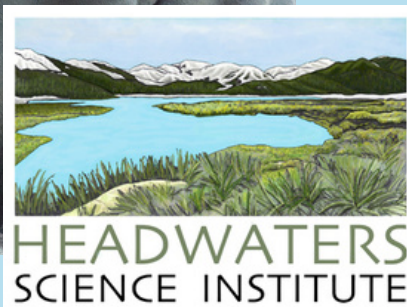


HEADWATERS SCIENCE INSTITUTE

ANNUAL REPORT

2024



DIRECTOR'S STATEMENT

Dear Headwaters Science Institute Supporters,

This year, we had 2,092 students participate in Headwaters programs, a 32% increase from 2023. As we work with schools and teachers to build programs back up post-pandemic, we are seeing more and more students every year, which makes me so proud. These students are learning new skills, growing more confidence, and seeing science as a potential pathway to college or a career. 2,092 students had the opportunity to ask their own questions and direct their own learning, possibly for the first time in their education.

During the fall, I was calling some parents and a mom said to me: *"Before the Headwaters program a couple of years ago my daughter didn't like science and the program showed her science was so much more than memorization. She is now a biochemistry major in college!"*

That program, as with all of our programs, was made possible because of the generous funding we receive. As a nonprofit, we apply for grant funding but also appreciate the support of all of our donors, who make our mission to foster curiosity through science possible. Our Headwaters community has shown for the past 10 years that these opportunities are valued and needed as we empower the next generation of problem-solvers, scientists, and leaders.

Headwaters achieved significant milestones in 2024. We have now been teaching and exploring for 10 years, serving over 10,000 students in the process. This year alone, we provided 3,341 days of childcare during the summer, 35 high schoolers with publication opportunities for their research, and over 1,600 students with school programs outside their normal

SNAPSHOT



32%

increase in students served



4

new staff dedicated to Headwaters' mission



2

new board members

classroom experiences. We also laid important foundations for expanding and improving our programs in 2024 and beyond with the addition of new staff in Truckee and the Bay Area.

In 2024, we were fortunate to hold our first-ever staff and board retreat in Santa Cruz. With the addition of passionate new staff and board members, we had the opportunity to gather together and set the tone for our next 10 years!

The year ahead may see challenges for science education, but students that come to our camps or participate in our school programs will have the opportunity to see the power of asking questions and doing research. By empowering the next generation of problem solvers, connecting with the environment around us, and learning more about the scientific method, we can create a stronger 2025.

2024 PROGRAM IMPACTS



2,092

Students



11,000+

Hours of Childcare



10,000+

Student Days of Instruction



29

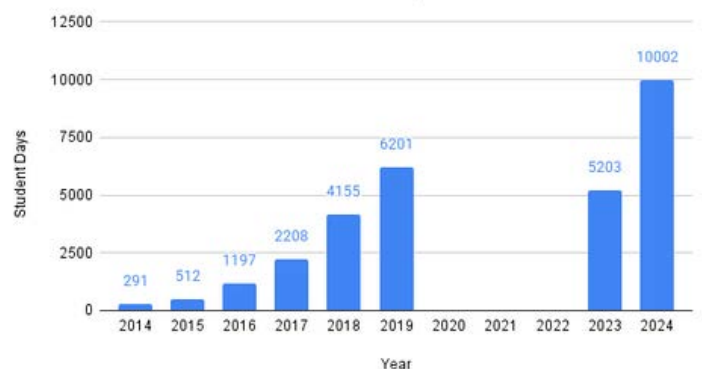
Schools

EVERYDAY WE WORK HARD TO HELP CHANGE THE WORLD AND EMPOWER STUDENTS. WE TEACH THOUSANDS OF STUDENTS THE PROCESS OF SCIENCE AND THEY LEARN PROBLEM SOLVING AND ABOUT THE NATURAL WORLD.

One of the students who joined our trip to Santa Cruz this fall said, *"I felt really free. Being there was a really unique experience. I've never been an outdoor person but I really enjoyed being in nature and having nature around me. It was very therapeutic and it made learning fun."*

At Headwaters, our goal is to see these students grow into informed citizens who not only pursue science careers but blossom when faced with opportunities to positively impact society!

Headwaters Student Days Per Year



KEY METRICS

* Our post program survey results show that kids feel more confident in school and are more excited about science after participating in our programs.

* By taking students outside to learn real-world science, and empowering them to design their own research projects, we are also teaching them critical thinking and communication skills.

>90%

of students reported having a quality mentor to work with across all programs



>90%

of students reported having a satisfying experience across all programs



HEADWATERS STUDENTS SAID...

"Being outside the classroom helped me to explore my curiosity more than I would have in a typical school setting. I learned how to channel my energy to get specific scientific findings in a timely manner."

"After participating in this program, I feel more comfortable with speaking about science and feel more confident in using vocabulary words. I liked the idea of being away from the city and school, and being able to explore and learn new things."

"My favorite part of this program was getting a taste of the field I want to go into following high school. I gained this knowledge through both my own exploits in collecting data as well as conversations with my mentor regarding his own research and career."

"I learned how to analyze data and interpret what it meant in the context of the research question. My favorite part of the program was being able to explore something that would not have been taught at school. It felt great having support throughout it, and being able to collaborate with more experienced mentors."

"I feel like this program was really fun, we were able to choose what we wanted to do for our science projects which helped us choose something we were interested in. It was also really fun because I got to meet new people and have nice memories."

PROGRAM HIGHLIGHTS



AFTERSCHOOL



In response to the question “What made you feel inspired and what is your future goal now?” one student wrote:

How much there is to science and wonder

81%

gained confidence in problem solving

79%

gained confidence in school



SUMMER CAMPS



“It was fun to be with her friends and stay at the lodge. She learned a lot of interesting information about butterflies. They took a lot notes in the field and created graphs on their findings.” – Camp Parent

92%

felt the program helped them care more about nature

87%

gained skills in problem solving



MIDDLE SCHOOL



One week, we had a group of students who hadn't ever had the opportunity to visit a field site like the meadow we were in for data collection and one young student said it felt like being in a movie.

86%

of students learned something they would not have in class

95%

of students gained familiarity with scientific research



HIGH SCHOOL

* *"It was the best, I loved the people I was surrounded by especially the counselors we had. I learned about some new tools used for collecting data on the beach, and I loved it. I loved learning about natural sciences as well."*

93%

of students reported improved confidence in applying the scientific method

94%

of students had improved confidence in communicating scientific findings

RESEARCH EXPERIENCE

* *"My favorite part of the program was presenting my research because I felt like everything I did came together and I enjoyed the presentation because it made me more confident in public speaking."*

100%

of students reported being paired with a helpful mentor

100%

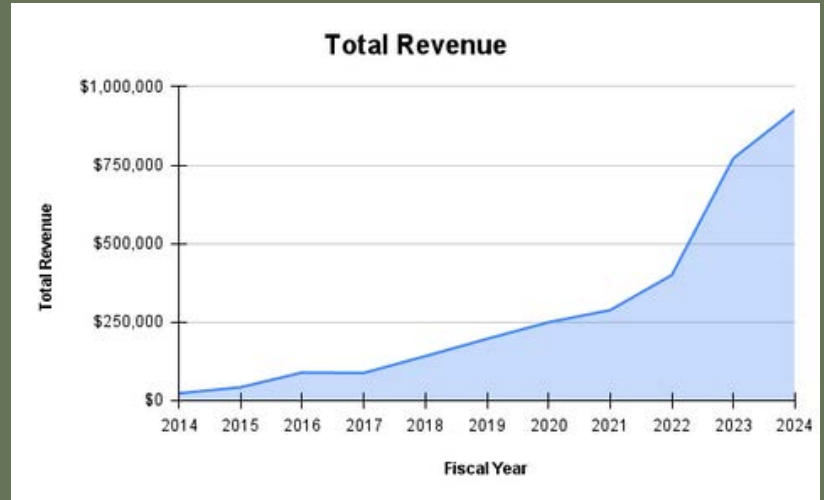
of students reported learning new skills in statistics, writing, and problem solving

FINANCIAL REPORT

In 2023, we had a 17% increase in students served and kept up with another 32% increase in students served in 2024, so it was imperative to grow our revenue to cover the growth in programs. Cost of programs continues to increase, which includes staff time, travel costs, park permits, supplies, and insurance.

We continue to expand programs in the Bay Area, building off our successful afterschool program and starting new middle and high school programs, which led us to hire three full time staff in the Bay Area. Some of these new programs included two overnight programs to Santa Cruz supported by a Whale Tail grant for a total of 72 students.

Many of our programs are at least partially grant-funded, but to continue to keep costs low for schools and parents, bring in the best mentors to work with students, and create and distribute curriculum to teachers for free, we rely on donations as well. Grantmaking organizations that help to fund expansive opportunities like this one are an important part of Headwaters' ability to have an impact in the lives of the 2,092 students we saw in 2024.



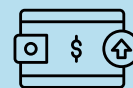
Increase in net assets

\$266,060



Total Revenue

\$925,620



Total Program Expenditure

\$521,284

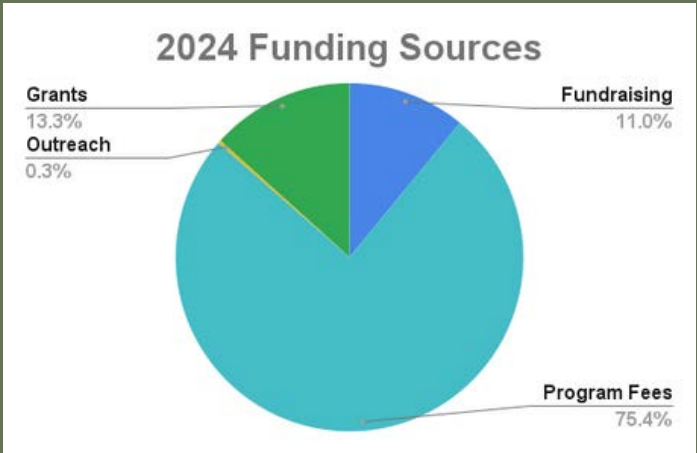
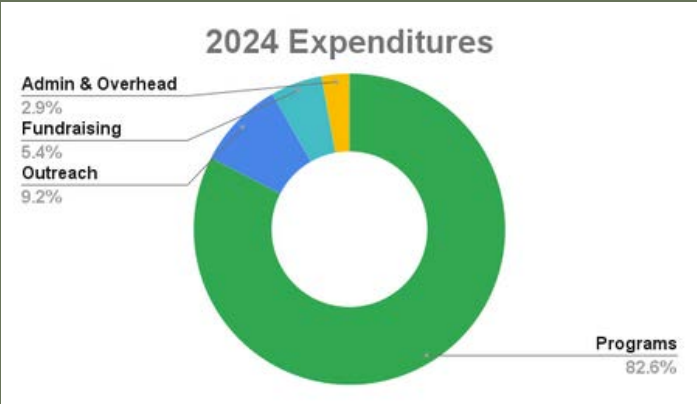


FINANCIAL DETAILS

An important part of Headwaters’ programs is partnering with schools to ensure not only that the program runs successfully, but also that it can happen again the following year. We continue to work with schools to bring them back post-pandemic and to rebook with repeat schools and teachers as we build relationships with our new staff.

Of course, we couldn’t have done this without your support, and we want to thank and highlight the contributions of educators and nonprofit stakeholders, board members, and financial supporters for their tireless efforts and continued support.

Headwaters works hard to keep overhead low and use the bulk of its funds to implement our mission.



Fiscal Year ends December 31	2022	2023	2024
Funding Sources			
Donations	\$114,932	\$104,996	\$99,173
Program Fees	\$192,348	\$589,976	\$682,053
Grants	\$92,157	\$74,313	\$120,519
Outreach Income	\$280	\$2,221	\$2,352
Total Revenue	\$399,717	\$771,506	\$925,620
Expenditure			
Programs	\$251,601	\$495,122	\$521,284
Fundraising	\$31,280	\$28,810	\$57,990
Outreach	\$24,706	\$23,316	\$33,815
Overhead Expenses	\$78,351	\$68,221	\$18,347
Total Expenditure	\$385,938	\$615,469	\$659,559
Increases in Net Assets	\$13,779	\$156,037	\$266,060

2024 DONORS

1% FOR THE PLANET

Nature's Way
Silver Sage Center for Family
Medicine

COMMUNITY PARTNERS

Bass Pro Shops
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Whale Tail
Whole Foods

INDIVIDUAL DONATIONS

\$2,000+

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MaryEllen Benier, *Program Assistant*
Megan Joyce, *Research Program
Manager and Communications Director*
Megan Schwartz, *Program Manager
Truckee/Sacramento/Reno*
Brea Gillespie, *Bay Area School
Program Coordinator*
Chase Oishi, *Bay Area Youth Program
Coordinator*
Mary Kathryn Schumaker, *Program,
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Assistant*

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Pam Wong, *Treasurer*
Joan Schubert, *Secretary*
Craig Rowe, *Board Member*



INVOLVEMENT IN 2025

SCIENCE STEWARDS

Monthly donors provide a sustainable revenue source and allow us to take a long-term approach to funding ongoing projects and rolling out new programs. Science Stewards receive: shoutouts in our newsletters, early access to summer camp registration, an end of year Thank You Gift, invitations to exclusive donor events, and endless appreciation.

www.headwatersscienceinstitute.org/donate

MERCHANDISE

Purchase tees, hats, hoodies, and more to sport new Headwaters gear, now all year round! Visit the shop and use the password *Headwaters*

www.perfectchaoscreations.com/shop-9%20

VOLUNTEER

We're always looking for volunteers who want to get involved in bringing science education to students! Let us know if you are interested in getting involved!

www.headwatersscienceinstitute.org/donate/volunteer

PROGRAMS

Headwaters' team of science mentors and counselors make the science fun and engaging, allowing children to ask questions that spark their curiosity. We have summer camps for ages 5- 12 and a Research Experience for high school students.

<https://headwatersscienceinstitute.org/science-camp/summer-camps/>

<https://headwatersscienceinstitute.org/science-camp/headwaters-research-experience/>



CONTACT US



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