



The Climate Initiative

Annual Report

2024



Reflections on 2024



"Our commitment remains clear: to amplify climate solutions and empower communities to drive meaningful environmental progress."

As I reflect on the last year, I feel heartfelt gratitude for the unwavering support from our community.

In 2024, The Climate Initiative transformed challenges into opportunities, driving meaningful climate action through innovative programming and organizational excellence. Our Collegiate Climate Policy Institute in Maine, 5th annual National Climate Educator Retreat, and new direct-to-youth John Mathers Climate Action Leadership Program expanded our national impact, directly empowering the next generation of environmental leaders.

We strengthened our internal capabilities by refining our engagement pathways, building a data-driven culture, and enhancing our impact measurement. This approach ensures that every donor dollar creates tangible, measurable change—turning environmental awareness into concrete action.

Our commitment remains clear: to amplify climate solutions and empower communities to drive meaningful environmental progress.

In navigating the challenges of the past year, we made the difficult decision to streamline our organization, focusing on ensuring the long-term sustainability of TCI and protecting the core of our mission. We are grateful for every team member's contributions, and we know that our strength lies in the collective dedication of every team member - past and present. Each individual has woven their unique talents into the fabric of our organization, creating a legacy of impact that continues to define and propel us forward.

Our strategic restructure amplifies the voices of our educators, centering their expertise on our new Educator Hub, and empowers local youth action with our John Mathers Climate Action Leadership Program. By empowering local practitioners with TCI tools and resources, we create a direct pathway from global challenges to community-led innovations. This approach amplifies grassroots problem-solving and ensures more funding goes directly to impactful programming, honoring our commitment to meaningful ground-level change.

In a world of environmental challenges and uncertainty, TCI stands in solidarity, equipping educators and youth with the power to transform uncertainty into opportunity and lead the charge toward a sustainable, resilient future.

In this together,



Leia Lowery

Executive Director and Co-founder

Mission

Empower youth
voices for climate
action

We see the impact of global climate challenges in our own communities and we know local action is where solutions take root. We are rebuilding local community connections and provide tools for youth and educators to work together with their communities, because we've learned that intergenerational collaboration is essential for building strong, lasting resilience.

2024 Highlights

155

Students
trained in our Climate
Action Leadership
Program pilot

1,600+

New Learning Lab Educators
brought into our newly launched Hub

17,000

Youth involved in community-based
climate action projects

216,000

Youth educated with Learning Lab
bringing our lifetime total to 370,000

515,000

Youth and Educators Utilizing TCI Programs
Over halfway to our 1 million goal!

Donor Spotlight:

GORDON AND BETTY
MOORE
FOUNDATION

The generosity of the Moore Foundation enabled TCI to build a vibrant Monitoring and Evaluation system to support and amplify TCI's work of empowering youth voices for climate action.

Over 17,000 youth have created and participated in multigenerational climate action projects in their own communities.

MINNESOTA: middle school boys shifted their own perceptions of climate change and started school-wide composting project with school leadership interviews and buy-in.

OHIO: middle schoolers audited school's recycling program and saved over 200 lbs of paper in one week.

MAINE: high school youth cohort leads intergenerational community conversations on sea level rise with over 150 attendees.

CALIFORNIA: high school students host social justice community Earth Week event. Learning Lab educator accepted as a featured educator at the California Council for the Social Studies Conference presenting her paper, "Teaching Climate Justice & Equity: It is not just for science teachers."

CONNECTICUT: salt marsh restoration project with high schoolers at global alternative school

KENTUCKY: middle schoolers petition their school board to get solar power to recharge all of their computers, in coal country!

ARIZONA: community college students planted milkweed for migrating monarchs, kicked off sustainable building project using lime, cement and wood waste to build an interlocking block.

KANSAS: students studied water resource management, connecting classroom learning to real-world environmental challenges.

ALABAMA: high schoolers studied Gulf of Louisiana land erosion, working with a state legislator to write a bill protecting coastline from invasives that are eroding the land.

2024: The year of strategic focus.
2025: The year of local climate action.

Direct to Youth

Youth Action Council (YAC)

TCI empowers young people not just through our mission, but in our governance as well. Youth perspectives are integrated at every level, with dedicated youth seats on our Board of Directors and our Youth Advisory Council (YAC). In 2024, our inaugural YAC Cohort completed their two-year term and transitioned to become the Youth Action Council, reflecting their evolving role within our organization.



Climate Action Grant Cohort

In Maine, we completed a State Climate Action Grant project, in partnership with the Town of Kennebunkport, to engage Kennebunk High School students in facilitating intergenerational community conversations about climate change impacts. The program resulted in over 200+ participants led by 32 youth facilitators from the community.

"It's a pretty magical experience, having people of such varying generations all together in a room, all talking about their experiences and thoughts. Older generations have experienced and seen far more than I have, so they can provide the knowledge of what things were like before I was even alive."

TCI Youth Ambassador

Climate Action Leadership Program (CALP)

Inspired and co-created by the late Rotarian John Mathers, we launched a CALP pilot in 2024 and trained 155 youth as climate action leaders in their communities. Ariel and Leia were also about to introduce CALP nationally at the Aspen Institute Future Leaders Climate Summit in Miami!



Fellowship Programs

UNH

TCI hosted a fellow in collaboration with the University of New Hampshire Sustainability Institute. Angie Kaufman, a student at Vermont Law & Graduate School, assisted the Programs Team in creating two new state policy toolkits. Additionally, Angie directed her skills and expertise at TCI's National Educators Retreat, presenting on sustainable career pathways and 'hooking' politically-minded youth, leveraging place-based education and imagination advocacy.

Baucus Fellows

In addition, TCI also hosted two fellows via the Baucus Institute of the University of Montana. Max Hirrill and Kyle Schaniel assisted the Programs Team in revising TCI's Policy Toolkits for greater engagement and activation in youth. Their work resulted in improved toolkits, additional resources, and the incorporation of activities into toolkits. Furthermore, the fellows completed an international landscape analysis that provided insight into the possibilities for outreach to and collaboration with other countries for greater access to climate education tools.

Policy

TCI hosted its first Maine Climate Policy Institute in Farmington, ME, with 19 participants. The two-day event included workshops and panel discussions meant to enhance understanding and engagement of climate policy in Maine, communication of climate data, and engagement with climate leaders. Panel speakers included representatives from the Maine Department of Education, Office of Policy Innovation & Future, and The Nature Conservancy. The conference concluded with a visit from Representative Daniel Sayer of Kennebunk, ME, where he discussed the role of legislators in enacting climate action.



Direct to Educators

Learning Lab

Learning Lab is now being implemented in ALL

**50 STATES
& 35 COUNTRIES**

Via our modules, we educated over

216,000

middle and high school students in 2024, a 96% increase from 2023!

In 2024, we reached

3,911

total educators who have 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?

Eight of our nine Learning Lab modules are available in Spanish, French and Portuguese, with Vietnamese and Arabic coming soon!

Climate Action Education Hub Launch

In November, TCI unveiled Phase I of our online platform for Educators, the Climate Action Hub. Providing additional resources to support Learning Lab adoption and implementation, the Hub is a one-stop destination for Educators to inspire climate action in their classrooms and communities!

Educator
Climate Action Hub



Educator Retreats

TCI hosted two climate educator retreats in 2024: a regional retreat in Reading, PA and the 4th Annual National Retreat in Saco, Maine, bringing together a vast number of teaching backgrounds. We awarded Julie Ackerman (MN) and Kathy Hagee (CA) with the Annual TCI Changemaker Award for educators!



Educator Retreat Testimonial

Dr. Connie Rivers Mitchell, Daytona Beach, FL, Algebra Teacher

The Climate Initiative Retreat is phenomenal! I've seen the growth in myself and other like-minded educators from across the United States. We all have a sense of pride in what we do to care for our planet and are here to learn more on how to encourage and educate the next generation of problem solvers in our communities.

Donor Spotlight: Tom's of Maine

TCI hosted its largest Educators Retreat to date, welcoming 52 teachers from across the nation for a transformative week of professional development and collaboration thanks to the continued support from Tom's of Maine.



 The Climate Initiative

EXPENSES

Admin
15%

Fundraising
15%

Programs
70%

2024 Financial Breakdown

Assets

Property Plant & Equipment

\$1,902,838

Other

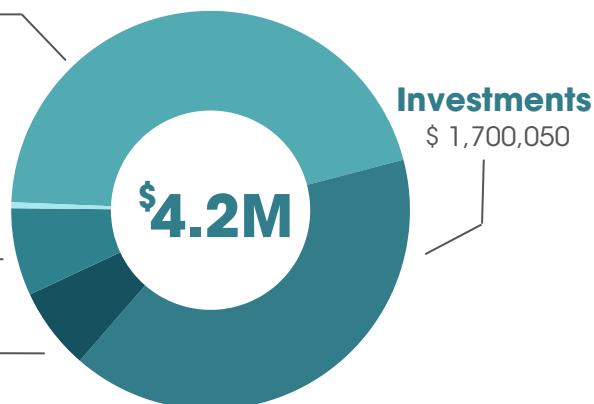
\$ 20,255

Promises to Give

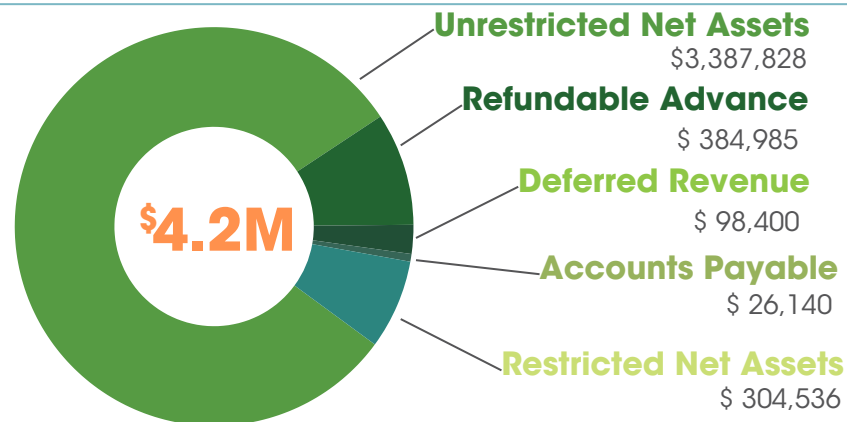
\$ 298,400

Cash

\$ 280,347



Liabilities & Net Assets



2024 Revenues by Source - \$694K Total

Foundations

\$208,590

Individuals

\$ 203,837

Investments

\$ 189,763

Corporate

\$ 73,200

Others

\$19,248

****Audited****

Leadership

Board of Directors

Tom Bradbury, **Chair**

Chair, Executive Director for the Kennebunkport Conservation Trust

Dabreon Darby, **Treasurer**

JP Morgan Chase Associate Program | MBA Graduate Kogod School of Business (AU)

Harold Brooks

Chief Resilience Officer at the Global Community Resilience Institute

Angela Zhong

Student, Harvard University

Louisa McCovey

Environmental Program Director, Yurok Tribe

Monica Hanover

Realtor at Intero Real Estate Services

Amelie Panaccione

Student, Brown University

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

Student, Dartmouth College

General Russel Honoré

Retired 4-star General and Founder of GreenARMY

Dr. Jono Anzalone

Former VP of International Services at the American Red Cross and 1st Executive Director of TCI

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

Youth Advisory-Action Council

Rachel Brzezicki

Student at Columbia University, studying Sustainable Development

Gavin McKay

Junior at the University of Florida and a Future Leader Climate Fellow at the Aspen Institute

Rory Hogan

Graduate Student at Stockton University, studying coastal zone management

Kaylin Lemajeur

Holds a Bachelors of Science in Environment & Sustainability from Cornell University

Suzanna Schofield

Graduated from Wellesley College, with a double major in Environmental Studies & Peace and Justice Studies

Sarah Robinson

Third-year Biology student studying environmental studies and sustainability and pursuing a career in conservation veterinary medicine

Staff



Leadership Team

Leia Lowery

Executive Director and Co-Founder

Meagan Cooper

Director of Communications

Kate Keefer

Director of Operations & Impact

Nyla McFadden

Assistant Director of Programming and Education Lead

Amanda Robinson

Director of Development

Our Team

Julia Anders

Development Associate

Majid Attar

Outreach Fellow

Luis Borrero

Marketing Communications Manager

Bethany Humphrey

Youth on Boards Project Lead

Ariel Maldonado

Youth Engagement Manager

Shilton Mavule

Monitoring and Evaluation Fellow

Caitlin Neal-Jones

LEAF Fellowship Manager

Alexa Sabatini

Programs Coordinator

Angie Sanchez

Development Officer

Toni Del Rosario

Executive Assistant

TCI would like to recognize and thank Nyla, Caitlin, Angie, Toni and Bethany for their countless contributions in pushing the TCI mission forward.

2024 Climate Fellows

Aniqa Ahmed, Sophia Boyd,
Kera Daughtery, Esperanza De Lara,
Becca Ferguson, Marilyn Soliven Martinez

Join the Movement!

TheClimateInitiative.org
[@the_climateinitiative](https://www.instagram.com/the_climateinitiative)



Platinum
Transparency
2024

Candid.

Interested in supporting The Climate Initiative?

Contact Amanda@TheClimateInitiative.org