

# Annual Report



## TINY SEED PROJECT

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2024



# TINY SEED

## 2024 Impact Report



Supported **28**  
Mission-Driven Projects

59 Project Leaders  
*70% Women-led*



**\$1.46** million allocated into  
our community projects

**80%** of our project leaders since  
2019 represent Indigenous, Black  
& People of Color communities



**48** grants secured (\$1.6 million)  
& administered by Tiny Seed

### Highly Efficient Platform

Our three-person Mission Delivery Team provides daily support to project leaders with a focus on collaboration, efficiency, and community impact. We operate with the highest standards of transparency and accountability through partnerships with banking, accounting, and legal experts to support our projects and funders.



Danza Organica

## WHERE WE ARE NOW

### Mission

We empower community projects that conserve the environment, encourage creativity, and strengthen communities

We do this through our nonprofit status and exceptional administrative support.

**We sponsor 28 projects and continue to grow**

Tiny Seed received a grant for the Mission Delivery Team from:

**You Have Our Trust DAF**

Tiny Seed has maintained Candid Transparency Status since 2021

Platinum Transparency 2022 Candid.	Platinum Transparency 2023 Candid.	Gold Transparency 2024 Candid.	Platinum Transparency 2025 Candid.
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We became a Founding Member of Common Good Vermont



**Tiny Seed is celebrating our sixth year of empowering project leaders to create positive change in their communities!** We had a very successful 2024, with total program services funding increasing by 50% to \$1,464,212 (from \$977,365 in 2023) and continued expansion of our portfolio of community projects.

**During 2024, Tiny Seed sponsored 28 Fiscally Sponsored Projects (FSPs) that align with our mission, an increase from 22 last year.** Our onboarding process was streamlined in 2024, allowing us to add a number of impactful new FSPs, while four former projects achieved their goals and were wound down by year-end.

**We engaged GT Reilly to complete our first annual CPA Audit in 2024.** The audit was comprehensive and detailed, requiring six months to complete, and resulted in a clean opinion. We learned a lot and are pleased that the audit confirmed Tiny Seed's operating systems are accurate and timely, with robust internal controls.

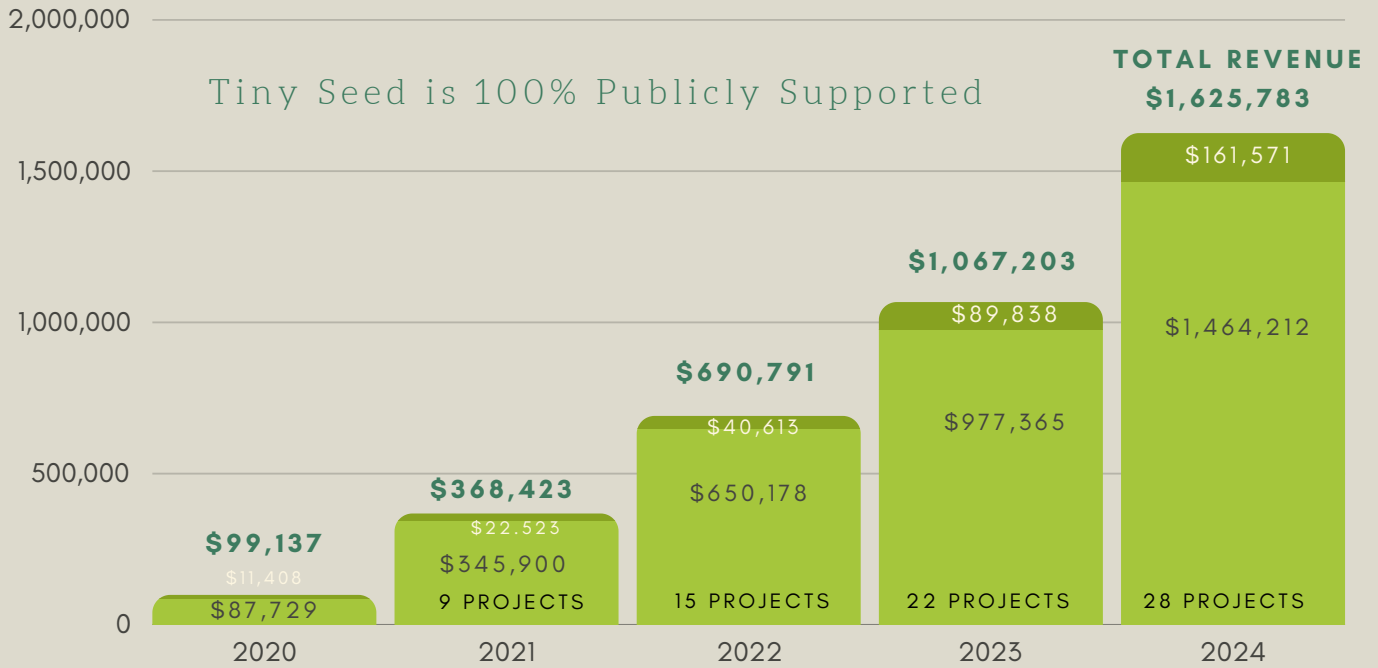
**Tiny Seed received a grant from You Have Our Trust in 2024.** This multi-year commitment of \$50k (\$25k/year) opened the door to foundation support. It also validated improvements funded by the Vermont Community Foundation in 2023, including a refined mission statement, clearer website, and a compelling Funding Proposal. We continue this momentum to engage new funding partnerships.

**Funding Proposal for Mission Delivery Team.** Tiny Seed continues to be run by three contract workers who provide daily support for FSPs. During 2024, our contractors were paid from sponsor revenue generated by incoming funds to fiscally sponsored projects. During 2025 one of Tiny Seed's primary strategic goals is to attain supplemental funding that allows a transition to permanent employee status for our Directors of Operations, Finance, and Development.

**Our Advisory Board was expanded with the addition of five new members in 2024.** Tiny Seed achieved our 2024 goal of expanding and diversifying the Advisory Board with individuals living in the communities we serve. This improved representation of diverse perspectives has strengthened our impact, built credibility with funders, and increased connection with donors and community partners.

## REVENUE 2020-2024

■ Program Services    ■ Sponsor Services



### 2024 REVENUE

**Program Services: \$1,464,212 (+50%)**

**Sponsor Services: \$ 161,571 (+80%)**

**Federal grants totaled 16% of 2024 program revenue**

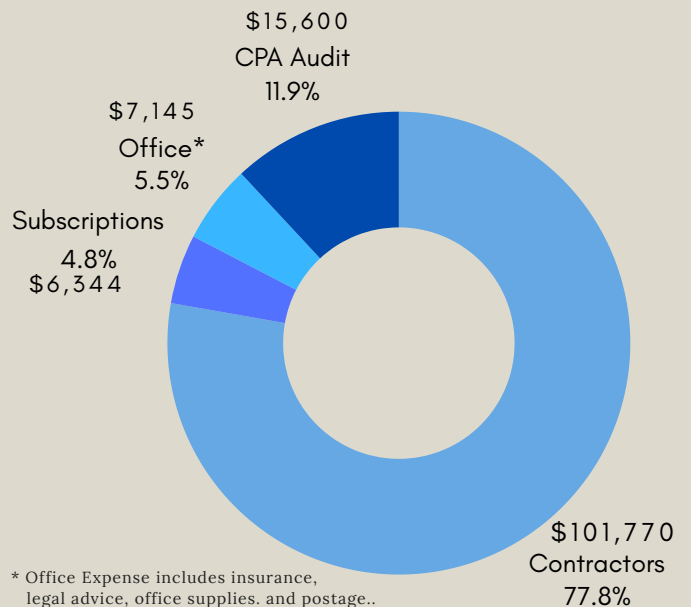
In 2024, Tiny Seed saw continued strong organic growth in Program Services revenue as we expanded our portfolio from 22 to 28 programs, and many existing programs increased fundraising activities. Total Program Services revenue increased 50% to \$1,464,212 and represents solid funding support from many sources including private donations, foundations, government grants, corporate grants, and fundraising events.

To fund Tiny Seed's administrative platform, Sponsor Services revenue increased 80% to \$161,571 as a result of higher incoming funds to program services, as well as \$26,000 of direct grants to support sponsor services overhead costs. We are an industry leader in efficiency, with 90.0% of revenues available for program-related activities, with the remaining 10.0% of revenue allocated to administration and operating expenses.

### 2024 ADMINISTRATION

**Sponsor Services Expenses: \$130,859**

Administration costs are very efficient at 8.0% of consolidated revenue, primarily driven by total contractor payments of \$101,770 (77.8%) for our Directors of Operations, Finance, & Development. CPA Audit expense increased to \$15,600 in 2024 as we engaged GT Reilly to prepare our first annual audit of the 2023 Fiscal Year. Tiny Seed's subscription to the grant-seeking platform *Instrumentl*, cost \$3,900 in 2024 and saved us 2,475 hours in grant research, while bringing in an additional \$238,000 for our sponsored projects.



## PROGRAM HIGHLIGHTS



### Biodiversity Builders

- Students sold 334 plants at their native plant sale
- Planted 5 native plant gardens
- Designed and implemented 4 container gardens, and 4 home gardens
- Removed 270 baskets of invasive water chestnuts from Arlington Reservoir, plus 3 other invasive plant pulls



### No Loose Braids

- Built a Wetu (cedar home) at P8guaso Farm and a Mishoon (burned out canoe) with the Nipmuc Tribal Council of the Chaubunagungamuag
- Constructed community pavilion at Wampanoag Common Lands with the Native Land Conservancy
- No Loose Braids became an official Woodbank for Nipmuc community members



### NCABC

- Strengthened collaboration with conservation groups to advance responsible waste management
- Expanded public education about NH environmental policy through partnerships and grassroots efforts
- 2024 saw unprecedented support from citizens, businesses, legislators, and the media



### Super Compost Project

- Completed first cohort of 7 elementary school Compost Sites with 10 more slated for 2025 - 2026
- Secured state, federal, and private grant funding to continue installing Compost Sites
- Schools received construction support, essential supplies, and two years of technical support that starts when the build is completed

## PROGRAM HIGHLIGHTS



### Joseph Rock Arboretum

- Led 8 community and school tours
- Hosted interns from local schools, colleges, and Canada
- Planted Hawaiian dry, hardwood, and succulent species



### Holyoke Food and Equity Collective

- Food Access: Built 11 garden beds, gave 97 bucket planters, and sold 24 seedling shares
- Community Engagement: Hosted 110 attendees at the first Collective Dinner
- Sustainability: Launched a compost hub, diverting 350+ lbs. of food waste



### Proyecto Rosenda

- Distributed approximately 5,000 trees in the communities we serve, at no cost
- Worked directly with 45-50 families in 6 communities encompassing 3 ecologically diverse regions
- Developed relationship with the local co-op nursery "Manos de la Tierra," run by seven families



### Odenong Powwow

- Hosted the Fourth Annual Odenong Powwow in May 2024
- Served 140 meals to Native American community members, including elders, veterans, and powwow participants and performers
- Provided \$30,000 in earned compensation to Indigenous dancers, singers, and powwow staff
- Facilitated \$10,000+ in sales for Indigenous artisans, creators, and crafts makers

# MISSION ACCOMPLISHED!

Three of Tiny Seed’s sponsored projects achieved their missions, and were completed during 2024 (NGA, PAI, and Gayogohono), while one sponsored project transferred to an indigenous non-profit organization aligned with their work (ICEF)



## Northeast Grainshed Alliance

The Northeast Grainshed Alliance (NGA) successfully connected and strengthened the grain community across the Northeast, creating a vibrant network of bakers, brewers, growers, and more. With initiatives like the SQFT Project and Neighbor Loaves, along with USDA grant support, NGA expanded regional grain production's impact and has now passed its legacy to the Maine Grain Alliance to continue the movement.

## Gayogohó:nq'

In a significant victory for the Gayogohó:nq' (Cayuga) Nation, New York’s Fourth Department Appellate Court ruled that Clint Halftown’s “Cayuga Nation Tribal Court” lacks due process and cannot enforce its decisions in state courts. While challenges to sovereignty and treaty obligations persist, the Gayogohó:nq' Sovereignty and Rematriation Project has empowered the community to continue defending their rights and cultural legacy.



## Perennial Agriculture Insitute

Mitigating climate change by accelerating the adoption of agroforestry and perennial crops. Publications include “Trees with Edible Leaves” and “Perennial staple crops: Yields, distribution, and nutrition in the global food system”

## Indigenous Crops of Eastern Forests

Create a history book, wildlands management manual, and guide to traditional eating knowledge and nutrition, based on historical research on the significance of Indigenous Foodways and land management practices prior to colonization.

# FUNDING PROPOSAL

## Support Tiny Seed's Mission Delivery Team and Multiply Your Impact

2025 Campaign Goal: \$150,000 | Raised So Far: \$25,000

Tiny Seed is a nonprofit resource hub with best practices\* and shared services. As the backbone of strong community projects, we specialize in providing administrative services and nonprofit status, empowering community leaders to concentrate on their core mission.

At Tiny Seed, our [Mission Delivery Team](#) ensures that community initiatives, even with annual budgets as small as \$10,000, get the same high-quality professional services as million-dollar programs — for only **10% of their budget** instead of the typical 30%.

### Why Your Support Matters

Grassroots leaders are experts in driving change; however, they often require additional resources to manage the details that keep their projects funded, compliant, and successful. Tiny Seed provides these resources through our Mission Delivery Team, and with your support, we will continue to:

- **Deliver Tangible Impact**
  - Our expert services—including grant writing, compliance, bookkeeping, and reporting — help projects expand their reach, secure funding, and operate efficiently. Through transparent updates, you'll see your impact in real-time.
- **Empower Long-Term Change**
  - We provide the infrastructure for sustainable projects so grassroots leaders can focus on their mission: creating meaningful impact where needed most. Your support will increase our capacity to grow our portfolio of empowered community projects.
- **Amplify Every Dollar**
  - Your contribution fuels our network of impactful projects, enabling them to thrive while ensuring minimal overhead. Each dollar drives transformative change to create lasting community impact.

### The Power of Your Gift

Your donation directly supports the people making a difference on the ground. Together, we amplify impact, build stronger communities, and ensure lasting change.

### Join Us in Creating Stronger Communities!

Your contribution is more than just a donation—it's an investment in a network of community projects. Support the team that makes on-the-ground efforts possible.

*\*Tiny Seed is committed to ensuring the highest standards of transparency, accountability, and compliance in all of our operations. We enhance our mission delivery team by partnering with third-party banking, accounting, and legal experts to provide best practices for our projects and funders.*



# THANK YOU TO OUR FUNDERS

## Tiny Seed is 100% Publicly Supported

We are grateful to all of our supporters, which include foundations, state and federal grantors, corporate sponsors, and thousands of individual donors who showed support for our sponsored programs and believed in their missions.



# TINY SEED TEAM

Tiny Seed expanded and diversified our Board with individuals living in the communities we serve during 2024. This improved representation of diverse perspectives has strengthened our impact, built credibility with funders, and increased connection with donors and community partners.



**Mar Parilla**  
Advisory Board



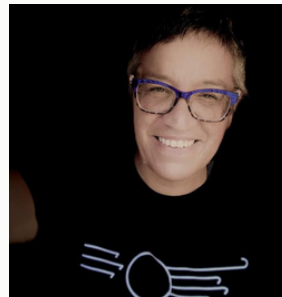
**Justin Beatty**  
Advisory Board



**Tracy Ramos**  
Advisory Board



**Scott Foster**  
Advisory Board



**Michelle Sylliboy**  
Advisory Board



**Neftali Duran**  
Advisory Board



**Vanna Boccadori**  
Secretary



**Mike Roberts**  
Treasurer



**Rebecca Ramsey**  
Chair



**Emily Cayer**  
Director of Operations



**Stephen Cayer**  
Director of Finance



**Laura Stone**  
Director of Development

# SPONSORED PROJECT LEADERS

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



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

**BirdStory:** Mel Finn and Matt Aeberhard

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

**Gayogohono Land Rematriation Fundraiser:** Hilary-Anne Coppola & Joe Heath

**Holyoke Collective:** Mariam Aydah, Kara Bear, Jenn Albertine, Neftali Duran, Chelsea Gazillo

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

**Indigenous Crops of Eastern Forests:** Neftali Duran, Eric Toensmeier, Aba Kaiser, and Catherine Webb

**Joseph Rock Arboretum:** Jill Wagner

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

**Inchunwa -** Brit Reed, Lisa Fruichantie

**North Country Alliance for Balanced Change:** Sarah Doucette and Mary Menzies

**No Loose Braids:** Andre StrongBearHeart Gaines Jr., Kim Toney, Jenn Albertine, Tracy Ramos

**Northeast Grainshed Alliance:** Hannah Smalls

**Odenong Powwow -** Justin Beatty, Kara Bear, and Feyla Mcnamara

**Perennial Agriculture Institute:** Erik Toensmier

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

**Proyecto Rosenda:** Neftali Duran & Laura Reed

**Roots Microschool:** Jaclyn Gallo

**Upper Valley Super Compost Project:** Catherine Buxton and Alison Baker

**Sloyd Skills Gathering -** Penny Hewitt, Prin van Gulden, Luke Boushee

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

**Vermont Contemporary Chamber Collective -** Cole Marino

**Vermont Cheese Council Education Program -** Haley Elkins and Chelsea Johnson

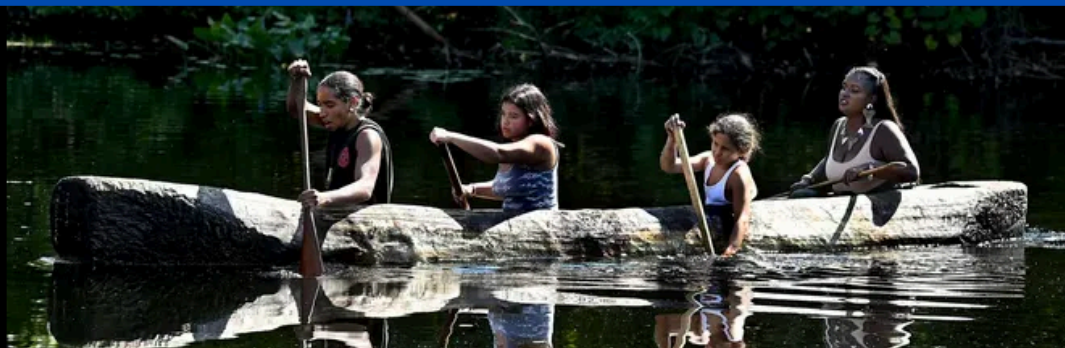
**Vermont Health Equity Initiative -** Belan Antensaye and WeiWei Wang

**West River Valley 100% Renewable -** Kim Friedman

**The Dream Network -** Stacy Seward

**Youth Organizing Community of Practice -** Molly Messenger, Dave Jenkins, Stefne Parks, and Jiin Cruz

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



## PROFESSIONAL PARTNERS

Tiny Seed is committed to ensuring the highest standards of transparency, accountability, and compliance in all of our operations. We enhance our mission delivery team by partnering with third-party banking, accounting, and legal experts to provide best practices for our projects and funders.



Banking Services



Audit and Tax Filing



Legal Advisory



Nonprofit Insurance