

# Annual Report



## TINY SEED PROJECT

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2025



# TINY SEED

## 2025 Impact Report



Supported **33** Mission-Driven  
Community Projects

58 Project Leaders  
*70% Women-led*



**\$1.91** million allocated into  
our community projects

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



**46** grants secured (\$1.26 million)  
& administered by Tiny Seed

### Highly Efficient Platform

Our three-person Sponsor Services 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.



## 2025 YEAR IN REVIEW

### 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 33 projects and continue to grow**

Tiny Seed received a grant for our Sponsor Services 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 are a Founding Member of Common Good Vermont



Tiny Seed is celebrating our seventh year of empowering project leaders to create positive change in their communities. We had a very successful 2025, with total Program Services funding increasing by 31% to \$1,912,816, up from \$1,464,212 in 2024, and continued expansion of our portfolio of impactful community projects.

During 2025, Tiny Seed sponsored 33 Fiscally Sponsored Projects (FSPs) that align with our mission, an increase from 28 last year. Our onboarding committee reviewed dozens of prospective projects from which we selected eight new FSPs, while three former FSPs achieved their goals and were wound down by year-end.

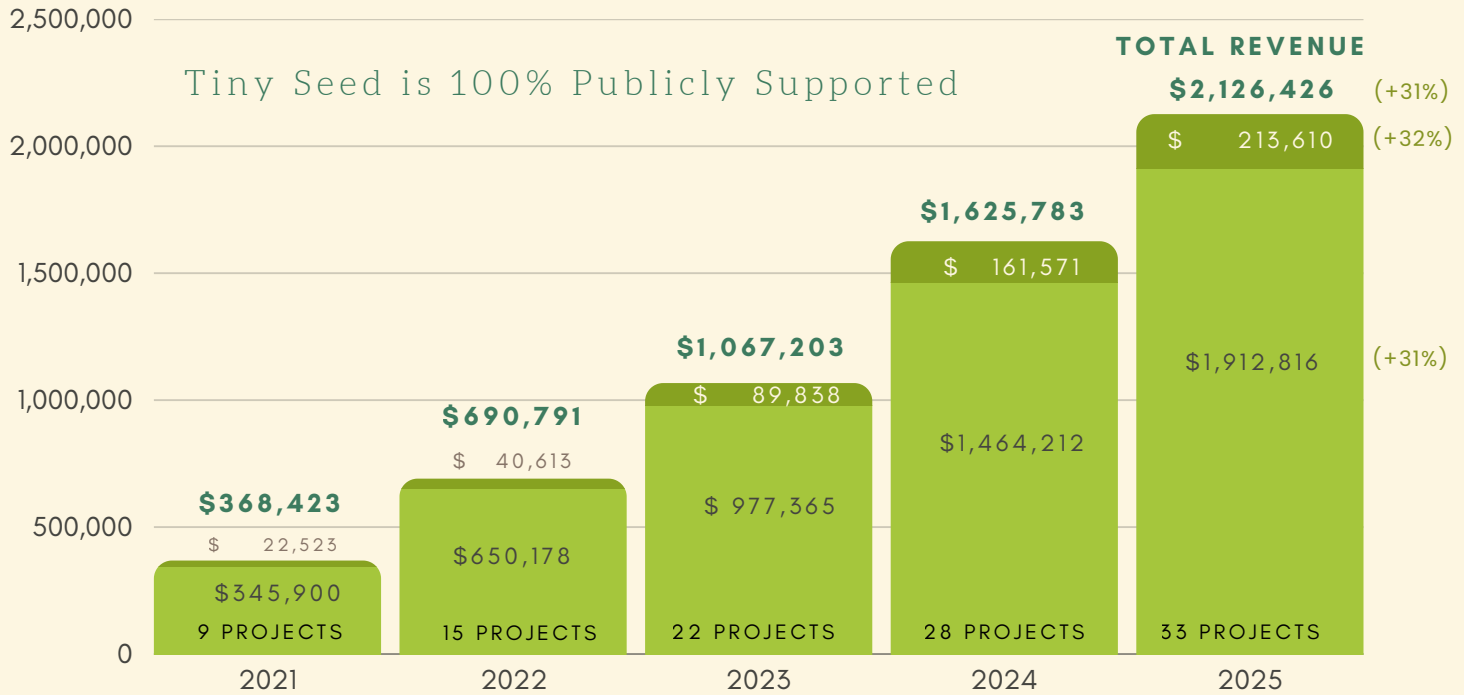
The overall funding environment for nonprofits was quite challenging in 2025. One of Tiny Seed's largest projects was notified that a previously awarded federal grant in the amount of \$240,563 was being withdrawn in March 2025, which slashed the annual project budget by 90%. In addition, we saw a number of other federal grant opportunities canceled. Nevertheless, Tiny Seed's portfolio of projects continued to receive strong support from many reliable sources including private foundations, corporate grants, and donor advised funds. Tiny Seed's total exposure to Federal Funding was just 14% in 2025 (down from 16% in 2024).

Tiny Seed's operating platform (Sponsor Services) improved both in terms of efficiency and effectiveness during 2025. For the first time in seven years of operations, Tiny Seed achieved a 10% sponsor ratio in 2025, a key milestone in our long term strategic plan. However, the uncertain funding environment caused us to focus on efficiency, and the actual operating budget remained flat at \$130k, the same dollar amount as 2024. This had the effect of improving the administrative efficiency ratio to an impressive 6.1% (vs 8.0% last year) even as we supported an 18% increase in the number of projects and 31% higher grant processing volume.

Tiny Seed received a \$25k grant from You Have Our Trust in 2025. This was the second installment of a multi-year commitment of \$50k (\$25k/year) to support our Sponsor Services platform, and has opened the door to additional direct funding of more than \$7k in private grants and donations. Each dollar raised to support Sponsor Services has an enormous 10x multiplier effect on our efficiency ratio, and is the most effective way to support the entire portfolio of Tiny Seed projects.

# REVENUE 2021-2025

● Program Services ● Sponsor Services



## 2025 REVENUE

**Program Services:** \$ 1,912,816 (+31%)  
**Sponsor Services:** \$ 213,610 (+32%)  
**Total TSP Revenue:** \$ 2,126,426 (+31%)

In 2025 Tiny Seed achieved a Sponsor Services Ratio of 10%

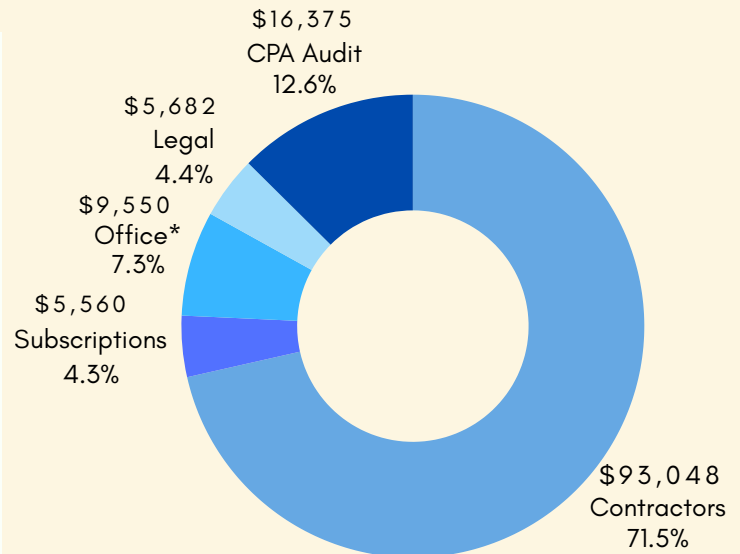
In 2025, Tiny Seed saw continued strong organic growth in Program Services as we expanded our portfolio from 28 to 33 programs, and many of our existing programs increased fundraising activities. In total, Program Services revenue increased by 31% to \$1,912,816 and represents reliable funding support from many sources including foundation grants, corporate grants, donor advised funds, and private donations.

Tiny Seed's administrative platform, Sponsor Services, saw revenue increase by 32% to \$213,610 as a result of higher incoming funds to Program Services, as well as \$32,328 of direct grants and donations to support Sponsor Services overhead costs. We are an industry leader in efficiency, with 90.0% of revenues available for program-related activities, with 10.0% of revenue allocated to administration and operating expenses.

## 2025 ADMINISTRATION

**Sponsor Services expenses: \$130,214**

Tiny Seed provided exceptional service to our sponsored projects despite a challenging funding environment in 2025. Overall administration costs remained stable at \$130,214 (vs \$130,839 in 2024), yielding remarkable efficiency of just 6.1% of total revenue in 2025 (vs 8.0% in 2024). This was achieved even with 18% growth in new projects and 31% higher grant processing volume. Sponsor expenses were driven by contractor payments of \$93,048 (71.5%) for directors of Operations and Finance, as well as CPA Audit expense of \$16,375.



\* Office Expense of \$9,550 includes office supplies, nonprofit insurance, compliance, and website development.

# PROGRAM HIGHLIGHTS



## American Civics Snapshots

- Partnered with the Chandler Center for the Arts to establish foundational civics education in Montpelier, VT.
- Successfully developed civics education cards and is planning mass production by 2026.
- Through a partnership with Taproot, we enhanced our pilot program's effectiveness and efficiency with pro-bono consulting.



## Biodiversity Builders

- Students sold 359 native plants at their student-run native plant sale! (A new record)
- Planted 2 native plant gardens (NPG), designed and implemented 2 NPGs, relocated 1 NPG, and labeled and maintained 5 NPGs!
- Participated in 3 invasive plant pulls.



## BirdStory

- Completed first film series Stories to Save Us: The Saltmarsh Sparrow.
- Received funding to develop impact distribution strategy, including educational materials.
- Received funding for production of a short film on the endangered Black Rail in cooperation with Cornell Lab of Ornithology.



## Black River Action Team

- Launched Culvert Crawlers initiative state-wide
- Rehabilitated a floodplain in Ludlow, Vermont
- Completed seven river cleanups across Vermont

## PROGRAM HIGHLIGHTS

Boston, MA



### Danza Organica

- **Public Performance & Cultural Storytelling:** Presented performances across Massachusetts, including We Create 2025 at Hibernian Hall and site-responsive work at the Arnold Arboretum, centering Puerto Rican diasporic stories through dance, music, poetry, and interactive art.
- **Community-Engaged Creative Process & Artist Growth:** Expanded to 7 full-time and 3 part-time artists and opened rehearsals to the public, strengthening artistic development and community exchange.
- **Dance for Social Justice™ & Civic Partnership:** Expanded Age Strong Boston partnership at Boston Public Library, offering movement workshops for elders exploring identity, resilience, and collective care.

Holyoke, MA



### Holyoke Food and Equity Collective

- Completed first full year of Collective Dinners and secured Mass Cultural Council funding to continue them in 2026.
- Our Community Compost Hub had its first anniversary and is now serving 40+ members and diverting 2,000+ pounds of food scraps; with Institute for Local Self-Reliance support, we will launch three more hubs in 2026.
- Built 16 garden beds, distributed 99 bucket planters, and had our strongest seedling share season yet — adding sliding-scale pricing to maintain access amid HIP cuts.

Southeast USA



### Inchunwa Project

- Deepened engagement through Oklahoma gatherings, Indigi Pop X at Duke, revitalizing Chickasaw ancestral markings, and preparing for a 2026 coming-of-age ceremony.
- Expanded national digital programming with monthly Research and Book Clubs, creating consistent online space beyond tribal homelands.
- Secured \$8,000 from Potlatch Fund, grew Patreon, and gained national/international visibility through features by the Chickasaw Nation and The Guardian.

Kona, Hawaii



### Joseph Rock Arboretum

- Hosted monthly Environmental Science tours (K-college), trained interns from London, New York, and California, and mentored a year-long high school intern who co-presented at the National Native Seed Conference in Tucson.
- Launched our first Capital Campaign high tea with five ensembles and Kona Chamber Orchestra volunteers; next event set for April 4, 2026.
- Began a partnership with Phoenix Conservancy to expand hands-on restoration and Hawaiian ecosystem education.

## PROGRAM HIGHLIGHTS



### Lakeshore Community Event Series

- Launched LCES with Burlington Beer Company, hosting intimate concerts (40–50 guests) to fund future programming.
- Co-hosted 21 Songwriters with Bigger Beast Records, drawing 300+ attendees.
- Ended the year with a four-week competition at 14th Star Brewing, featuring 24 artists.



### Monomoy Bird Observatory

- Our team completed 41 days of bird migration monitoring, overcoming a government shutdown and tropical storms.
- We banded over 2,200 birds of 80 species, including a Bell's Vireo – only the 19th record in Massachusetts.
- Island-wide censuses documented 50 additional species and first-ever station sightings of Short-eared Owl, Eurasian Wigeon, and Sandhill Crane.



### MycoEvolve

- Expanded Vermont fungal inventories with statewide partners; secured partial funding toward these inventories.
- Advanced the Shelburne Farms myco-phytoremediation project through research, workshops, and community engagement.
- Launched a middle/high school earth repair homeschool program with Lifecycling.



### No Loose Braids

- Cultural Programming: Deepened intertribal collaboration through longhouse building (Lumbee Nation), Mishoon Camp, sacred space creation, and woodbank support for sister tribes.
- Land Stewardship: Advanced Atlantic white cedar restoration in Monson, MA through a co-management plan and the Nooswetamooonk Framework; progressing toward land acquisition with Double Edge Theatre.
- Public Education: Reached 500+ students and professionals through university, school, and conference partnerships centering Indigenous stewardship and land-based knowledge.

# PROGRAM HIGHLIGHTS



## North Country Alliance for Balanced Change

- Dalton Landfill: Won a 2025 permit denial; now defending it in court and before the Waste Council.
- Science & Legal Action: Intervening in litigation with extensive scientific and legal evidence; proceedings likely through 2026.
- Community Advocacy: Supporting Bethlehem, NH against landfill expansion and state efforts to override local control.

## Odenong Powwow

- Piloted a Professional Development program for MA public school teachers at the powwow; 10 teachers earned licensure hours to strengthen Indigenous cultural competency.
- Featured 19 Native-owned businesses, keeping economic benefits within Native communities.
- Brought together 30+ Native drummers and 60+ dancers, sustaining intertribal cultural practice and community gathering.



## Pisces: Permaculture Institute

- Trained ~100 community members in designing forest gardens to diversify food, income, and soil health.
- Planted ~10,000 nitrogen-fixing trees, including living fences to protect crops and improve microclimates.
- Hosted pump and irrigation trainings and launched an organic vegetable business to fund ongoing education.

## Proyecto Rosenda

- Received 2 grants totaling \$7,500 for well installation and nursery development.
- Built water catchment/holding sistern system.
- Expanded partnerships and network- hosting farmers and land stewards from Ethiopia and Somalia with sister nursery Manos a la Tierra.

# PROGRAM HIGHLIGHTS



## ResisDance

- Launched ResisDance's inaugural year with park and public space events in Plymouth, building community and institutional connections.
- Established partnerships with local marketing and tourism organizations to grow awareness and attendance.
- Obtained nonprofit liability insurance for special event permitting, easing coordination with the town of Plymouth.



## Sloyd Skills Gathering

- Brought craftspeople from across the country to demonstrate and teach skills less accessible in New England.
- Introduced the work of Vermont and Northeastern Craftspeople to a new audience, amplifying their reach.
- 90 participants, 28 instructors and numerous volunteers and family members spent the weekend with new and experienced craftspeople, camping, learning, crafting, connecting with the landscape and breathing fresh energy into traditional skills.



## Stop the Quarry - Citizens of Alfred

- Mobilized and educated hundreds of local citizens, leading to widespread community involvement and filling a courthouse to protest the proposed quarry.
- Presented citizen science reports influencing public debate and decision-makers.
- Coordinated a 48-page Community Impact Study, strengthening the case against the quarry.



## Ticket to Ride

- Secured \$4,000 Climate Catalyst Innovation Fund grant through VT Council on Rural Development
- Started building partnerships across the community including Cabot Creamery, Montpelier Complete Streets committee, and the National Bike Summit.
- Developed a fully articulated program plan for 2026.

# PROGRAM HIGHLIGHTS



## Upper Valley Super Compost Project

- UV Super Compost schools produced over 30 cubic yards of compost in 2025
- Over 100,000 pounds of food scraps were composted on site at 8 UVSCP schools
- UVSCP staff provided 150 hours of hands-on technical service to 8 school sites



## Vermont Cheese Council Education Fund

- We held 1 in-person and 2 virtual educational conferences that focused on cheesemaking and business skills, including sensory analysis, product development, communication, and leadership.
- 141 attendees participated in our educational offerings.
- We received 2 grants and 17 sponsorship awards to support our project.



## Vermont Connector

- Redistributed 2,875 essential baby items to 842 Vermont families, improving safety and easing financial strain statewide.
- Launched a first-of-its-kind open-source inventory app to streamline donations and create a replicable model for other organizations.
- Formed a multi-sector Advisory Council and held a Stakeholder Visioning Workshop to strengthen governance and long-term sustainability.



## Youth Organizing Community of Practice

- Engaged 17 staff across seven NH youth organizing groups, strengthening leadership and year-round organizing.
- Helped grow NH youth organizing into a coordinated, statewide network.
- Launched a Mutual Aid Fund, distributing ~\$7,500 to 13 youth for essential needs.

# THANK YOU TO OUR FUNDERS

## Tiny Seed is 100% Publicly Supported



# TINY SEED TEAM

Tiny Seed has expanded and diversified our 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.



**Mar Parilla**  
Advisory Board



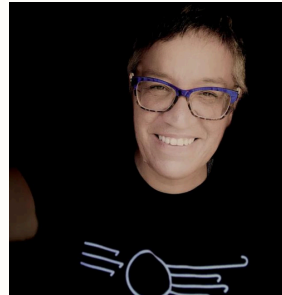
**Justin Beatty**  
Advisory Board



**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

## PROFESSIONAL PARTNERS

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

### Banking Services



### Payroll Services



### Audit and Tax Filing



### Legal Advisory



### Nonprofit Insurance

