



Annual Report

TINY SEED PROJECT

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2022





TINY SEED PROJECT

2022 Impact Report

17 Mission-Driven Programs



35 Program Leaders
94% women-led

58 Communities Served



85% of our program leaders
represent BIPOC communities

Over 2 million people benefit
from Tiny Seed's collective of
community programs





Inwood Butterfly Sanctuary

Mission

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

We sponsor 17 programs and continue to grow

We maintained our Guidestar Transparency Platinum Status



We continued our partnership with:



WHERE WE ARE NOW

2022 was Tiny Seed's fourth year of empowering project leaders to create positive change in their communities! We had a very successful year, with total program services funding increasing by 88% to \$650,178 and continued expansion of our portfolio of impactful programs working to further our mission.

In 2022, Tiny Seed sponsored 17 programs that align with our mission. Our collective is diverse and its programs address a range of important issues, including food security, habitat and species conservation, nature & arts, Indigenous people's food sovereignty, land rematriation, racial equity, regenerative agriculture, and energy efficiency.

Operating Model. Tiny Seed is currently run by three contract workers who provide operational, development, and financial services. In 2022, our contractors were paid from a combination of collective cost sharing agreements obtained from sponsored programs, as well as administrative costs budgeted into a USDA grant with our Northeast Grainshed Alliance program (awarded in 2020 and closed out in fall 2022). During 2023 one of Tiny Seed's primary strategic goals is to actively attract funding that allows creation of three permanent employee positions for our Directors of Operations, Development, and Finance.

Accounting, Legal, and Banking. Tiny Seed established a new relationship with **G.T. Riley**, a certified CPA firm based in Boston, MA, which reviews our financials and prepares our form 990. We also retained an attorney, Chris Logue, from **Hurwit & Associates** a nonprofit law firm based in Boston, MA. Chris has been a great asset to our organization providing feedback and reviews of our foundational documents and Fiscal Sponsor Agreement. We continue to value our excellent relationship with **Community Bank NA**, a large regional bank operating in the Northeast, and the banking home to all of our sponsored program accounts.



2022 REVENUE

Program Services: \$650,178 (+88%)

Sponsor Services: \$40,613 (+80%)

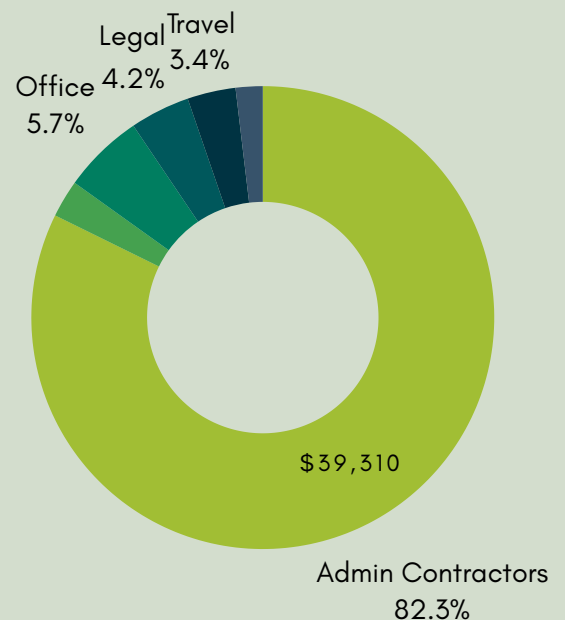
In 2022, Tiny Seed saw continued robust organic growth in Program Services revenue as we expanded our portfolio from 9 to 17 programs, and many existing programs increased fundraising activities. Total Program Services revenue increased 88% to \$650,178 and represents solid funding support from the following sources: private donations, foundations, government grants, corporate grants, and fundraising events.

To support Tiny Seed's administrative platform, Sponsor Services revenue increased 80% to \$40,613 as a result of collective cost sharing agreements with each project, as well as direct donations to support sponsor services overhead costs. We are an industry leader in terms of efficiency, with 93.8% of revenues available for program-related activities, with the remaining 6.2% for administration and operating expenses.

2022 ADMINISTRATION

Sponsor Services Expenses: \$47,777

Tiny Seed's administration expenses were very efficient at only 6.2% of consolidated revenue. Our largest administration expense (82.3%) consisted of contractor payments of \$39,310. Three contractors currently run day-to-day operations at Tiny Seed, and we anticipate attaining sufficient administrative funding during fiscal 2023 to transition to three fulltime employee roles for Directors of Operations, Development, and Finance.



SPONSORED PROGRAMS & TEAM LEADERS



Tiny Seed's Program Team Leaders bring a unique skill set and perspective. We are grateful for their hard work and dedication.

Biodiversity Builders: Jean Devine & Skye Schirmer

First: Earth: Helen Weston

Gaygohono Land Rematriation Fundraiser: Hilary-Anne Coppola & Joe Heath

Holyoke Collective: Mariam Aydah, Kara Nye, Jenn Albertine, Neftali Duran, Chelsea Gazillo, Cynthia Espinosa & John (JR) Rivera

I-Collective: Kristina Stanley, Karlos Baca, Kirsten Kirby Shoote, Quentin Glabus, Brit Reed, & Trennie Collins

Indigenous Crops of Eastern Forests: Neftali Duran, Eric Toensmeier & Aba Kaiser

Joseph Rock Arboretum: Jill Wagner

Inwood Butterfly Sanctuary: Adrianna Piaseczny-Hernandez & Keith DeCesare

North Country Alliance for Balanced Change: Sarah Doucette

No Loose Braids: Andre StrongBearHeart Gaines Jr., Kim Toney, Daishuan TallHairRedDeer Garate, Miguel WanderingTurtle Garate, & Dylan Lach

Northeast Grainshed Alliance: Hannah Smalls

Permaculture Institute for the Study of Communal Economic Systems (PISCES): Michael Curcio & Kerime Tilate

Arbolution Oaxaca: Neftali Duran & Sam Gloffke

Racial Equity Alliance of Lamoille (REAL): Hope Sullivan

Teashine: Tsehaynesh Abebe

Tiny Seed Literary Press: Laura Stone & Emily Cayer

Zero Energy Now (ZEN): Tom Perry



PROGRAM HIGHLIGHTS



Biodiversity Builders

- Designed 6 native plant gardens
- Installed 3 native plant gardens
- Employed 23 high school students



No Loose Braids

- Led Boston's first Mishoon burning
- Regalia & hide tanning workshops
- 11 presentations on Nipmuc culture



First: Earth

- Over 1500 community members
- Over 50 Community Volunteers
- Launched Williston Community Theater



Inwood Butterfly Sanctuary

- Planted hundreds of native milkweed
- Presented to hundreds of children
- Released dozens of butterflies



Joseph Rock Arboretum

- Hands-on training for new Foresters
- Land management, seed collection, seed banking, & forest restoration
- Demonstration Forest/Arboretum



Gayogohó:nq'

- Raised funds to support traditional community
- Provided information on native sovereignty, U.S. history, and treaty rights



Holyoke Collective

- 300 lbs of fresh veggies per family/week
- Built 30 backyard garden beds for 15 families
- Provided 60 families/month free diapers



I-Collective

- Published "A Gathering Basket" cookbook
- Hosted webinars and panel discussions
- Built Leilú - Traditional food/medicine garden



North Country Alliance for Balanced Change

- 800 Supporters
- 250 petitioned signatures for Senate
- Landfill developer withdrew permit



N.E. Grainshed Alliance

- Over 160 members
- Northeast Grain Directory
- SQFT Project Program Launch



PISCES

- Planted 9,000 trees on farm in Togo, Africa
- Trained 100 Togolese farmers
- 21 high school students attended camps

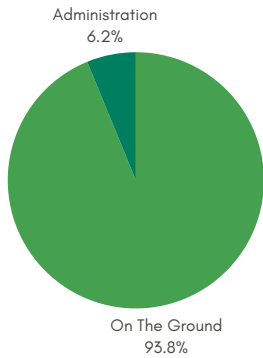


Proyecto Rosenda

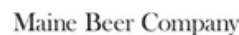
- Provided employment for 12 local workers
- Planted over 20,000 trees
- Built a strong network of support

THANK YOU TO OUR FUNDERS

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



93.8 cents of every dollar donated to our sponsored projects was spent on the ground in 2022!





TINY SEED TEAM

Emily Cayer - Director of Operations

Stephen Cayer - Director of Finance

Laura Stone - Director of Development

BOARD OF DIRECTORS

Rebecca Ramsey - President/Chair

Vanna Boccadori - Secretary

Mike Roberts - Treasurer

BOARD OF ADVISORS

Michael Favala Goldman

Robert J Small

Michelle Sylliboy (Mi'kmaq/L'nu)