



Headwaters
RELIEF ORGANIZATION



Annual
Report
2021

Letter from the President of the Board

Dear Friends,

The year 2021 was an unprecedented challenge for all of us. We started with great uncertainty and an on-going pandemic, accompanied by some of the worst hurricanes and natural disasters. Headwaters volunteers continued to work in communities affected by disaster, nationally and internationally.

As I reflected on this letter, I came to appreciate that even in the worst of times, our focus on our mission didn't waiver. As we state on our website and in our materials:

Headwaters seeks to inspire passion to serve others. We forge connections between those who are being served, the Headwaters team and the community at large. We work to ensure that every volunteer, regardless of age, background, skills or experience, feels valued and motivated to continue to serve others.

Together, we continue to fulfil our mission. Headwaters Relief Organization, comprised of all of you, worked hard to respond to these disasters and to serve families and communities by providing what they tell us they need. We are grateful to each of you, our volunteers that never seem to quit and our funders who contribute financially to our non-profit.

Best Wishes and Many Thanks,

Daniel G Leitner
Board President



Headwaters' mission is to inspire a passion for volunteerism and service to others. Volunteerism has always been promoted by Orion and its related companies. After Hurricane Katrina in 2005, a grassroots effort we called the River of Hope, evolved into what was later established as the non-profit, Headwaters Relief Organization. We chose to further commit to the core values of service and volunteerism on behalf of the related companies when we created an expectation among our employees that supported these values. Any management and administrative employee that chooses to work with the companies is provided paid time off to volunteer for an activity of their own choosing, such as a school event with one's children, church activities, the Multiple Sclerosis walk, Habitat for Humanity, and other community causes including Headwaters Relief Organization.

We are proud of the number of employees who volunteer each year, as it symbolizes our commitment to the community. Thirty-five percent of these employees decide to volunteer for Headwaters and since 2009, an average of 97.2% employees of related companies volunteer for at least one activity per year.

We believe that as an organization, in order to promote volunteerism and community service, we need to demonstrate our own level of commitment. Headwaters Relief Organization continues to inspire us to give to our communities.

Dear Family and Friends,

It is that time when we review all of Headwaters' accomplishments for the past year. We celebrate our achievements, consider any missed opportunities, and thank all those who supported us, believed in us and contributed to our efforts.

Year 2021 started with some optimism that it would be a better year. The pandemic that had greatly impacted us all in 2020, now had the potential to be mitigated with vaccines. This hope that lived in our hearts was that with vaccination and education, equitable public health would become a reality. The combination of available vaccines and global efforts have led to better management of the virus, supporting the notion that together we can.



Headwaters Relief Organization was on the front line, supporting health care workers, scientists and volunteers. We also supported those most often left behind: direct service personnel, social workers and volunteers. In an effort to support children and families, we reviewed and updated our series of coloring books related to COVID-19, translated them into Spanish, and concentrated on a wider reach, both nationally and internationally.

Our volunteers continued to support communities of fewer resources as well as communities needing support post disaster. After Hurricane Ida battered the coastal regions of Louisiana, our volunteers were there to help. We were also able to take a relief trip to Puerto Rico, concentrating on recovery from the earthquake and the pandemic. One of our notable international trips was to Colombia, Headwaters first trip to a country in South America. There we were able to work with communities and new partners on Covid-19 education.

We continued our educational and anti-trafficking campaign in Nepal. With the contribution of our generous donors, we launched our Asha doll campaign, reaching many young girls in Nepal. We were also able to maintain our support to the schools and orphanages in Haiti, despite the on-going issues with political unrest and violence.

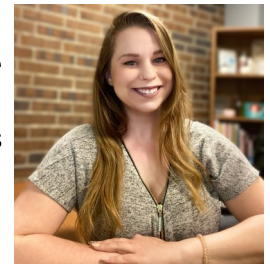
Locally, we received support from the Minnesota Department of Human Services to continue our Phone Pal program that was initiated in the early spring of 2020 with volunteers. It came to the attention of the Minnesota Department of Human Services in the fall because of the gap it filled. We were involved in assistance to Afghan evacuees resettling in Minnesota. In New Orleans we launched an After School Program, to support school children with their education, as well as teaching them about nutrition, health and leadership.

All of this is possible because of your help, guidance from our board as well as dedicated team members and volunteers. We have endured what may be some of the worst of times. We can't predict what lies ahead, but with your continued support, we can reach many lives in meaningful ways.

Dr. Roshan Khatri
Executive Director

Hello Everyone:

I am Ashley Emry, Headwaters' Program Director. We have all faced many challenges as an organization and as individuals in 2020 and 2021. Throughout the pandemic, we have seen the strength and resilience in people and in our communities. I want to highlight some of the work we found particularly meaningful. We were able to extend and complete our Phone Pal program that supported people isolated by COVID-19 with the funding from the Minnesota Department of Human Services. It is particularly heart-warming that many of our volunteers continue to call their phone pals and have formed lasting connections and friendships.



Last fall, volunteers began to support Afghan families as they resettled in Minnesota. Our volunteers worked in collaboration with other NGOs to assist Afghan families in temporary housing, while they waited to acquire more permanent housing. Volunteers prepared rooms for the arrival of families, supported families in navigating local resources and helped support children during a very difficult transition period. Given our organization's previous work with refugees in Greece and Jordan, this was particularly meaningful to us.

We have continued to support several schools and orphanages in Haiti. The children have remained safe and healthy, but daily life has become increasingly complex with threats to safety, school closures, skyrocketing fuel and food prices, and other insecurities. Over the past few years, Haiti has experienced increasing violence, economic insecurity, and political uncertainty. We are committed to supporting our programs at Lived Christian through our sponsorship program and to doing whatever possible so that the children have access to clean water, food, and education.

In 2021, we were able to connect again in person with volunteers, partners, and board members. It was a wonderful reminder of the great community that supports Headwaters Relief Organization. As events that had been canceled in 2020 were scheduled to re-open, we were able to hold our 3rd annual golf tournament in July, as well as other in person fundraising events.

I look forward to the opportunities and the potential of 2022.

Ashley Emry
Program Director



Mary



Dave



Kathy



Kelly



Amy



Brad



Judy



Joel



DelRae



Tony



Dale



Dan



Susan

Board of Directors

Mary Anderson Dave Combs Kathy Holz
 Kelly Trolander Amy Kelly Brad Benesh Judy Guerro
 Joel LeVahn DelRae Messer Tony Vanelli Dale Ballman

Team Members

Dr. Rebecca Hage Thomley Cheryl Vennerstrom Toni Thulan Dr. Roshan Khatri Ashley Emry

2021 Timeline

January

Phone Pal Grant- Minnesota Department of Human Services awarded Headwaters a grant to pay volunteers to be phone pals with the goal of increasing participation in the program through the holidays. Due to our successes during the holidays in 2020, the program was extended into March 2021.

February

Isagenix Grant- Isagenix Foundation awarded Headwaters a grant to re-print copies of the COVID-19 Book, *When We All Wore Masks*.

March

Vaccination Clinic at the Golden Valley West Office- Headwaters assisted with a vaccination clinic offered to Orion Associates and related companies' staff and people served. Community members were also identified for additional openings for vaccinations.

Asha Doll Launch- Asha dolls were created for Headwaters to support our programming with girls in Nepal and India.

Puerto Rico Trip- Headwaters traveled to Puerto Rico to distribute the book, *When Puerto Rico Shakes* and the COVID-19 coloring book.

Second Vaccination Clinic at Golden Valley West Office

April

When We All Wore Masks, Spanish Version 'Cuando Todos Llevamos Tapaboca' was printed

Headwaters Colombia Trip- The purpose of the trip to Colombia was public health education about COVID-19 using our coloring books, *When We All Stayed Home* and *When We All Wore Masks*. The books were both translated into Spanish.

Silver Stevie Award Most Valuable Non-Profit Response- We were chosen to receive a 2021 Silver Stevie Award for Most Valuable Non-Profit Response on behalf of the American Business Awards. Headwaters was recognized for our Covid-19 related efforts including our Phone Pal Program, our mask sewing initiative and our series of children's coloring books describing COVID-19 and teaching coping skills that can build resiliency.

May

Fast Company 2021 World Changing Ideas Honorable Mention- This recognition was for our COVID response under Corporate Responsibility.

Haiti Research- Research article accepted for the American Psychological Association's Conference- Dass-Brailsford, P., Thomley, R., & Jain, D. *The Mental Health Consequences of Hurricane Matthew on Haitian Children and Youth* [Poster]. APA Convention, Virtual.

Haiti Research- Our research was accepted for publication- *The Mental Health Consequences of Hurricane Matthew on Haitian Children and Youth: An Exploratory Study*, submitted to *Journal of Child & Adolescent Trauma*.

Liberia Follow-up- A meeting was held to discuss Headwaters work in Liberia with Aurelius Butler, National Coordinator for Social Protection at The Ministry of Gender, Children and Social Protection (MGCSP) with Annie Logan, a Headwaters volunteer originally from Liberia.

June

Johns Hopkins Bloomberg School of Public Health: Excellence in International Public Health Practice—Dr. Roshan Khatri, Executive Director and Headwaters Relief Organization won this award for designing and leading Headwaters' work in Nepal related to human trafficking. Khatri wrote the children's book, *Together Again*, as part of this initiative. *Volunteers have worked in communities throughout Nepal using "Together Again", as an educational tool with a focus on preventing human trafficking. The book explores the harmful social and cultural practices that can support trafficking.*

July

NVOAD Grant Awarded- The National Voluntary Organizations Active in Disasters' grant was awarded to Headwaters to print and update the COVID-19 Coloring books. These funds were used to write and print the COVID-19 Coloring Book, *When We All Got Vaccinated*.

Hermes Creative Award- Our COVID-19 coloring book, *When We All Stayed Home*, was awarded the Hermes Creative Awards 2021 Gold in the Public Relations/Communications, Strategic Programs, and Pandemic Response categories.

Isagenix Grant Awarded- A grant for New Orleans' afterschool program was awarded to Headwaters.

Third Annual Golf Tournament – Our annual Golf Tournament was canceled in 2020 due to the pandemic, so we were pleased to hold this annual fundraising event in 2021. Over 100 golfers participated in the golf competition, dinner, and the Silent Auction.

August

Kare 11 News Story – Another significant earthquake in Haiti occurred. Although Headwaters has not traveled to Haiti to assist on the ground due to dangerous conditions and political unrest, we continue to support schools and orphanages with food, supplies and educational sponsorships.

Channel CCX Media Interview- A media report on Headwaters support of Haiti.

September

Live Out Loud event hosted by Dr. DelRae Messer. Several of our board members hold fundraising events throughout the year. We are grateful for Dr. Messer's willingness to engage her colleagues in "giving back" to the community and doing so in support of Headwaters' initiatives.

NVOAD board- Dr. Rebecca Thomley was asked to serve on the National VOAD board.

Louisiana Relief Trip September 30-October 3 We traveled to Ironton Louisiana, a community devastated by Hurricane Laura. We helped with clean-up of a local church and several homes in the immediate area. Our Headwaters team was able to work with the church and community members to remove debris, sheetrock and flooring as well as mud left by the storm.

October

Dr. DelRae Messer Doll Event- DelRae engages her extensive contacts in giving to support Headwaters' initiatives. This event focused on raising funds to send the Asha dolls to girls in Nepal.

Afghan Resettlement Support- Headwaters volunteers began working with other Mn VOAD organizations and volunteers to assist with Afghani families and children who came to Minnesota to settle here.

DelRae Give Back Day Event- Fundraising for the dolls that were sent to Nepal in October.

Jett Beauty Layla G Trunk Show- Board member, Amy Kelly owns Jett Beauty in Edina. Amy frequently holds fundraisers at her shop and with customers in that area to support Headwaters efforts. This highly successful event was in support of sending dolls to Nepal.

Stronger Together Book Published- *Stronger Together* was written as an educational tool to empower girls and young women, with a focus on staying in school. The book and Asha dolls are used

together. The theme of *Stronger Together* is collective support and action to create positive change.

Nepal Trip- Volunteers traveled to Nepal October 15-25 to work in schools with the children. We were able to provide public health education on COVID-19, trafficking and empowering girls to stay in school.

November

Trinity Lutheran Church Event- Dr. Roshan Khatri and Dr. Rebecca Thomley provided an overview of Headwaters' work to the Trinity Lutheran congregation. A number of the church members sponsor children's education in Haiti and contribute to Headwaters' on-going initiatives.

Give to the Max Day- Headwaters Relief Organization participates in this Minnesota annual on-line day of giving in November each year, updating their website to reflect current and on-going programs.

Giving Tuesday- This is an additional day of on-line giving on the Give MN platform.

December

Award for Work in Puerto Rico- Headwaters received additional recognition for our work in Puerto Rico.

Global Thinkers Forum- Dr. Rebecca Thomley is one of the founding members of the Global Thinkers Forum. This organization promotes accountable leadership and encourages mentoring and partnerships with other women. Headwaters partnered with novelist and film maker, Shamim Sarif, to educate people about trafficking. Sarif wrote *The Shadow Mission*, a novel about trafficking. Headwaters' volunteers wrote *Together Again*, a book for children that provides preventative education about trafficking.

Ernst & Young Article on dolls- Our good fortune with media coverage of our Asha doll initiative continued.

When We All Got Vaccinated printed- This coloring book was the third in a series of coloring books and was updated with the latest scientific information including information about vaccinations.

In the Media

Our 100 percent model directs all the funds donated to our programs and services to those in need. Social Media and channels of mass communication are what we have to provide communication and awareness of our initiatives and success stories. These platforms have allowed us to share our stories. Through these messages we have been able to engage supporters, inform our volunteers, and promote initiatives. We are grateful to our media friends for covering our stories in 2021.



GOLDEN VALLEY RELIEF AGENCY RESPONDS TO CRISIS IN HAITI

4:16 PM | Monday, August 23, 2021



Golden Valley nonprofit taps multicultural dollmaker for latest project

2,000 Asha dolls headed to Nepal in October

Ashina Rooker Sep 17, 2021



A young Nepali girl holds the prototype of the Asha doll. The toy is the result of a collaboration between national multicultural dollmaker Positively Perfect and Golden Valley nonprofit Headwaters Relief Organization.

(PHOTO BY ASHINA ROOKER)

Headwaters Relief Organization has long focused on the wellbeing of children following natural disasters, whether they're



Awards Received

2021 was a tremendously successful year for Headwaters Relief Organization in being recognized for the work we do. The awards and grants we receive allow us to provide more in depth services in areas or communities with specific unmet needs. They also draw attention to our work and act as a catalyst for future funding for additional services.

Fast Company 2021 World Changing Ideas Honorable Mention- for organizational COVID-19 response efforts. This honorable mention was for initiatives that use a company's platform and power to help advance change, either internally or for the community



2021 Silver Stevie Award for Most Valuable Non-Profit Response to COVID-19 Response Awards determined by the average scores of more than 250 professionals worldwide in the three-month judging process



14th Hermes Creative Award- Headwaters received the Hermes Creative Awards 2021 Gold for our Covid coloring book- When We All Stayed Home



2021 Johns Hopkins Bloomberg School of Public Health
Student Award for Excellence in International Public Health Practice

presented to

Roshan Khatri

For your partnership with Headwaters Relief Organization to apply storytelling
as a public health intervention to educate communities on human trafficking
and its impact on its victims to improve public health in Nepal.

Awarded June 2021



Beth A. Resnick

Beth Resnick, DrPH, MPH
Assistant Dean for Public Health Practice and Training

6/28/2021
Date

Johns Hopkins School of Public Health
Excellence in International Public Health
Practice award 2021- for leading ongoing
projects in combatting human trafficking
through storytelling.

We are particularly proud of the award
received for the John Hopkins Bloomberg
School of Public Health Education. It is
currently recognized as the leading
academic institution in response to public
health issues.

Grants Awarded

Phone Pal Grant

Our Phone Pal Program connected volunteers to people isolated at home because of COVID-19 or in community assisted living or nursing home settings through weekly support calls. We used our website, social media, letters, and phone calls to recruit elderly individuals and phone pals to participate in the program. In December 2020, the Minnesota Department of Human Services awarded Headwaters a grant to pay volunteers to be phone pals, with the goal of increasing participation in the program through the holidays. Due to these successes, the DHS funding was extended into March 2021.

Isa Foundation Grant

In February 2021, the Foundation awarded Headwaters a grant to re-print copies of the COVID-19 Book, *When We All Wore Masks* in Spanish. The reason for our trip to Colombia was public health education about COVID-19 using our coloring books, *When We All Stayed Home* and *When We All Wore Masks*. The books were both translated into Spanish. Over 1500 books were distributed and education provided to children, families and teachers/caregivers through organizations and foundations in Cartagena, Columbia.



NVOAD Grant

The National Voluntary Organizations Active in Disasters' grant was awarded to Headwaters in July 2021 to print and update the COVID-19 Coloring books. These funds were used to write and print the COVID-19 Coloring Book, *When We All Got Vaccinated*. This printing was specifically designated for distribution to our local and national partners in the VOAD (Voluntary Organizations Active in Disaster) movement. Our distribution of these coloring books has started and will be accomplished at the National VOAD conference in May 2022. Our books teach the children about Covid-19 and provide instruction on how to be safe. The coloring books assist in the development of coping skills that build resiliency in response to disasters, in this case the Covid-19 pandemic. As parents are engaged in talking with their child about COVID-19, the children and parents can process their emotions. The coloring books also provide suggestions to parents on how to assist their children.

After School Program, New Orleans

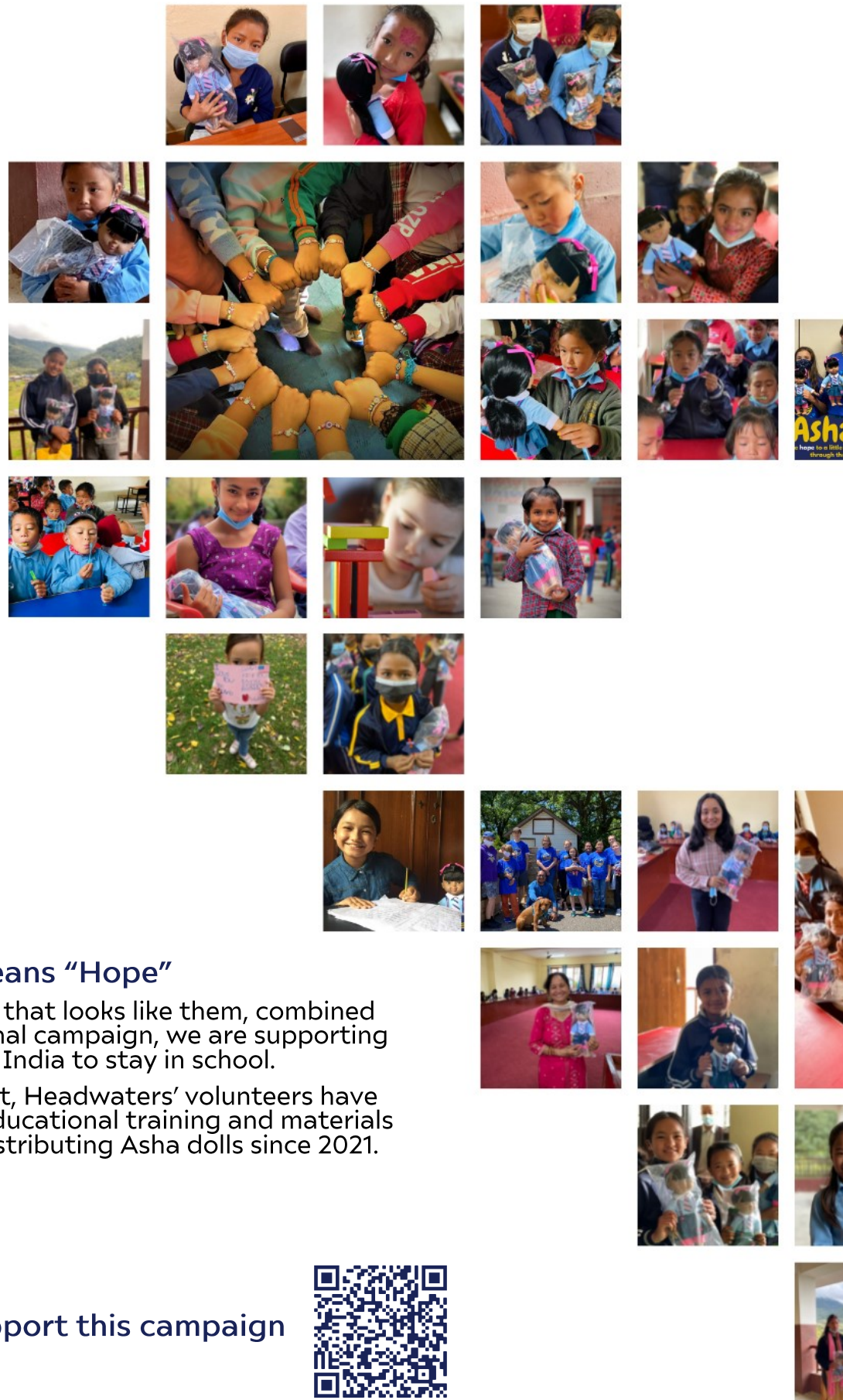
A grant for New Orleans afterschool program was awarded to Headwaters by Isa Foundation. Headwaters Relief Organization addresses equity and social justice in all aspects of our work. In August 2021, Headwaters started an After School Support Program in the Ninth Ward of New Orleans, Louisiana in partnership with the New Salem Baptist Church. The program provides a comprehensive model to mitigate systemic inequities that



affect children of color including leadership training to the children that support future successes. The program supports educational goals in pursuit of

educational equity and addresses health disparities through wellness, nutrition and fitness. The After School Program was designed to provide educational support, nutrition education and leadership development to 10-12 children ages 10-18 years old.





Asha “आशा” means “Hope”

By creating a doll that looks like them, combined with an educational campaign, we are supporting girls in Nepal and India to stay in school.

With your support, Headwaters’ volunteers have been providing educational training and materials and personally distributing Asha dolls since 2021.

To support this campaign





How Dolls That Look Like Children Can Help Them

- They affirm that the way the child looks is normal and beautiful, and they can be successful in whatever they want to do.

- A child's self-esteem has a big impact on how children navigate their world and the actions they take. The understanding that their individual differences, from the color of their skin, to the color of their hair should be embraced and celebrated supports the development of healthy self-esteem.

- They can help the child develop a healthy self-image and become more imaginative about their future aspirations.

- They may assist the child in negotiating their cultural and racial identity and provide role models that look like them.

Relief Efforts

Local/National

Louisiana Relief Trip

Hurricane Ida, a Category 4 hurricane, devastated parts of Louisiana and areas on the East Coast. It hit Louisiana on the 16th anniversary of Hurricane Katrina. For people who directly experienced Katrina, the devastation and experience is still fresh in their minds. Hurricane Ida including the rain, gusting winds and tornadoes created a widespread catastrophe.

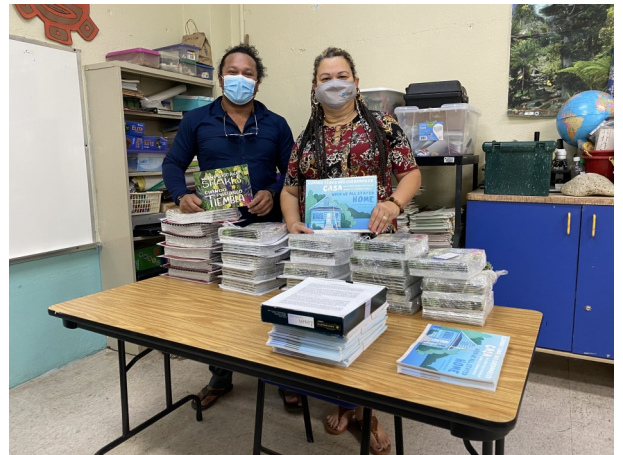
For our rebuilding work we chose to work in Ironton, a small, predominately black community in Plaquemines Parish, Louisiana. Situated on the west bank of the Mississippi River, this community was devastated by Hurricane Ida. Out of over 50 homes only 7 of them were still livable, with major repairs needed in the others. Our team of volunteers committed their time and effort to helping the families with clean up, debris removal and social support. Our Headwaters team was able to work with the church and community members to remove debris, sheetrock and flooring as well as mud left by the storm



Volunteering in disasters, amidst an ongoing pandemic was a challenge. We are very proud of our volunteers who took the risk while helping others and the community.

Puerto Rico Trip

The beautiful island of Puerto Rico faces an array of natural disasters, including earthquakes, major hurricanes, tropical storms and flooding. Hurricane Maria, a Category 5 hurricane, hit in September 2017. This hurricane not only brought immediate bodily harm and destruction but caused more than 40,000 landslides in Puerto Rico. This was many more than reported from previous known hurricanes.



Headwaters Relief Organization has had a continuous presence on the island since then. To continue our support following the earthquake that shook the island in 2020, our team traveled to Puerto Rico again in 2021. We distributed our new children's book, *When Puerto Rico Shakes* created specifically to help the children and families of the island along with our COVID-19 coloring book, translated in Spanish. Headwaters was able to create many new connections with schools and University personnel specially in the Southern regions, the city of Ponce and the towns of Guánica and Guayanilla, those hardest hit by the earthquake.

Afghan Evacuees Resettlement Program

Minnesota has welcomed more than 1200 Afghan evacuees. Headwaters volunteers have been contributing to the community effort to facilitate their resettlement process. Families have been supported in a local hotel while waiting for case management assistance, housing, employment, transportation, household goods, furniture, school supplies and assistance that would help them find a home here. Our volunteers also used our Covid-19 coloring books and Asha dolls to educate and support the children.



A Commitment To Those That Serve Our Country

Since 2003, Orion and its related companies, including Headwaters Relief Organization, have supported our military men and women serving overseas. We have regularly sent care packages, created by our volunteers who often make bars and cookies to send. Depending on the troop's situation, the care package may include toiletries or other needed items. Our volunteers and the children in our employee daycare write thank you letters and letters of support.

Over the years we have worked with countless troops. We have seen troops deployed and watched them return home. As a group of organizations that work in management services and the social services field, we respect the commitment to service the military men and women and their families make. We support their courage and commitment to their work. We are proud to participate in this program supporting them.

We want to thank the troops, as well as all of the volunteers that have made our program possible for the past 19 years.



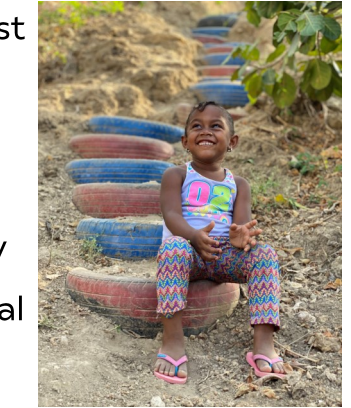
International

New Partnerships and Covid Relief in Colombia

With a population of over 50 million people, Colombia is the third most populous country of Latin America. The population is highly concentrated in the Caribbean Coast and the Andean highlands. Colombia achieved its independence in the early 1800s. The culture continues to be shaped by early Spanish culture as well as American Indian tradition.

The Colombians are said to be very happy outgoing people who enjoy socializing and speaking to others of their country's history and culture. Family life is an important aspect of the culture and traditional gender roles are commonly practiced. Many middle-class families eat elaborate traditional Spanish and indigenous meals.

Headwaters Relief Organization travelled to Colombia in April of 2021 with the purpose of helping communities through the Covid-19 pandemic. We distributed our Covid-19 coloring books- *Cuando Todos Llevamos Tapaboca, When We all Wore Masks* and *When We all Stayed Home*. Over 1,200 books were distributed to organizations/foundations in the capital Bogota and Cartagena.



Headwaters' work in Colombia was very successful. The coloring books were well received by parents, children and caregivers. Families were very engaged in the play therapy and the work with the coloring books in all of the locations we visited.



Trafficking and Educational initiative- Nepal *Stronger Together, "Asha", a Doll that looks like me*

A group of volunteers began their work in Nepal with a visit to Kunsal Throngdrolling Monastery, Institute of Nyingmapa Buddhihit and meditation center, Dolakha established in 1978. The Monastery was destroyed in the earthquake and rebuilt. A special blessing at the Monastery was given to us from the Monks.

The team also visited the Jiri Hospital which was damaged in the earthquake in 2015 and has been rebuilt. We were able to meet with the staff and have a tour of the hospital and the departments.

At the Shree Garjonghunga Secondary School in Jiri, we were welcomed by The Mayor, Headmaster and the Chairman of the school. The whole school also was there to welcome us with Marigold necklaces in Celebration of the Dashain Festival which is the celebration of the victory of good over evil. School was not in session but the students came to school to meet with us. We were expecting 30-40 children and there were over 200.

We used the trafficking book with all the students in the classrooms. Education with the book *Stronger Together* and our *Asha* doll was done with the girls separately. The trafficking book recommendations are to make sure the children share what they learned.



Volunteer Spotlight

Dave has been an active volunteer with Headwaters for over 15 years! Dave says he is one of Headwaters biggest fans. We are a big fan of Dave's.

Dave was a volunteer with the Golden Valley Fire Department for 20 years. Our Orion training director, also a volunteer fire fighter, asked Dave if he wanted to participate in Headwaters' work. Dave made his first trip to New Orleans during the aftermath of Hurricane Katrina in 2007.

Dave says the most important thing about volunteering with Headwaters is that anyone, of any age, can help. He never felt like he was asked to do more than he could. Marya Hage, one of the founders of Headwaters, was on a trip to help clean-up after flooding in the Colorado mountains. Dave remembers Marya's impressive contribution on that trip in 2013, at that time she was the oldest volunteer and was over 80 years old.

Dave recounts lessons he has learned as a Headwaters' volunteer; one is the importance of one's contribution. Dave remembers an early trip to Iowa. Homes were damaged as far as you could see. Dave wondered how much the volunteers could really do to help in this situation. The Headwaters volunteers worked on 3 homes. Dave says you can't look at what you contributed and compare it to the big picture, what was important was that we did what we could. He saw that to the individual homeowners our contribution was immense, and they were so thankful for our assistance. It was very satisfying to feel as though you really helped these individuals.

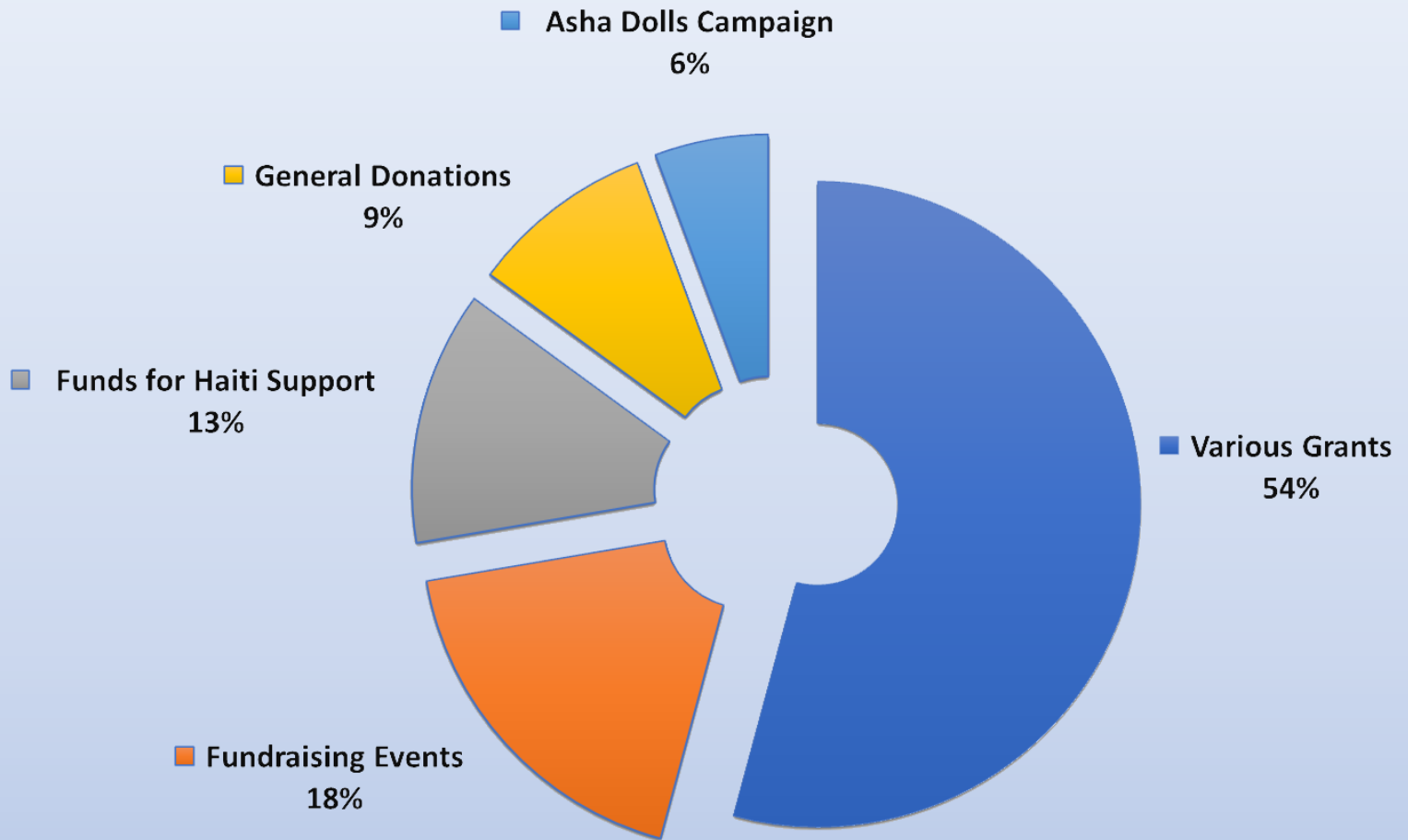
Headwaters work is national and international and involves public health work including education, psychosocial and medical support. Dave has participated in Headwaters' international work in Haiti, Nepal and Liberia. He has also volunteered in Southern Minnesota, Iowa, Texas, Atlantic City, New Orleans, Oklahoma, Nebraska and Iowa. Dave brings his experience and expertise with construction to the clean-up work. He brings a gift for working with children to the public health work. When asked about working with children, Dave cites his experiences growing up. His family owned and operated ice-skating facilities. Dave worked hard from a young age and learned he could get along with people of all ages. (Dave also was a skater and entertained others as part of the Ice Capades)

Dave is philosophical about volunteer work. He feels he has lived a good life, has had many mentors and that it is important that he does things for others. People sometimes say, I couldn't do that, about some aspect of volunteering. Dave says: you do what you can, whatever you can contribute.



Many volunteers have worked with Dave. For Headwaters, he represents an individual who has truly committed his entire life to serving others. Dave continues to inspire every life he touches.

2021 Funding



More than

- 272 volunteers

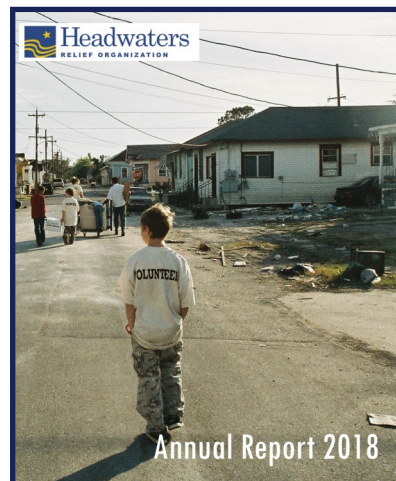
- 30,000 volunteer hours donated

Know Us!

Headwaters seeks to inspire passion to serve others. We forge connections between those who are being served, the Headwaters team and the community at large. We work to ensure that every volunteer, regardless of age, background, skills, or experience feels valued and motivated to continue to serve others.

- We started in 2005 as a grassroots volunteer response to Hurricane Katrina in New Orleans. Originally we were called the “River of Hope.” We received our non-profit status as “Headwaters Relief Organization” in 2008.
- Initially we provided clean-up and then re-building in partnership with other organizations. We opened a mental health resource center in the Ninth Ward in 2007.
- By 2010, Headwaters was responding to disasters in Minnesota and other national disasters.
- Our first international disaster response was in 2010 after the devastating Haitian earthquake.
- We now have provided disaster relief and humanitarian assistance in multiple countries in response to typhoons, hurricanes, earthquakes, flooding, tornadoes, Ebola, refugee crises and trafficking.
- We continue to provide cleanup and rebuilding in partnership with other organizations. We provide public health services including education, medical services, and psychosocial support.
- Headwaters Relief Organization has published ten children’s books that support children and their families process their emotions related to the disaster and develop coping skills that can help build resiliency. Our children’s books have been translated into more than 15 languages.
- We provide disaster relief services with a focus not only on those served, but on the volunteers as well. There is something for everyone to do in support of our work. Our youngest volunteer to date was 5 years old, and our oldest volunteer is now 90 years old.
- One hundred percent of donations go directly to the people and programs we serve.
- Headwaters has over 3000 volunteers. Our volunteers are local, national and international. It is sometimes believed that volunteers primarily come from our offices (Orion related organizations), but these individuals make up less than 35% of our volunteers.

- There are only two full-time positions with Headwaters. The salaries for the Executive Director and Program Director are donated. All other administrative time is provided by volunteers.
- We have provided ongoing psychosocial services since 2007 after Hurricane Katrina in New Orleans. Most recently we received a grant to provide an after-school support program. We have provided educational support since the 2010 earthquake in Haiti through sponsors.
- We often respond in partnership with other organizations nationally and internationally.
- We are members of the MN VOAD (Voluntary Organizations Active in Disaster), NVOAD, many state VOADs, The International Association of Emergency Managers, InterAction, Points of Light and Global Thinkers Forum.
- Currently the largest amount of funding that has come into the organization has been grants tied to specific initiatives.
- We have a very large number of consistent funders that support our organization given our 100 % model.
- More than 70% of our volunteers work with us more than one time.
- Headwaters made a conscious choice to remain small administratively. This allows us to remain nimble and be responsive to communities we feel we can provide needed support. We also have expanded the scope of our services in response to the needs of the people in various communities.



Global Goals

The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all". In 2015, at the United Nations Conference, more than 190 world leaders committed to addressing the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice by 2030.

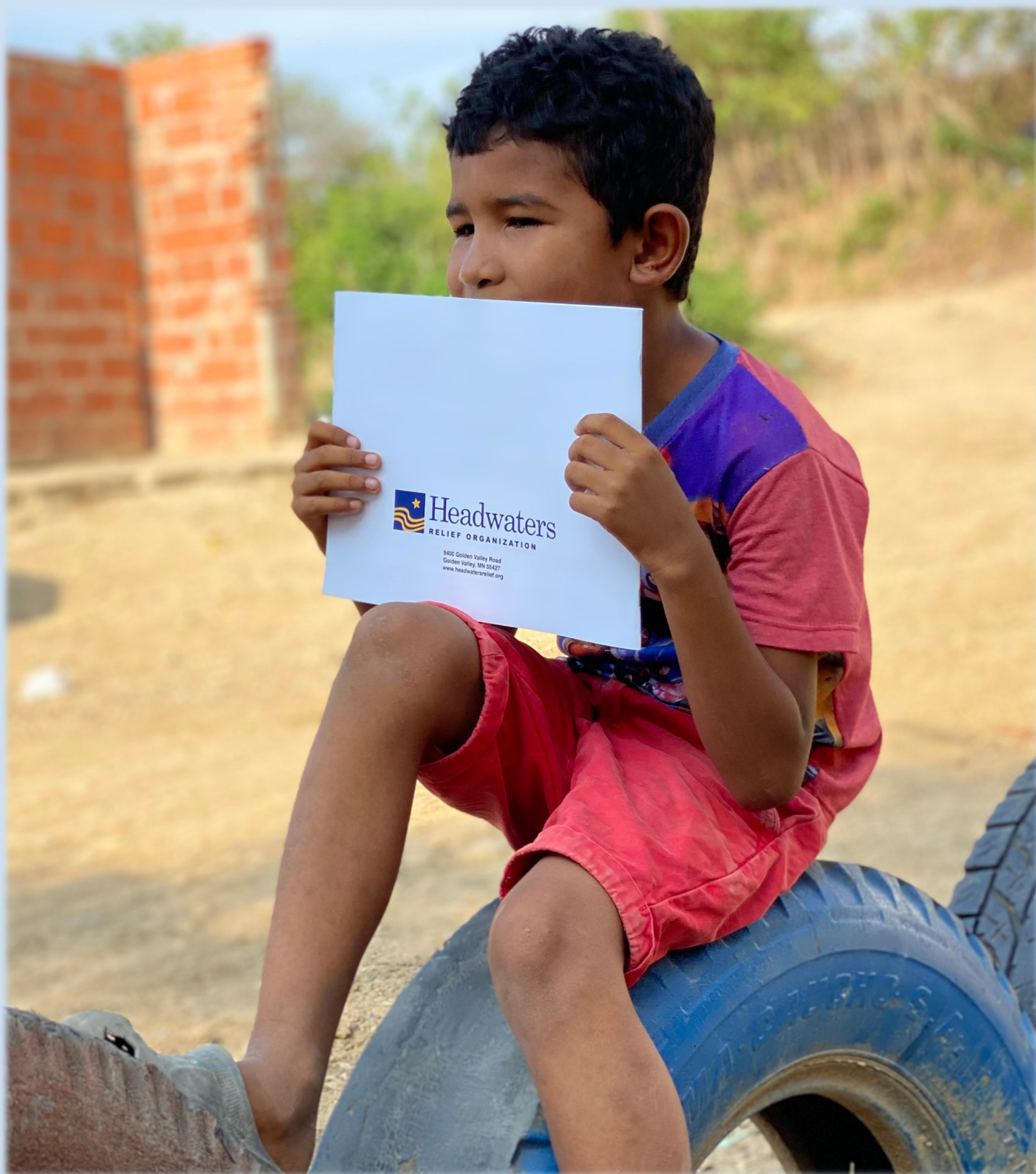
We each have a role to play if we're going to achieve these goals. Headwaters Relief Organization is currently supporting 10 out of these 17 goals.



The 17 Sustainable Development Goals



Inspiring Passion to Serve Others



Headwaters
RELIEF ORGANIZATION

9400 Golden Valley Road, Golden Valley, MN 55427

headwatersrelief.org