

Stay in touch!



(540) 227-5170



info@headwatersfdn.org



www.headwatersfdn.org



P.O. Box 368
Washington, VA 22747



facebook.com/headwatersfdn



headwaters.foundation



ANNUAL REPORT

2022 - 2023

ABOUT HEADWATERS

Headwaters began as a volunteer, grassroots organization in 1997 and was founded by motivated public school parents, community members, and teachers wanting to make a difference in the public school education offered to young people in Rappahannock County.

Headwaters continues to be both an independent support and advocate for Rappahannock County Public Schools as well as a gateway for parents and community members to contribute to the discussion on education.

Our Programs

Headwaters operates six core programs. Through these initiatives, **we are proud to serve nearly 100% of children and teachers** in Rappahannock County Public Schools (RCPS).

Our programs fulfill our mission of **fostering educational excellence in Rappahannock County**.

In addition to our programs, we also collaborate with numerous youth-serving organizations in and around Rappahannock County to better serve young people in our community.

**After-School
Enrichment
Program**

**College &
Career Access
Program**

**Educational
Enrichment
Grants**

**READ
Program**

**Starfish
Mentoring
Program**

**Summer
Chorus
Program**



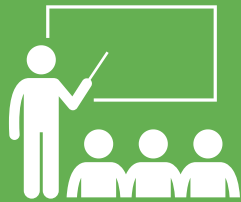
17%

of RCES' population served through our After-School Enrichment Program



\$110,000

in scholarships awarded to high school seniors and alumni



975

students and teachers reached through Educational Enrichment Grants



235+

hours READ mentors dedicated to elementary school students



1,345

free books gifted to children through Dolly Parton's Imagination Library



25+

community partners working together as part of the Headwaters-facilitated Rapp Kids Coalition

PARTNERSHIP WITH RAPPAHANNOCK COUNTY ELEMENTARY SCHOOL (RCES)

Headwaters partners with RCES on a wide range of programs benefitting youth in grades K-7. Here are some of the programs and initiatives we supported and/or operated during the 2022-23 school year:

After-School Enrichment Program

In 2022-2023, Headwaters collaborated with more local organizations to offer enriching opportunities to youth. Totality Martial Arts helped our students learn martial arts in a supportive and challenging environment, Verdun Adventure Bound provided transportation to their campus every Wednesday from January – May for 12 middle schoolers to learn survival skills and core life skills, and the Rappahannock Association for Arts & Community (RAAC) provided artists to work with K-7 youth on a variety of art projects. In addition, students in the After-School Enrichment Program enjoyed a healthy snack, outdoor time, homework help, and socialization with peers.

Generously supported by Congressional Sports for Charity.



READ Program

This year, the READ Program ran alongside Headwaters' After-School Enrichment Program. Volunteer mentors met weekly with 14 students in Grades K-3, bolstering reading skills while encouraging a love of reading. Every week, each child earned a free book for their own home library.



Starfish Mentoring Program

The **Starfish Mentoring Program** provides support to a group of elementary and high school students. This year, pairs enjoyed outings to State Climb, Mac's Roller Rink, the Mardi Gras Festival in downtown Culpeper, and Messick's Farm Market.

Experiential Learning

Throughout the 2022-23 school year, Headwaters funded several experiential learning opportunities. These trips impacted hundreds of students and offered hands-on opportunities for learning and engagement. Here are some of the locations our students visited:

- **Northern Virginia 4-H Center:** 3rd graders learned about aquatic and terrestrial ecosystems
- **Jamestown Settlement:** 4th graders explored the first permanent English settlement in America
- **James Madison University (JMU):** 7th graders experienced a 4-year university campus
- **State Capitol:** 7th graders toured the facility and met with senators and representatives

Summer School Enrichment Program

In June 2023, Headwaters collaborated with RCES to bring back our Summer School Enrichment Program, which incentivized students who could benefit from additional academic support to attend Summer School. RCES provided academic remediation in the morning and students attended Headwaters' programming in the afternoon. 35 students enjoyed creative art projects, sports, water games, and more throughout the month of June!

Generously supported by the PATH Foundation and Rappahannock Association for Arts & Community (RAAC).

Partner Spotlight: **RAAC**

For many years, the Rappahannock Association for Arts & Community (RAAC) has partnered with Headwaters to offer enriching arts-related opportunities to youth. During the 2022-23 school year, RAAC supported Headwaters with critical funding that allowed us to:

Hire local artists to work with students in our After-School Enrichment Program

Operate our Summer Chorus Program, which boasted a songwriting workshop and a Summer Drama Program option

Provide scholarship funding to a talented high school senior who will pursue music studies after graduation

Hire local artists to lead enrichment activities in our Summer School Enrichment Program

Thank you for your support, RAAC!



PARTNERSHIP WITH RAPPAHANNOCK COUNTY HIGH SCHOOL (RCHS)

Profile of a Graduate Staff Support

For the fourth year, Headwaters provided financial support in the amount of \$31,500 for RCHS' Profile of a Graduate Coordinator position. The Coordinator hosts a career expo, helps students develop a plan for life after high school, and offers workshops in resume writing, interviewing skills, and applying for scholarships. Headwaters also helped recruit volunteers to support these efforts.

Scholarship & Dual Enrollment Funding

In the 2022-23 school year, Headwaters supported 14 high school students with nearly \$10,000 to pursue dual enrollment courses and workforce programs such as plumbing, welding, heavy equipment operation, automotive tech, and basic aesthetics. Thanks to Laurel Ridge Community College's Career Coach, students received support with their applications and reduced tuition rates reserved specifically for high school students!

Headwaters provided over

\$100,000

in scholarship support to RCPS seniors and graduates who are pursuing studies at 2-year and 4-year colleges and trade schools.



Student Spotlight: Kayla Compton

RCCHS Graduate & Headwaters Scholarship Recipient



From a student volunteer in Headwaters' After-School Enrichment Program to receiving support through our former Next Step Program, Kayla Compton is no stranger to Headwaters. After graduating from RCCHS in 2020, Kayla continued her studies at James Madison University (JMU).

How have scholarships made a positive impact on Kayla's life?

“ I applied for scholarships through Headwaters and was astonished with the overwhelming amount of support I ended up receiving. Not only did I get support as a senior in high school, but I have also continued to get support from Headwaters throughout the entirety of my college career. I have so many other financial obligations to worry about, and not having to worry about school has changed everything for me. The Headwaters Foundation is the reason I am a rising senior at James Madison University and am on track to graduate with honors. Headwaters has been a light in my life. ”

Kayla is currently pursuing a degree in Elementary Education and is set to graduate in May 2024. **Thanks to our generous donors, Kayla earned \$13,000 in scholarship funding from Headwaters over the last three years.**



HEADWATERS

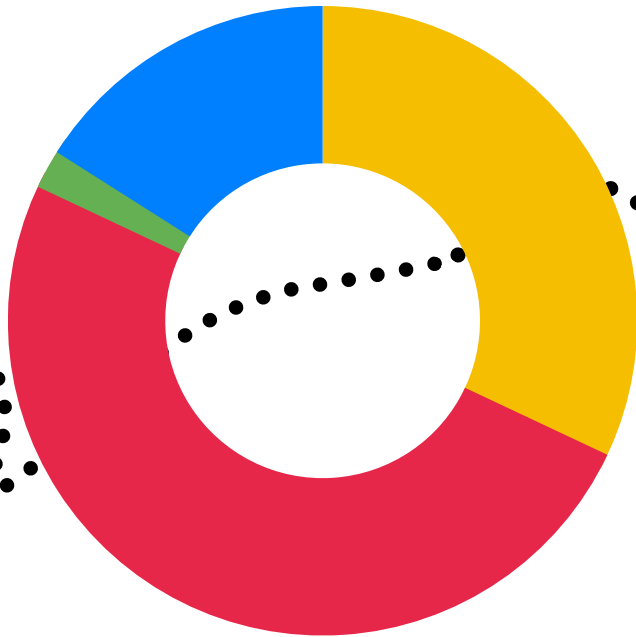
HARVEST FESTIVAL

In **October 2022**, Headwaters hosted its new fundraiser, the Headwaters Harvest Festival. Despite intermittent downpours, the event pressed forward. Over **400** individuals came out to enjoy the day and Headwaters raised thousands of dollars for its youth and teacher programs.

A huge thanks to all sponsors, attendees, vendors, and volunteers who made this event possible! We look forward to hosting this signature event on the first Saturday each October.



INCOME



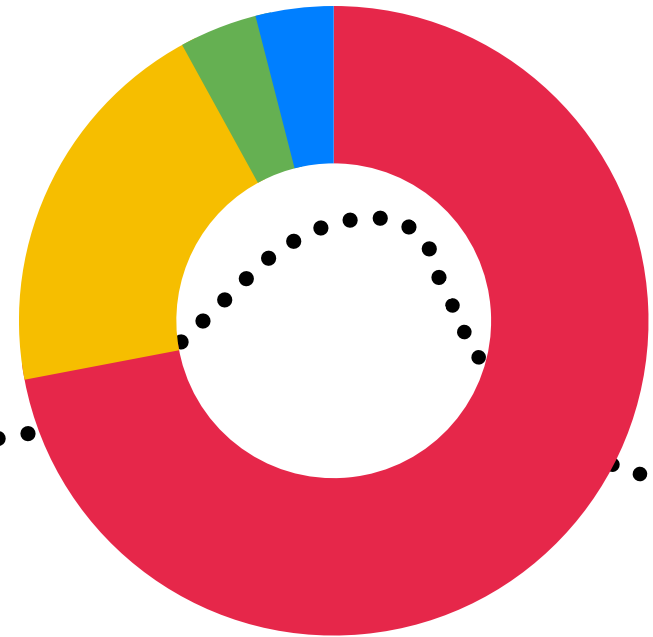
50% Grants & Foundations

32% Individual Donations

16% Events

2% Program Enrollment Fees

EXPENSES



72% Programs & Scholarships

20% Administration

4% Fundraising

4% Building & Utilities

BOARD OF DIRECTORS

Steph Ridder, Chair
William Dant, Vice-Chair
Kees Dutilh, Treasurer
Kat Habib, Secretary
David Bailey
Greg Czekaj
Hope Dunn
Priscilla Goodwin
Kelsa Knick
Tanya Paull
Edie Tatel

STAFF

Brittany Gianoli, Executive Director
Lacey Jenkins, Deputy Director of Programs
Cierra Chambers, Community Outreach Coordinator

LOOKING FORWARD: STRATEGIC PLANNING

Over the last several months, Headwaters has been engaged in a strategic planning process. Our community-wide survey yielded over 220 responses from donors, community partners, teachers, alumni, high school students, volunteers, and more. We also conducted over 35 one-on-one interviews to learn more about our current role in the community, areas of strength, and considerations for future growth.

Our Board & Staff value the wide range of perspectives received throughout this process and look forward to unveiling our new 3-year strategic plan in the early part of 2024!