



TINY SEED

Annual Report

2021
EDITION





Inwood Butterfly Sanctuary

WHERE WE ARE NOW

Mission

To empower creative endeavors that promote conservation of our planet by way of environmental awareness and community building.

We sponsored 12 projects

We gained Guidestar Transparency Platinum Status



We became a nonprofit partner with:



We are excited to report on Tiny Seed Project's third year of operations as a fiscal sponsor. During 2021 we had a very successful year, with total project funding increasing nearly 400% and continued expansion of our portfolio of unique projects.

In 2021, Tiny Seed Project sponsored 12 projects that align with our mission. Our portfolio is diverse and covers a range of important issues, including food security, habitat and species conservation, nature & arts, Indigenous people's food sovereignty, land repatriation, racial equity, regenerative agriculture, and energy efficiency.

Operating Model: Currently, Tiny Seed Project is run by three contract workers who provide financial, operational, and organizational development services. In 2021, our contractors were paid from a combination of fiscal sponsorship fees (obtained from sponsored projects) and from administrative overhead fees budgeted into a multi-year USDA grant our Northeast Grainshed project was awarded in 2020.

Accounting and Compliance: Tiny Seed Project has an established relationship with a certified CPA firm in Hardwick Vermont, which reviews and prepares our tax returns. The funding for each of our projects is held in individual bank accounts at Community Bank NA, a large regional bank that operates in the Northeast. Our operating model includes strict accounting protocols. We've invested in our proprietary financial database which resulted in our internal systems accurately reflecting all project account balances, in real-time and to the penny.

BOARD OF DIRECTORS



Tiny Seed Project's Board of Directors brings a unique skill set and perspective. We are grateful for their support and direction.

Vanna Boccadori has been a wildlife biologist for the state of Montana for the past 15 years. She has a demonstrated conservation ethic, work ethic, and ability to form long-lasting professional partnerships. She enjoys nothing more than finding effective solutions to problems and rolling up her sleeves to make it happen. She sees on-the-ground person-to-person relationships as being the key to making good things happen.

Michael Favala Goldman, after careers as an environmental activist and a construction supervisor, has reinvented himself as a widely-published Danish literary translator, a poet, and educator. His translation of *Dependency* by Tove Ditlevsen was published as a Penguin Classic. He leads poetry meet-ups at the Northampton Center for the Arts and teaches Danish for the Five College Language Center. He lives in Florence, MA, where he also grows plump organic garlic.

Rebecca Ramsey grew up in St. Louis, Missouri spending most of her time outside barefoot in the yard, in the garden with her grandpa, or with her nose in a book. She moved to Montana in 1998 after starting her career as a horse-breeding farm manager. Her wide-ranging professional experience in Southwest Montana focused on rural community relationships in various venues including education, arts, hospitality, and agriculture.

Robert J Small's passion for nature has been a constant partner throughout his life, the impetus for his globetrotting wanderlust, and an eternal source of peace. From the Arctic, Southeast Asia jungles, temperate rainforests, Middle East deserts, and beyond, he's grown ever more grateful for the natural world. His professional career as a wildlife biologist provided opportunities to gain insights on the life of critters, from Great Basin pocket mice to bowhead whales. Robert now lives in New England with his partner, and when not outside he's learning the craft of Timber Framing, skiing, hiking, mountain biking, hunting, fishing, and being thankful for his amazing community.

Michelle Sylliboy (Mi'kmaq/L'nu) is an award-winning author and Interdisciplinary artist who was born in Boston, Massachusetts, and raised on her traditional L'nuk territory in We'koqmaq, Cape Breton. While living on the traditional, unceded territories of the Musqueam, Squamish, and Tsleil-Waututh Nations, Sylliboy completed a BFA at Emily Carr University of Art + Design, and a Masters in Education from Simon Fraser University. She is currently a PhD candidate in Simon Fraser University's Philosophy of Education program, where she is working to reclaim her original written komqwej'wikasikl language. Her collection of photography and L'nuk hieroglyphic poetry, *Kiskajeyi—I Am Ready*, was published by Rebel Mountain Press in 2019.



TINY SEED TEAM

Tiny Seed Project has three part-time contractors working on daily operations, project development, and finances. They are also siblings. Sibling revelry (merriment) at its finest!

Emily Cayer - Director of Operations

Emily grew up knee-deep in the streams, swamps, and lakes near her home in western Massachusetts. Exploring the woods on her horse, and studying turtles and frogs evolved into a career as a biologist and conservation program coordinator in Montana and Alaska for over 20 years. Her work restoring habitat, protecting rare species, and maintaining traditional harvesting and fishing rights, instilled in her a passion for bringing people together for shared learning and a common good. After 24 years in the west, she returned east, to northern Vermont and lives in the mountains with her partner, 2 donkeys, mule, and dog.



Stephen Cayer - Financial Director

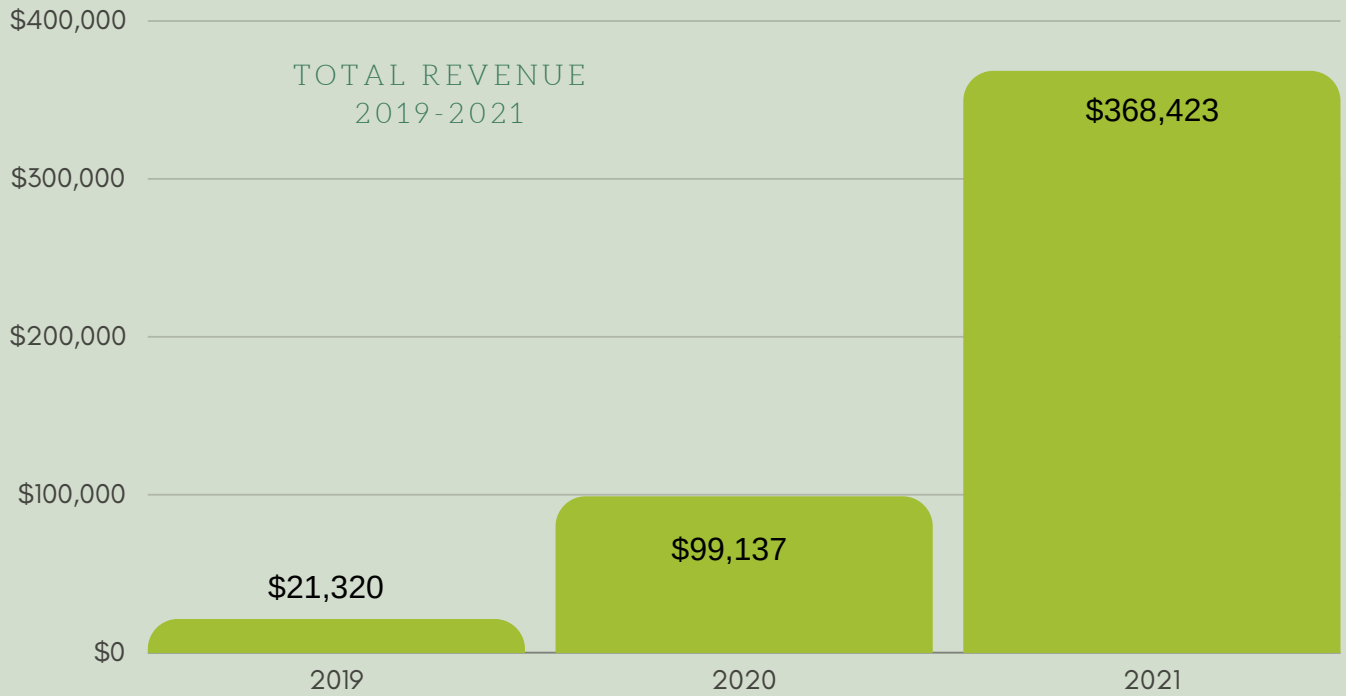
Stephen joined Tiny Seed in 2020 as financial director. He is a global board level consultant with 30 years' experience in risk management, strategic planning, and organizational behavior. He lives in Massachusetts where his hobbies include forensic accounting, iterative modelling, and precision minimalism. Outdoors he enjoys backcountry solitude and the search for the cleanest line riding surf, snow, and singletrack.



Laura Stone - Director of Development

Laura is dedicated to the growth and placement of the many seeds (ideas, programs, events) planted that work with Tiny Seed Project. Her goal as a nonprofit leader is to help envision successful and sustainable growth while supporting each idea as it grows into full fruition. She has over 20 years of experience working in the nonprofit world. The opportunity to support, empower, and assist community-based conservation and restoration projects is her life's mission. Being able to provide opportunities for communities to come together to preserve and protect nature, totally rocks!





2021 REVENUE

Project Revenue: \$345,682 (+294%)

Sponsor Revenue: \$22,523 (+97%)

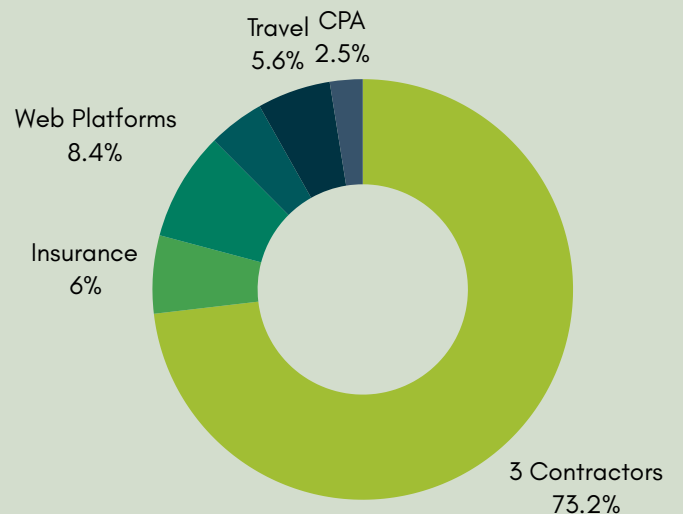
In 2021 Tiny Seed’s sponsored programs received revenue from the following sources: Private, foundation, government, and corporate grants; private donations, and fundraising events. Total revenue generated for sponsored programs was \$345,682 an increase of nearly 300% over 2020.

Tiny Seed Project received revenue at the sponsor level from fiscal sponsorship fees from incoming funds to our sponsored projects, and individual donors through the Plant a Tiny Seed program. Total 2021 revenue for Tiny Seed Project was \$22,523. We are an industry leader in terms of efficiency, with 93.5% of revenues available for project-related activities, with the remaining 6.5% for admin and operating expenses.

2021 EXPENSES

Sponsor Expenses: \$20,846

The majority of Tiny Seed Project’s expenses are contractor payments. Total contractor payments in 2021 were \$15,773, and these were primarily to the three contractors who run Tiny Seed’s day-to-day operations.





SPONSORED PROJECTS

We are grateful to the incredible communities within all these amazing projects we have the opportunity to fiscally sponsor.

[I-Collective*](#)

[PISCES -](#)
(Permaculture Institute Studies Communal Economic Systems)

[Holyoke Collective](#)

[First: Earth](#)

[Zero Energy Now](#)

[Gaygohono Fundraiser](#)

[Tiny Seed Literary Journal](#)

[Arboulton Oaxaca](#)

[Northeast Grainshed Alliance](#)

[La Collina](#)

[Inwood Butterfly Sanctuary](#)

[Racial Equity Alliance of Lamoille Valley](#)

*Clicking on the projects will take you to their website







THANK YOU TO OUR FUNDERS

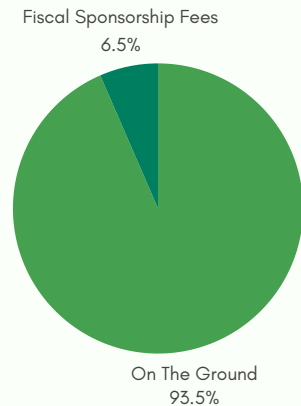
We are grateful to the hundreds of individual donors who showed support to our sponsored projects and believed in their missions.

GRANTS & FOUNDATIONS

- First Nations Development Institute Grant
- Returned Peace Corps Volunteers of Wisconsin-Madison
- Good Food For All (GFFA) Grant/ Union of Concerned Scientists
- USDA Regional Food Systems Partnership program
- General Mills in partnership with Stone Barns Center
- Markham-Nathan Fund Grant/ Community Foundation of Western MA
- Western MA Showing Up For Racial Justice Grant (SURJ)
- Community Foundation of Tompkins County
- Vermont Arts Council
- Americana Foundation - Next Generation Grant
- New England Grassroots Environmental Fund Inc.
- Liberated Capital - Food and Land Justice Fund
- Deborah Wright and Bruce Cowan Fund
- Schwab Charitable - Murrin Family Fund
- SEI Giving Fund
- Kansas City Community Foundation
- Racial Justice Fund



93.5 cents of every dollar donated to our sponsored projects was spent on the ground!





OUR FUNDERS



**FIRST NATIONS
DEVELOPMENT INSTITUTE**



vermont arts council
working for a creative state



FARM CREDIT EAST



USDA Agricultural
Marketing
Service



**Union of
Concerned Scientists**
Science for a healthy planet and safer world



First Coast

RETURNED PEACE CORPS VOLUNTEERS



**COMMUNITY
FOUNDATION**

OF WESTERN MASSACHUSETTS



Community Foundation
of TOMPKINS COUNTY



The Americana Foundation

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- SEI Giving Fund
- Kansas City Community Foundation
- Racial Justice Fund
- Massachusetts Audubon
- Honey Bee Fund
- King Arthur Baking Company
- New Roots Charter School



Mass Audubon



**STONE BARNS CENTER
FOR FOOD & AGRICULTURE**



NEW ROOTS CHARTER SCHOOL



General Mills
Making Food People Love



**GRASS
ROOTS
FUND**



**SHOWING UP FOR
RACIAL JUSTICE**



Liberated Capital
Decolonizing Wealth Fund



**GREATER KANSAS CITY
COMMUNITY FOUNDATION™**

Tiny Seed Project, Inc.
Statement of Activities Jan 1, 2021 - Dec 31, 2021

<i>(all amounts in US Dollars)</i>													
	Tiny Seed Journal	Gayagohono Fundraiser	First: Earth	I-Collective	Arbolation Oaxaca	LaCollina	Holyoke Collective	Northeast Grainshd	PISCES	Tiny Seed Project	Total Program Services	Management and General	Total
Income													
Support													
Foundation Grants	-	-	-	46,000.00	-	-	9,500.00	23,500.00	-	-	79,000.00	-	79,000.00
Corporate Grants	-	-	-	-	-	-	-	-	-	-	-	-	-
Government Grants	-	-	-	-	-	-	-	104,134.75	-	-	104,134.75	-	104,134.75
Private Grants	-	2,300.00	1,500.00	6,100.00	2,500.00	-	7,500.00	1,500.00	1,000.00	-	22,400.00	-	22,400.00
Contributions and Gifts	-	20,935.84	3,400.00	33,142.13	16,226.02	-	25,000.00	350.00	13,966.01	-	113,020.00	-	113,020.00
Monthly Donations	-	-	-	-	-	-	-	-	-	75.69	75.69	-	75.69
Total Support	-	23,235.84	4,900.00	85,242.13	18,726.02	-	42,000.00	129,484.75	14,966.01	75.69	318,630.44	-	318,630.44
Earned Revenue													
Interest / Investment Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiscal Sponsorship Fees	-	-	-	-	-	-	-	-	-	22,523.11	22,523.11	-	22,523.11
Special Event Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Revenue	1,240.98	-	-	16,565.61	-	-	210.00	9,111.28	0.12	141.56	27,269.55	-	27,269.55
Total Earned Revenue	1,240.98	-	-	16,565.61	-	-	210.00	9,111.28	0.12	22,864.67	49,792.66	-	49,792.66
Total Revenue	1,240.98	23,235.84	4,900.00	101,807.74	18,726.02	-	42,210.00	138,596.03	14,966.13	22,740.36	368,423.10	-	368,423.10
Expenses													
Personnel Expenses													
Salaries	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll Taxes	-	-	-	-	-	-	-	-	-	-	-	-	-
Employee Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Personnel Expenses	-	-	-	-	-	-	-	-	-	-	-	-	-
General Expenses													
Contract Services	-	-	109.09	41,460.11	10,897.71	-	3,931.27	121,323.15	5,503.98	15,773.00	198,998.31	-	198,998.31
Supplies and Materials	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonprofit Insurance	-	-	-	-	-	-	-	-	-	1,250.00	1,250.00	-	1,250.00
Fiscal Sponsorship Fees	72.86	636.08	343.00	5,843.20	1,229.32	-	2,980.25	10,433.80	984.60	-	22,523.11	-	22,523.11
Media and Operations	-	-	-	117.18	-	-	-	14.52	49.99	-	181.69	-	181.69
Marketing	-	-	-	2,114.99	-	-	82.46	-	-	-	2,197.45	-	2,197.45
Website	-	-	-	568.30	-	-	336.75	314.16	179.85	575.37	1,874.43	-	1,874.43
Networking	-	-	-	545.54	-	-	-	-	-	77.45	622.99	-	622.99
Memberships & Subscriptions	-	-	-	4,116.04	-	-	231.00	939.00	239.14	1,092.79	6,617.97	-	6,617.97
Printing	-	125.00	-	-	-	-	414.00	1,233.50	-	237.20	2,009.70	-	2,009.70
Postage, Mailing Service	-	-	-	118.84	-	-	-	181.20	-	48.16	346.20	-	346.20
Office Supplies	-	-	-	-	-	-	14.45	-	-	571.40	585.85	-	585.85
Telecommunications	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Types of Expenses	275.50	-	-	684.25	-	-	1,046.48	53.13	740.88	-	2,800.24	-	2,800.24
Travel	-	16,540.71	-	633.63	-	-	286.87	404.47	302.15	1,176.61	19,344.44	-	19,344.44
Processing Fees	2.00	-	-	2,425.00	-	-	-	20.35	137.37	44.56	2,630.28	-	2,630.28
Total General Expenses	350.36	17,301.79	452.09	58,625.08	12,127.03	-	9,323.53	134,977.28	8,137.96	20,846.54	262,084.66	-	262,084.66
Total Expenses	350.36	17,301.79	452.09	58,625.08	12,127.03	-	9,323.53	134,977.28	8,137.96	20,846.54	262,084.66	-	262,084.66
Retained Funds	890.62	5,934.05	4,447.91	43,179.66	6,598.99	-	32,886.47	3,678.75	6,828.17	1,893.82	106,338.44	-	106,338.44