
Court and Susan Queen
 John and Anne Quincy
Kate Redpath
 Susan D. Reed
 Gary Reierson
 Linda Rich
 Renee Ritchie
 Beverly and Curtis Robinson
Holly Rodin
Barb Rose and Charles Lentz
 Timothy Rose
 Vic Rosenthal
 Brian Rosser
 Dana Rubin
 William D. Russell
 Charles Sackrey
 Miriam Samuelson
 Sandra Sandell
 Lisa Sass-Zaragoza
 Bruce and Sharyn Schelske
 Mark Schelske and Janis Johnson

Lise Schmidt
Cynthia Schneider
 Kay Lara Schoenwetter
Catherine Schofield
 Kathleen Schuler
 Brockman and Nancy Schumacher
Janice Scofield
 Margaret Segall
 Laura Selin
Emily and Davu Seru
 Hashi Shafi
 Ruth Shannon
 Steven Shapiro
 Dale Shidler
 Iris Shiraishi
Paul A. Siegler
 Katherine Simon Frank and
 Richard Kain
 LaShella Sims
 Gail Skaggs
Maryellen Skan and Peter Thiel
 Laura and Linda Smidzik
 Jerene Smith
 Megan Smith and Chris Hepola
 Neely and Jason Snyder
 Ann Somers
William and Alice Stahlmann
 Stephen Stamos Jr. and
 Lucie Whitchurch
 Karen Starr
Muriel Sterne
 Erin Stojan
 Christina and Richard Strong
 Constance Swanson
 Lucy Swift
 Robert Sykora
 Carol Taylor
 Paul W. Taylor*
 Judith Tennebaum
 Michael D. Therriault
 Margaret R. Thomas
 Ken and Barbara Tiede
 Michael Tobin and
 Deborah Kilbury Tobin
 Jesus Torres
 Frank Trnka
 Carol Truesdell
 Bradley Turner and Terri Lang
 Tanya Unangst
 Karen Underhill
 Fresona Vang
 Mai Vang
 Dan Vogel
 William and Carol Vogel
 Velma Wagner
 Laura Wakefield
 Joanne Walz
 Diane Wanner and Alan Malkis
 Bethmarie Ward
 Nancy Ward
 Jessica Ward-Denison and
 Dustin Denison
 Carol Watson and Richard Olson
 Robbie Weisel
 WellPoint Foundation
 Ben Welter
 Clare Welter
 Eleonore Wesserle
 Sally and Paul Westermeyer
 Catherine Whipple*
 The White House Project

Alex and Marguerite Wilson
Elaine Wilson and Daniel Barnes
Mary Winkels and Tony Sinner
 WISE
 Pete Wojcik
 Richard and Sandra Worthing
 Wallace and Darlene Wurl
Denny Young
 Ira Yurdin
 Carol Zapfel
 Butch Zelinsky
Jeff Zuckerman and Lisa Pogoff
 Andrea Zuercher

In-Kind Gifts

7 Corners Printing
 Air America
 Anthony Shane Florist
 Apres Party and Tent Rental
 April Graphics
 Bibelot
 Big Quarters
 Blue Heron Bodywork
 Monica Bryand
 Cafe Latte
 Cambria Suites
 Color Wheel Salon and Gallery
 Como Zoo and Conservatory
 Joe & Jean Crocker
 Dorsey & Whitney LLP
 DJ Ren
 Downtowner Car Wash
 Heid Erdrich
 Eureka Recycling
 Fine Line Music Cafe
 Franklin National Bank
 Get Gorgeous Salon
 Joseph Giannetti
 Grand Casino Mille Lacs & Hinkley
 Green Body Studios
 Shalini Gupta
 Susan Hagler
 Hard Working Pictures
 Penelope Haru Snipper and
 Rossi Snipper
 Haskell's
 Megan Hassler
 Chris Hepola
 Jim Hightower
 Kathy and Rachel Hiltzley
 International Wolf Center
 Jasmine 26
 Jeff Chang
 Wing Young Huie
 Jonathan Wiese 3.2.1
 Joseph's Grill
 John and Dodie Kostishack
 Ricardo Levins Morales
 Lunds Food Holdings, Inc.
 Alida Messinger
 Minneapolis Institute of Arts
 Minnesota Internship Center Charter
 High School
 Minnesota Orchestra
 Minnesota Twins
 Minnesota Vikings
 moto-i
 David Nicholson
 North Star Roller Girls
 Northland Poster Collective

Larry and Avis Olds
 Original Face Consulting
 Page Educational Foundation
 Pappas Design
 Peace Coffee
 Pizza Luce
 Premium Waters, Inc.
 Peter Rachleff
 Sara Radjenovic
 R.A.I.N. North America
 Seward Co-op
 Joyce Prudden and Michael Shoop
 The Social Dance Studio
 Joan Solomon
 Southwest Airlines
 St. Mary's University of Minnesota
 Studio T
 Summit Brewing Company
 SweatShop Fitness
 Taraccino Coffee
ThinkDesign Group
 Three Rivers Park District
 Jim Toscano
 Tiana Toso
 Tres Jolie
 Jennette Turner
 TUBS
 Velasquez Family Coffee
 Victor's 1959 Cafe
 Walker Art Center
 The White House Project
 Women's Environmental Institute at
 Amador Hill
 XPress Lube
 Crystal Young
 Beth Zemsky

Tribute Gifts

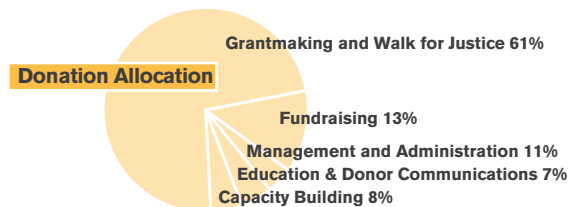
Lisa Capell
In honor of Josephine Hubbard
 Eliza Goodwin
*In honor of the wedding of
 Jihan Hill and Casey Golden*
 Afrose M. Krawetz
In honor of Chuck Koosman
 Alice Hawkins
In honor of Daniel Hawkins
 Martha Hopkins Booth
In honor of Ann Tobin
 Craig Luedemann
In honor of Ron McKinley
 Edward Marek
In memory of Evelyn Williams
 Susan Moore
In honor of Ellen Dubuque
 Lee Munnich
In honor of Joe Munnich
 Joe Nathan
In honor of Elaine Salinas
 Terese Pritschet
In honor of Shayna Berkowitz
 Judith Tennebaum
In honor of Suzanne Bring

Mary S. Wilson
In honor of Perry Wilson
 David Waterbury
In honor of Richard Thorsen
 Robin Garwood
 Farheen Hakeem
 Jeffrey Nygaard
 Pamela Olson
 Thien-bao Phi
 Sandra Sandell
*In honor of Brandon Lacy
 Campos' 31st Birthday*
 Shayna Berkowitz
 Trista Harris
 John Kostishack
 Mai Vang
 Fresona Vang
In honor of Boa Lee
 Suzanne Koepplinger
 Martha Newcom
 Jim Sauder
 Jo-Anne Stately
 Catherine Whipple
 Barbra Wiener
In honor of Steve Newcom
 Accredited Investors, Inc.
 Erma Savage
In honor of Catharine Reid
 Kerri Chicoine
 Sean Delmore
 Joseph Engelhart
 Jennifer Harshner
 Nathan Kadlac
 John Kostishack
 Sarah Lovan
 Becky Monnens
 Renee Ritchie
 Rick Scott
 Bruce Todd
 Lorri Todd
*In honor of Lorri Todd's
 30th Birthday*
 Les Bendtsen
 David C. Foster
In honor of David Waterbury
 Suzanne Lampert
 Amy Lange and Jane Newman
 Erma Savage
In honor of Barbra Wiener

Revenue and Expense Summary

Fiscal Year 2008 and 2009 (July 1, 2007 - June 30, 2009)

	General Operations	Donor Advised Funds	Total
Revenue			
Individual Support	\$ 747,269	\$ 262,862	\$ 1,010,131
Foundation Support	885,756	–	885,756
Walk for Justice	215,588	–	215,588
Other Revenue	544,662	(14,007)	530,655
Total Revenue and Support	\$ 2,393,275	\$ 248,855	\$ 2,642,130
Expenditures			
Program:			
Grantmaking	\$ 1,078,992	\$ 330,450	\$ 1,409,442
Capacity Building	222,453	–	222,453
Education and Communications	186,520	–	186,520
Walk for Justice	241,928	–	241,928
Total Program Expenditures	\$ 1,729,893	\$ 330,450	\$ 2,060,343
Supporting Services:			
Management and Administration	\$ 281,617	\$ –	\$ 281,617
Fundraising	350,089	–	350,089
Total Supporting Services	\$ 631,706	\$ –	\$ 631,706
Total Expenditures	\$ 2,361,598	\$ 330,450	\$ 2,692,048
Excess of Revenue and Support Over Expenses	\$ 31,677	\$ (81,595)	\$ (49,918)
Board Designated Projects Paid From Reserves	57,799		
Beginning Net Assets July 1, 2007	255,630	305,202	560,832
Ending Net Assets June 30, 2009	\$ 229,508	\$ 223,607	\$ 453,115
Endowment and Grants Reserve Net Assets June 30, 2009	\$ 1,792,356		
Fund of the Sacred Circle Net Assets June 30, 2009 (includes \$655,459 held in trust by The Minneapolis Foundation)	\$ 1,477,397		
(includes \$655,459 held by The Minneapolis Foundation for the Benefit of Headwaters)			
Temporarily Restricted Net Assets June 30, 2009	\$ 330,620		



Headwaters Staff

Monica Bryand
Program Officer

Trista Harris
Executive Director

Carol Mollner
Development Director
until August 2008

David Nicholson
Program Director

Kelly Perkins
Development Officer
until September 2007

Maya Petrovic
Communications Coordinator
until July 2008

Sara Radjenovic
Development and
Communications Officer

Jim Sauder
Operations Director

Jennifer Vogel
Administrative Associate
until December 2008

Jodi Williams
Advancement Director

Nick DeMott
HECUA Writing for
Social Change Intern

Anna Kraemer
HECUA Writing for
Social Change Intern

Pearl Suarez
HECUA Writing for
Social Change Intern

Allison Benyas
Walk for Justice Intern

Brede Eschliman
Walk for Justice Intern

Meghan Hein
Walk for Justice Intern

Andrew Upjohn
Walk for Justice Intern

Hee-Sun Kang
Yale Bulldog Intern

Bill Toth
Yale Bulldog Intern

*Bold indicates current staff

Interns

Board of Directors

Shayna Berkowitz

Claire Chang

Trisha Lee Cook

Tim Davies

Amalia Deloney

Jihan Golden

Shalini Gupta

Anne Haddad

Penelope Haru Snipper

Daniel Hawkins

Justin Huenemann

Chuck Koosmann

John Kostishack

Brandon Lacy-Campos

Amy Lange

Boa Lee

Arif Mamdani

Dave Mann

Vickie McCormick

Ron McKinley

Munir Meghjee

Khanh Nguyen

Steven Renderos

Elaine Salinas

Duke Schempp

Robert Sykora

Mai Thor

Ann Tobin

Ann Viitala

Dominick Washington

David Waterbury

Barbra Wiener

Perry Wilson

Laura Waterman Wittstock

*Bold indicates current board member

Committees

Finance Committee

Ron Brunk

Daniel Hawkins

Amy Lange

Leigh Stepan

Perry Wilson

Investment Committee

Tim Davies

John Farrish

Jill Koosmann

John Kostishack

David Waterbury

Fund of the Sacred Circle Grants

Omie Baldwin

Tara Chadwick

Jeanine Downwind-Jubera

Trisha Lee-Cook

Andy Gokee

Ron McKinley

Elaine Salinas

Alicia Smith

Environmental Justice Fund

Collie Graddick

Shalini Gupta

Karen Monahan

Unny Nambudiripad

Arlana Omaha

Steven Renderos

Social Change Fund

Veronica Burt

Ryan Li Dahlstrom

Tim Davies

Amalia Deloney

Laura Gaitan

Shannon Gibney

Jihan Golden

Connie Graddick

Shalini Gupta

Farheen Hakeem

Malik Holt-Shabazz

Boa Lee

Shawyn Lee

Shoua Lee

Edward McDonald

Monica Meyer

Suzanne Murphy

Unny Nambudiripad

Luis Pereria

Steven Renderos

Duke Schempp

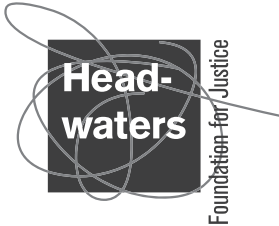
Miriam Weinstein

*Bold indicates current committee member

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, see www.fex.org.

ThinkDesign Group, design; Nancy Blakestad, copy



2801 21st Avenue South, Suite 132B, Minneapolis
Minnesota 55407 **612-879-0602** t 612-879-0613 f
www.headwatersfoundation.org

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.