

# Annual Report



## TINY SEED PROJECT

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2023





# TINY SEED

## 2023 Impact Report

22 Mission-Driven Projects



48 Project Leaders  
91% *women-led*



\$1.17 million allocated into  
our community projects



80% of our project leaders  
represent BIPOC communities

Over 2 million people benefited  
from Tiny Seed's fiscally  
sponsored projects in 2023





Danza Organica

## WHERE WE ARE NOW

### Mission

We empower community-led projects that conserve the environment, encourage creativity, and strengthen communities. We do this by providing nonprofit status and exceptional administrative support.

### We sponsor 22 projects and continue to grow

Tiny Seed received a Nonprofit Capacity Building grant from:



We are an active member of the National Network of Fiscal Sponsors



Tiny Seed has maintained Candid Platinum Transparency Status three years in a row.



**Tiny Seed is celebrating our fifth year of empowering project leaders to create positive change in their communities!** We had a very successful 2023, with total program services funding increasing by 50% to \$977,365 and continued expansion of our portfolio of community projects.

**During 2023, Tiny Seed sponsored 22 Fiscally Sponsored Projects (FSPs) that align with our mission, an increase from 17 last year.** Our onboarding process was streamlined, allowing us to add eight impactful new FSPs, while three former projects achieved their goals and were wound down.

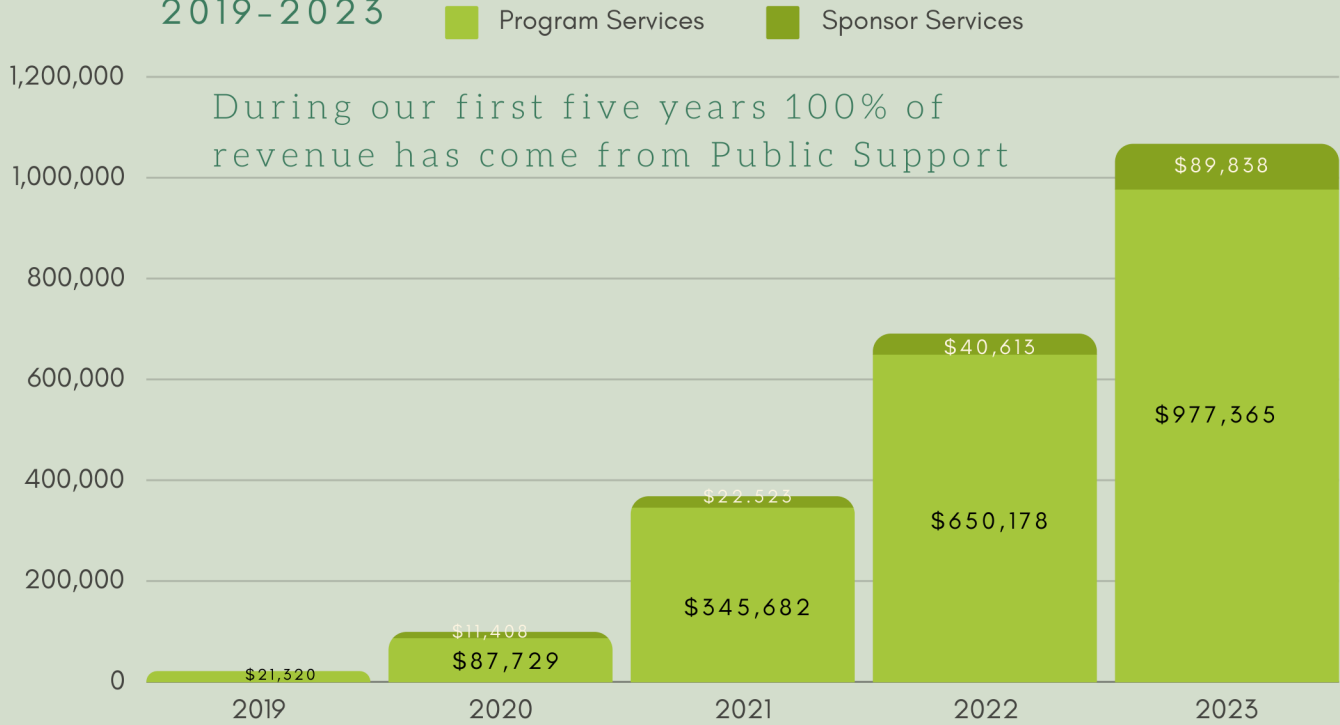
**Improved FSP selection criteria with our “Three C’s” document.** As part of our onboarding and fundraising strategies, we identified priority project types within the three Cs of our mission: Conservation, Creativity, and Community. See page 7 for details. We also tightened our geographic focus area to VT, NH, ME, and MA.

**Tiny Seed received a grant for Nonprofit Capacity Building from the Vermont Community Foundation in 2023.** This led to several important improvements including a refined mission statement, clearer website, new logo, and generation of a compelling Funding Proposal to share with future funding partners.

**Investment in subscription to Instrumentl,** an online grant-seeking and management platform. Our use of Instrumentl in 2023 saved us 2,178 hours in grant research and brought in an additional \$193,000 for our sponsored projects. Tiny Seed’s return on investment was 395% based on the annual subscription fee of \$3,900 generating an additional \$15,400 in direct revenue for Tiny Seed. We will continue our Instrumentl subscription in 2024.

**Funding Proposal for Mission Delivery Team.** Tiny Seed continues to be run by three contract workers who provide daily support for FSPs in operations, finance, and development. During 2023, our contractors were paid from service fee revenue generated on incoming funds to each fiscally sponsored project. During 2024 one of Tiny Seed’s primary strategic goals is to attain funding that allows a transition to permanent employees for our Directors of Operations, Finance, and Development.

## REVENUE 2019-2023



During our first five years 100% of revenue has come from Public Support

## 2023 REVENUE

**Program Services: \$977,365 (+50%)**

**Sponsor Services: \$89,838 (+121%)**

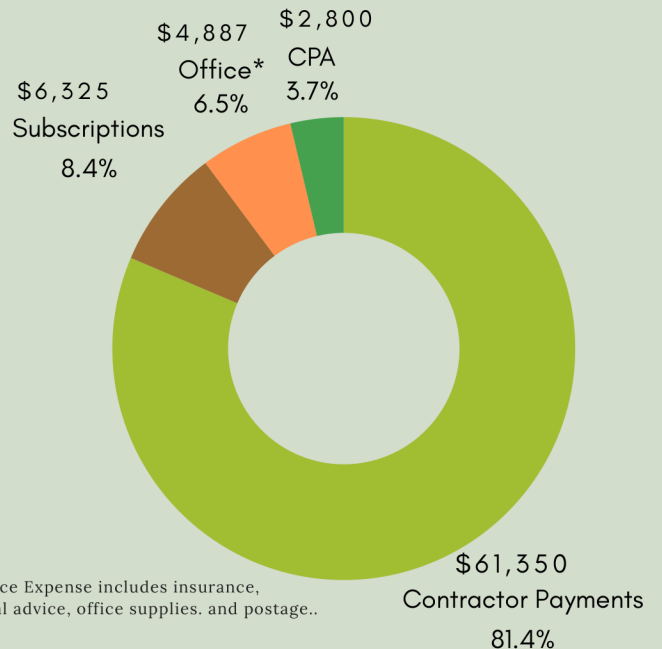
In 2023, Tiny Seed saw continued strong organic growth in Program Services revenue as we expanded our portfolio from 17 to 22 programs, and many existing programs increased fundraising activities. Total Program Services revenue increased 50% to \$977,365 and represents solid funding support from many sources including private donations, foundations, government grants, corporate grants, and fundraising events.

To support Tiny Seed's administrative platform, Sponsor Services revenue increased 121% to \$89,838 as a result of FSP fees on incoming funds, as well as direct grants to support sponsor services overhead costs. We are an industry leader in terms of efficiency, with 91.6% of revenues available for program-related activities, with the remaining 8.4% of revenue allocated to administration and operating expenses.

## 2023 ADMINISTRATION

**Sponsor Services Expenses: \$75,362**

Tiny Seed's administration expenses were very efficient at only 7.1% of consolidated revenue. Our largest administration expense (81.4%) consisted of contractor payments of \$61,350. Going forward CPA expense is expected to increase from \$2,800 in 2023 to \$12,000 in 2024 as we engage GT Reilly to prepare a full audit of 2023 results. We also expect Legal and Compliance expenses to increase as we expand professional services relationships.



\* Office Expense includes insurance, legal advice, office supplies, and postage..



## SPONSORED PROJECTS LEADERS

Tiny Seed's Project Leaders bring a unique skill set and perspective. We are grateful for their hard work and dedication in our shared mission.

**Biodiversity Builders:** Jean Devine & Skye Schirmer

**BirdStory:** Mel Finn and Matt Aeberhard

**Danza Organica:** Mar Parrilla and Fran DePaula

**FirstEarth:** 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, and Catherine Webb

**Inwood Butterfly:** Adrianna and Keith DeCesare

**Joseph Rock Arboretum:** Jill Wagner

**Lakeshore Community Event Series:** Jen Perren and Steve Hartmann

**North Country Alliance for Balanced Change:** Sarah Doucette

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

**Northeast Grainshed Alliance:** Hannah Smalls

**Perennial Agriculture Institute:** Erik Toensmeier

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

**Proyecto Rosenda:** Neftali Duran & Sam Gloffke

**Roots Microschool:** Jaclyn Gallo

**SuperCompost:** Catherine Buxton and Alison Baker

**Tiny Seed Literary Press:** Laura Stone & Emily Cayer

**Zero Energy Now (ZEN):** Tom Perry and Chuck Reiss





# PROGRAM HIGHLIGHTS



## Biodiversity Builders

- Started Momentao Naturae group
- Employed 15 high school students
- Alewife Showcase Biodiversity Pollinator Garden



## No Loose Braids

- Built a Wetu homestead in Worcester Public Park
- 33 Speaking engagements and workshops
- 11 Cultural inventories for MA-based Land Trusts

**OUT NOW:  
INCHUNWA EPISODE 17 SERIES 3  
WITH ISABELLA AIUKLI CORNELL**

 Two Polaroid-style photos of Isabella Aiukli Cornell in traditional Indigenous attire. The left photo shows her in a white and black outfit, and the right photo shows her in a purple and white outfit with a beaded necklace.

## I-Collective

- Published "A Gathering Basket" cookbook
- Hosted webinars and panel discussions
- Launched "Inchunwa"- Southeastern traditional tattoo revitalization podcast



## Super Compost Project

- Completed Compost Site at Sharon Elementary School, VT
- Developed plan to install compost sites at 24 locations in the Upper Valley, VT and NH
- Secured state, federal, and private grant funding





## Joseph Rock Arboretum

- 1,000 trees planted
- 21 Community events and tours
- Secured a One Tree Planted grant



## Gayogohó:nq'

- Launched Gayogohó:nq' Legal Defense Fund: Justice for an Indigenous People
- Over 400 Haudenosaunee and US citizens celebrated Gayogohó:nq' (Cayuga) culture, the local traditional community



## Danza Organica

- Featured at the Institute for Contemporary Art, Boston.
- Braiding our Voices: Indigenous People's Day performance
- Proyecto Melaza Residency in Puerto Rico



## Bird Story

- Raised over \$60k to completely fund the Proof of Concept element for the Birds of America film project
- Formed a diverse and experienced Advisory Board
- Completed Proof of Concept: Saltmarsh Sparrow sequence and accompanying How to Make a Wildlife Film

# Tiny Seed's Three Cs

## Conservation – Creativity – Community

Identifying priority project types within the three Cs of our mission, with a geographic focus area of Northern New England (VT, NH, ME, MA)

### Conservation

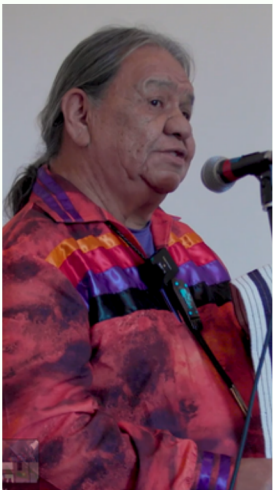
- **Environmental Justice Advocacy:** Projects working on conservation efforts in communities disproportionately affected by environmental issues, including climate change, and addressing systemic inequalities.
- **Equitable Access to Green Spaces:** Projects working to ensure their communities, regardless of racial or socioeconomic background, have equal access to and benefit from green and natural spaces.
- **Indigenous Land Stewardship:** Projects whose focus is supporting Indigenous communities in their traditional land management and conservation practices.

### Creativity

- **Art for Community Justice:** Projects that encourage artistic expressions that challenge systemic racism, promote dialogue, and new narratives, and amplify underrepresented voices.
- **Literature and Media for Inclusive Narratives:** Projects that use literature, films, and media to highlight diverse perspectives, challenge stereotypes, and contribute to understanding.
- **Cultural Heritage Preservation:** Projects that preserve and celebrate the cultural heritage of diverse communities, recognizing the importance of cultural diversity in creative endeavors.

### Community

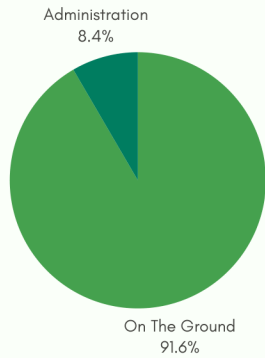
- **Food Sovereignty and Equity:** Projects that advocate for equitable access to healthy and culturally appropriate food, addressing food deserts and supporting minority-owned farms.
- **Indigenous Cultural Revitalization:** Projects that preserve and revitalize Indigenous cultures, acknowledge historical injustices, and work towards reconciliation.
- **Community-Led Racial Justice Initiatives:** Projects that focus on racial justice, provide resources, and amplify their impact.



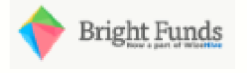


# THANK YOU TO OUR FUNDERS

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



91.6 cents of every dollar donated to our sponsored projects was spent on the ground in 2023





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## MISSION DELIVERY TEAM

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**Emily Cayer - Director of Operations**

**Stephen Cayer - Director of Finance**

**Laura Stone - Director of Development**

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## BOARD OF DIRECTORS

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**Rebecca Ramsey - President/Chair**

**Vanna Boccadori - Secretary**

**Mike Roberts - Treasurer**

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## BOARD OF ADVISORS

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**Michael Favala Goldman**

**Robert J Small**

**Michelle Sylliboy (Mi'kmaq/L'nu)**

Tiny Seed is in the process of **expanding and diversifying** our Board of Directors and Advisory Board with individuals living in the communities we serve. This will enhance the representation of diverse voices and perspectives, and strengthen our community impact. The benefits of an expanded Board will include broad perspectives, credibility with funders, and increased connection with donors and community partners.

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## PROFESSIONAL PARTNERS

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**Banking Services: Community Bank N.A.**

**Audit and Tax Filing: GT Reilly CPAs**

**Legal Advisory: Hurwit & Associates**

**Charitable Compliance: Hurwit & Associates**