



2023 Annual Report



# Reflections on 2023



*"We watched these programs spread to all 50 states, 25 countries, and 3 territories in unprecedented growth for our organization."*

Reflecting on 2023, it is hard to fully tell the story of our growth, learning, and change in a few short pages.

We saw a world with an ever-changing political landscape and a record-breaking environmental landscape, bringing home a new climate reality for many. Amidst this landscape of change, TCI experienced its own year of changes. Restructuring our organization to better complement 21st-century practices, saying goodbye to fantastic work friends who left to chase their dreams in impressive careers outside TCI, including our first executive director, Jono Anzalone, who led us proudly through our fledgling years, along with programmatic changes.

Doubling down on our commitment to direct engagement with youth and educators, recognizing their pivotal role in shaping our future through climate action, we watched these programs spread to all 50 states, 25 countries, and 3 territories in unprecedented growth for our organization.

However, our work has taken on even greater urgency in the face of accelerating climate change in our local landscapes. As we look into 2024 and 2025, I know that we can have a more significant impact and bring more access and agency to young people around the globe. We know this as we witness the enthusiasm and dedication of our youth and educators when they embrace our mission and drive meaningful change within their communities, and we want to tell more of their stories. Our commitment to our vision is steady, although its scope has inevitably broadened. We are on the cusp of turning dreams into reality as we work towards making TCI a global climate action and education organization and a tangible force for positive change in the world.

Our passion drives our efforts to expand programming to the next level, empowering more educators and youth to seek climate solutions, take action, and feel hope. Together, let's build a future where every voice matters.

In this together,

A handwritten signature in black ink that reads "Leia Lowery".

**Leia Lowery**  
Executive Director and Co-founder



# Mission

Empower youth voices for climate action

## 2023 Highlights

2

Climate Educator Retreats bringing climate education to the Gulf South States and the national stage.

772

Youth-led climate action projects in communities across the country

1,000

Educators utilizing Learning Lab doubling educator adoption from 2022

110,000

students educated by Learning Lab a 4x increase over 2022

30 million

Youth and educators reached with non-partisan climate action content



### A new partnership with FEMA announced

To engage youth in disaster resiliency and recovery.

### Parting Reflection from Jono Anzalone TCI's first Executive Director

TCI stands as a beacon of hope, empowering youth, amplifying voices, and engaging educators worldwide in climate action. However, this hopeful mission paradoxically contrasts with alarming scientific evidence that we are facing a tipping point for irreparable harm to our planet.

There are days when I wake up utterly inspired, witnessing the impactful mission of TCI, only to be followed by moments of despair as communities most affected by climate change continue to suffer. This dualistic approach to living in the 21st century demands tenacity, courage, and, most importantly, a steadfast beacon of hope.

The past three years leading The Climate Initiative has been the most meaningful work of my career. As we navigate the paradoxes of the world before us, let us continue to embody the spirit of abundance and remain steadfast in our commitment to a sustainable and hopeful future.



*2023: The year of the youth.*

*2024: The year of strategic focus.*



# Direct to Youth



## Youth Leadership

*Our Direct to Youth team was proud to establish, renew and welcome the following programs in 2023:*

TCI's **Youth Advisory Council** is an appointed position with a two-year commitment for 17 to 23-year-olds interested in becoming environmental change-makers.

The Climate Action Leadership Program (**CALP**) is a training program that educates and empowers young people on how to implement climate-related action projects within their community.

Youth on Boards (**YOB**) is an intergenerational approach aimed at giving young people a seat at the table where climate decisions are being made.

**Dabreon now sits on  
TCI's Board of Directors!**

## Youth Engagement

TCI's **Ambassador program** grew to over 1,500 youth, representing over 65 countries from around the globe!



## Climate Action Fellowships

2023 saw the **largest cohort of climate action Fellowships** ever at TCI. Dabreon Darby, one of our Morgridge Family Foundation Accelerator Fellows focused his time with TCI on a landscape analysis of bringing climate education into community colleges across the U.S.



## Policy

Hosting our first ever in-person **Collegiate Climate Policy Institute** in D.C. was one of TCI's major 2023 highlights. Due to the success and impact of this program, TCI received funding to replicate in Maine, in 2024!

## 2023 Highlights

### Partnering with the Red Cross

TCI was selected as one of three co-branded partners for the American Red Cross Emergency app. We launched a youth-centric campaign to boost app downloads and enhance climate resiliency and disaster preparedness for youth, their families, and communities.



### Youth-led intergenerational conversations

Due to a State of Maine grant, we were able to train a youth cohort in Kennebunkport, ME to lead a year-long series of community conversations on sea level rise awareness.



### Global Youth Leaders

TCI was proud to host a delegation of youth advocates and climate leaders at COP28.





# Direct to Educators

## Learning Lab

Learning Lab is now being implemented in ALL

**50 STATES  
& 25 COUNTRIES**

Via our modules, we educated over

**111,000**

middle and high school students in 2023, a difference of 105% from 2022!

In 2023, over

**1,040**

educators used at least one Learning Lab in their classrooms.

**9**

modules and two addendums are now **LIVE**

covering climate change issues from *coast to coast*.



## Did you know?

Six of our nine Learning Labs are available in Spanish, with the rest on the way. We're also working to expand our Learning Labs translations into French, Vietnamese, Portuguese, Arabic and Filipino!



## Teacher Testimonial

Kathy Hagee, San Domenico School, California

*"I love the TCI approach based on hope for our planet, instead of doom and gloom. The TCI model focuses on giving students ownership through the opportunity to investigate and invent tangible, local, climate solutions and forums to best voice their ideas and concerns."*

## Educator Retreats

TCI hosted two climate educator retreats in 2023, a regional retreat in New Orleans and the 3rd Annual National retreat in Saco, Maine with record-breaking attendance.



## Educator Retreat Testimonial

John Ottomaneli, Academy of Urban Planning & Engineering, Brooklyn, New York

*"The network, the engagement and the connections that I have made here have been invaluable, and I would recommend TCI's National Climate Educators Retreat to any teacher in any discipline."*

## \*NEW\* Civics Climate Action Learning Lab

While it is important to educate youth on the effects of climate change, it is equally important to provide them with the tools, strategies, and opportunities to mitigate climate change; one such tool is climate policy advocacy. Through our Civics Climate Action Learning Lab, TCI wanted to demonstrate the significance of climate legislation, how legislation is created, and the role youth can play in climate policy advocacy.

# EXPENSES

Admin  
11%

Fundraising  
18%

Programs  
71%

## 2023 Financial Breakdown

### Assets

**Property Plant & Equipment**

\$1,913,491

**Other**

\$18,463

**Promises to Give**

\$442,282

**Cash**

\$226,349

**Investments**

\$2,416,657

**\$5M**

### Liabilities & Net Assets

**Unrestricted Net Assets**

\$3,870,899

**Refundable Advance**

\$384,985

**Accounts Payable**

\$40,242

**Restricted Net Assets**

\$721,116

**\$5M**

### 2023 Revenues by Source - \$2.9M Total

**Foundations**

\$2,101,251

**Corporate**

\$525,509

**Investments**

\$199,718

**Individuals**

\$96,147

**Others**

\$72,113

**\*\*Audited\*\***



# Leadership

## Board of Directors

### Tom Bradbury, **Chair**

Chair, Executive Director for the Kennebunkport Conservation Trust

### Monica Hanover, **Treasurer**

Former lawyer

### Harold Brooks

Chief Resilience Officer at the Global Community Resilience Institute

### Angela Zhong

Harvard Student

### Louisa McCovey

Environmental Program Director, Yurok Tribe

### Dabreon Darby

MBA Candidate, Kogod School of Business

### Amelie Panaccione

Student, University of California Berkley

### Dr. Pam Morgan, **Vice-Chair**

Professor, Department of Environmental Sciences at the University of New England

### Amy Tchao, **Secretary**

Drummond Woodsum's Practice Group Leader for Municipal Law

### Billy Shore

Founder and executive chair of Share Our Strength, parent organization for No Kid Hungry

### Alejandra Carrasco

Dartmouth Student

### General Russel Honoré

Retired 4-star General, founder GreenARMY

### Andreata Muforo

Partner, TLcom Capital

### Fiona McRaith

Engagement and Delivery Manager, Bezos Earth Fund.

## Advisory Council

### Bruce Burtch

Partnership Advisor and Executive Director and Producer of Social Impact Productions

### Dr. Katherine Hayhoe

Political Science Endowed Professor in Public Policy & Public Law, co-director of the Climate Center at Texas Tech University

### Houston Kraft

Co-founder of CharacterStrong, author and speaker.

### Francis Rooney

Former U.S. Representative for Florida's 19th Congressional District

### Kathryn Wendell

Executive Director, Center for Ethics & Social Responsibility at University of Colorado Boulder - Leeds School of Business

### Dr. Ann Giblin

Sr. Scientist & Interim Director of Ecosystems Center at the Marine Biological Laboratory at Woods Hole

### Dr. Somya Joshi

Associate Professor in Governance and Sustainability at Stockholm University

### Dr. Veerabhadran Ramanathan

Edward A. Frieman Endowed Presidential Chair in Climate Sustainability, UCSD

### Dr. John D. Sterman

Jay W. Forrester Professor of Management, Professor, System Dynamics and Engineering Systems, Director, MIT System Dynamics Group

### Kellie Bentz

Affiliate Faculty member, Harvard's National Preparedness Leadership Initiative

## Grant Spotlight



TCI was able to scale climate education programming exponentially in the Gulf South states due to our 2023 Packard grant and expand further nationally in thanks to KPMG support.



In thanks to Tom's, TCI launched its first ever educator leadership training on Climate Justice and Equity.

# Staff



## Leadership Team

### Jono Anzalone

*Executive Director*

### Leia Lowery

*TCI Co-Founder, Deputy Director and Head of Programs and Partnerships\**

### Louise Stephens

*Director of Policy*

### Meagan Cooper

*Director of Communications*

### Kristina Madarang-Stahl

*Director of Development*

### Nyla McFadden

*Assistant Director of Programming and Education Lead\**

TCI would like to recognize and thank Jono, Louise and Kristina for their leadership, vision, and commitment in guiding TCI through its first few years as a non-profit. Without them, we would not be where we are today!

\* Mid-year 2023, our organization announced the following changes to TCI Executive Staff: Nyla McFadden to Director of Education, Programs & Policy; Amanda Robinson to Director of Development; and Kate Keefer to Director of Operations. At the end of 2023, our board and staff proudly announced Leia Lowery as TCI Executive Director and Co-Founder, effective 1.1.24

## Our Team

### Julia Anders

*Development Associate*

### Luis Borrero

*Marketing Communications Manager*

### Emily Ferrick

*Content Manager*

### Bethany Humphrey

*Youth on Boards Project Lead*

### Kate Keefer

*Operations Manager\**

### Ariel Maldonado

*Youth Engagement Manager*

### Caitlin Neal-Jones

*LEAF Fellowship Manager*

### Stephanie Rivas

*Regional Coordinator*

### Amanda Robinson

*Principal Gifts Officer\**

### Angie Sanchez

*Development Officer*

### Alexa Sabatini

*Programs Coordinator*

### Javan Santos

*Policy Manager*

### Maria Claudia Schubert-Fontes

*Regional Coordinator*

### Toni Del Rosario

*Operations Admin Associate*

Team Transitions: TCI would like to recognize and thank Javan, Emily, Maria Claudia, Stephanie and Megan for their passion and contributions to the TCI mission in its first three years. We cannot wait to see what's next for these climate champions!

## 2023 Climate Fellows

Madison Barfoot, Cristian Barrios, Megan Birnbaum (Climate Career Senior Fellow), Christopher Burgos, Ann Butler, Dillon DeKalands, Julie Hoàng, Hunter Holliday, Cadence Housmans, Stella Kustra, Mesa McKee, Sofia Mesa, Hajna Nagy, Camryn Pittman, Christopher Reece, Jack Reetz, Lucy Ross, Samantha Salazar, Riley Stevenson, Elizabeth Umanah, Lenny Zaleski

## Join the Movement!

[TheClimateInitiative.org](https://TheClimateInitiative.org)  
@the\_climateinitiative



Platinum  
Transparency  
2023

Candid.

## Interested in supporting The Climate Initiative?

Contact

[Amanda@TheClimateInitiative.org](mailto:Amanda@TheClimateInitiative.org)