



Human Impacts Institute

Annual Report

2015

Our mission is to inspire you
to transform environmental
challenges into social action for a
just and livable world.



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STORY

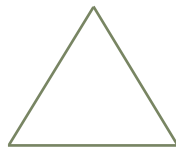
The Human Impacts Institute is a think-and-do-tank based in Brooklyn, NYC, whose mission is to inspire diverse people to take environmental and social action in their own, impactful way. Our programs pair artists and scientists to engage new audiences in climate change solutions, bring youth to boardrooms, and get policymakers' hands dirty caring for street trees. We believe this work fills a crucial gap in the environmental movement, helping people find a personal way to connect to and act on important issues. We have provided environmental education and creative communication consulting services to national governments in Germany, France, and the U.S.; the United Nations; corporations such as L'Oreal, Citigroup, HSBC; universities in the U.S. and Europe; and many community-based organizations and individuals from around the world.

In the past five years, HII has reached over 115,000 program participants through 960 hours of educational programming, more than 50 public art exhibitions, and with the help of over 13,000 volunteer hours. Tara DePorte founded the Human Impacts Institute in 2010, seeing a need for creative approaches to sustainability and global coalition building. Before starting the Human Impacts Institute, Tara worked for 9 years as Director of Environmental Education and as Program Director for a NYC community-based organization--developing opportunities for inner-city youth to learn about, and develop responsibility for, their local environment. She has also served as a global representative of The Climate Reality Project since 2006, presenting to thousands of people about climate change and has been on panels alongside Vice President Al Gore, President Mohamed Nasheed, Bill McKibben, leading climate scientists,

APPROACHES

INSPIRE

new audiences to engage with social and environmental issues through our Creative Communication programs



ACT

to help you take action, while broadening your knowledge through our Learning-by-Doing programs

SHARE

innovative ways to stay involved and build a community of change-makers through our Curated Actions programs





2015 HIGHLIGHTS



91,950
PROGRAM
PARTICIPANTS



\$178,650
DONATED HOURS



188
EDUCATIONAL
EVENTS



125
TREES STEWARDED



PROGRAMS TO **INSPIRE** YOU



Human Impact Stories

Human Impact Stories is a new, inspiring program which highlights the personal stories of climate action in creative, diverse, and public ways. Launched in 2015 in the cities of NYC, Marseille, and Berlin, we have partnered with ministries, universities, federal governments, artists, and diverse climate actors from around the world to showcase people and places that are successfully addressing climate change. Through interactive exhibits that include large-scale, durable posters, pod-casts, and original artwork, we use storytelling and art to discuss and inspire others to take action.

Through the sharing of local lives and solutions, Human Impact Stories makes climate change personal. By connecting a diverse group of policy, education, arts, and storytelling experts, we develop series that connect the listener to climate change solutions in their community and beyond. From researchers coming up with clean energy technology to activists building movements, we share their stories, impacts, and actions with interviews, locally-relevant facts, and pathways to implementing diverse, climate solutions.



Climate sheroes

Location: French Consulate, NYC
Date: June 17, 2015
Key Partners: Permanent Mission of Germany UN, Permanent Mission of France to UN, E.U. Delegation to the UN, German Consulate in NYC, French Consulate in NYC
Language: English
Estimated Reach: **400 (1-day event)**
Participants: **19 amazing women** leading the way in their community to combat global climate change. From artists to students to scientists, these women are addressing the root causes of climate change and inspiring others to take a stand along the way. Examples include: a NASA/IPCC scientist, communications expert at Columbia University, and Producer of StarTalk Radio.



Climate Connections

Location: 5 historical sites, Marseille, France
Date(s): 10Oct-12Nov, 2015 & 28Jan-29Feb, 2016
Key Partners: OT-Med (Objectif Terre Bassin Méditerranéen), IMéRA - Institut d'études avancées, University of Aix-Marseille, City of Marseille, Radio Grenouille
Languages: French, English
Estimated Reach: **50,000 (two-month exhibit)**
Participants: **14 extraordinary people** who are making the link between climate change and the things we think about every day. Examples include: representative of UNEP's Plan Blue, the head of sustainability for the regional PACA government, the Director of the World Bank's Centre for Mediterranean Integration, and Professors of Psychology, Law, & Geography at the Univ. Aix-Marseille.



Bridging the Divide

Location: Kalkscheune, Berlin, Germany
Date: 5 November, 2015
Key Partners: German Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety
Languages: German, English
Estimated Reach: **100 (1-day event)**
Participants: **14 inspiring individuals** who are world's apart on the map (US and German cities), but are neighbours in action on how they take on climate change. Examples include: the "father of environmental justice" from Houston, Texas, the Secretary General of the Mercator Institute in Berlin, Germany, and a Pastor helping interfaith communities in the southern US to take climate action.



Creative Climate Awards

Our Creative Climate Awards are an annual series of events that showcase artists creating climate-inspired, public works. In an effort to inspire us to think more critically about our actions and their impacts, the Creative Climate Awards program uses the arts and creativity to share knowledge, broaden the climate conversation, educate, and incite action.

These events are an opportunity to creatively engage tens-of-thousands of people in positive action around the challenges posed by climate change, while having your work seen by our judges---some of the top artists, curators, and international leaders in the world.

2015 Totals:

80
artists applied

30
artists accepted

30
day art exhibit



2015 At a Glance

Location: 1 East 42nd street, New York, NY
In 2015, the CCA challenge was

Make climate personal and practical

We held a month long exhibit at TECO on with an opening and closing party with performances from HoneyChild Coleman, LeAnne Harvey, and Jody Sperling.

This year was the first year we auctioned the art in the exhibit on Paddle8. We sold **7** pieces out of the 30 pieces displayed.

Participants: 2015 Judges

Mr. Berndt Arell, Director of the National Museum, Stockholm, Sweden;
Ms. Marcia Sells, Associate Vice President, Program Development and Initiatives & Associate Dean, Office of Community Outreach, Columbia University School of the Arts;
Ms. Karen Boyer, Independent Art Advisor;
Mr. Lawrence B. Benenson, Principal, Benenson Capital Partners, LLC, MoMa Board Member, Art Collector;
Mr. Brooks Atwood, Founder & Creative Director of Brooks Atwood Design, TV Host at A&E, Adjunct Faculty at Parsons School of Design;
Mr. James Hannaham, Associate Professor, Pratt Institute

Partners

Taipei Economic and Cultural Office NYC
Positive Feedback
Artbridge
Climate Week NYC
International Center of Photography

SINCE 2011:

200+
artists applied

80
artists accepted

55
curated public art exhibits



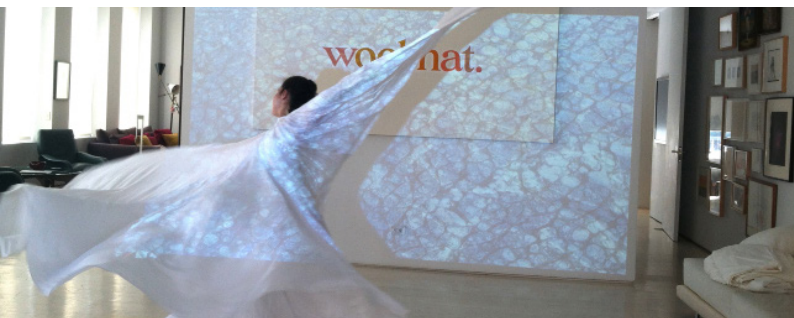
PROGRAMS TO **SHARE**



Human Impact Salons

Our Human Impacts Salons are unparalleled events that communicate tough topics to the public in creative and engaging ways. Our Salons bring together creative visionaries with community leaders, environmental experts, and activists to highlight pressing environmental and social issues through live performance and conversation.

2015 Totals:	176 registered attendees	73 Actual Attendees	3 performances
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2015 At a Glance

Human Impacts Berlin emphasized local initiatives dealing with climate action and brought awareness to work being done in both the U.S. and in Germany on climate in an inspirational atmosphere. The event explored innovative ways to communicate climate action to a broader audience in preparation for the climate conference (COP21) in Paris and beyond. Human Impacts Berlin was a culmination of a series of salons hosted from 2013 to 2014 in 8 different cities across the U.S. and linked it with the German concepts to build a common understanding of what needs to be done for climate action.

Participants: 2015 Panelists & Performers

Antje von Broock, Friends of the Earth Germany
Ursula Fuentes Hufilter, German Federal
Brigitte Knopf, Mercator Research Institute on
Global Commons and Climate Change
Malte Schneider, Climate-KIC Germany
Emma Zinsmeister, US Environmental Protection Agency
Camilla Bausch, Ecologic Institute
Carel Carlowitz Mohn, Klima Fakten
Daniel Dendra, anOther Architect
Ministry for the Environment

Mad Kate | Black Cracker | Liz Rosenfeld

Partners

Federal Ministry for the
Environment, Nature
Conservation, Building, and
Nuclear Safety

Embassy of the United
States, Berlin

ATLANTA

D.C.

MIAMI

BOSTON

CHICAGO

NYC

S.F.

BERLIN

SINCE 2013:

847
total attendees

50
speakers

20
performers

9
cities visited



Impact Hours

Our Impacts Hours are spaces for you to bring your ideas to the table. We think it is crucial to allow all voices to be heard when solving environmental and social issues. We have three opportunities for you to come join in the discussion through our open mic nights, Jeffersonian Dinners, and Online Talks.

Open mic nights are for ideas, where you share your knowledge, ideas, stories, and solutions. Think of it as a cross between speed dating and an open mic night--no boring presentations or long-winded conversations, just great ideas delivered to you quickly and beautifully! Each Impacts Hour has a special theme ranging from education to justice to climate change.

"Jeffersonian Dinners" are a place to exchange professional and personal experiences over a great meal. The evening is an occasion to share a thought-provoking conversation around a meal, and to explore together ways to inspire more people to take action on climate change--with a bit of reflection and a lot of creativity. In the style of dinners organized by Thomas Jefferson, the goal of these gatherings is to bring together people from diverse experience-bases (arts, theology, politics, communication, science, etc) to have a conversation around a common interest or topic. The dinners are a unique conversation to learn, rethink, and expand our experiences and biases in the face of complex issues, such as climate change.

Online Talks are a space for you to connect with experts and organizations from all over the world. We provide a platform for you to communicate your idea to an audience that doesn't hail from your own community. We believe in resource sharing and learning from each other. These talks are meant to deepen your knowledge while hearing from fresh and new perspectives.

2015 At a Glance

Dinner 1: Inspiration

Location: l'Entre Pots, Marseille, France

Date: 3 June, 2015

Participants: **13 people**, half of whom work on climate change (climatologists, psychologist, communications expert) and half who work in arts and communications. Topic: How do we inspire climate action?

Dinner 2: Art as Activism

Location: Exit, Berlin, Germany

Date: 27 June, 2015

Participants: Seven performance, visual, and sound artists from the U.S., Germany, and Italy
Topic: Art as activism

Dinner 3: Action

Location: l'Entre Pots, Marseille, France

Date: 15 December, 2015

Participants: Seven people including two performance artists from Berlin, a writer, palaeoclimatologist, environmental economics expert, and scientific coordinator.
Topic: What climate actions do we want?



PROGRAMS FOR YOU TO **TAKE ACTION**



Youth Leadership Intensives

Our leadership intensives support underserved and underrepresented individuals as social and environmental changemakers through skills development and career mentoring. As a participant, you gain a deeper understanding of key global issues through on-the-ground community work, while developing tools for communication, research, management, and program development. Through our mentorship opportunities, you put your knowledge to practice as we connect you with employment opportunities in diverse sectors.

2015 Totals:

45
hours of education

23
partner organizations

10
youth leaders



2015 At a Glance

The 2015 Youth Leadership Intensive gave 10 high school students an in-depth look at relevant environmental issues, and specific ways to engage and stay engaged with them.

The first part of the program focused on the many different kinds of 'environmental' work and leadership, with an emphasis on getting outside as much as possible! The second part focused on engaging people and businesses in the community, and a **day of mentorship** with pre-selected environmental organizations (e.g. rooftop farms, United Nations).



2015 Partners

Aspen Institute
Brooklyn Grange
Build it Green!
DEP
Earth Matter
Freelancer's Clinic
Narrative 4
NYC Compost Project
NYS Parks Dept
NYDoE
Office of Councilmember Levin
Queens Botanical Garden
Sims Recycling

TreesCount! 2015
United Nations
Urban Soils Institute
Watershed Agricultural Council
WEACT
Whole Foods
Green School
St. Nick's Alliance
WECAN
Neighbors Allied for Good Growth



Hands-on-Workshops

Our hands-on workshops help you explore your community, while connecting you to the local impacts of global issues. We work with you, your school, company, or community group to create a STEAM (science, technology, engineering, arts and math) educational experience that gets participants both in touch with your creative side and with action-based learning. You'll join us in exploring climate change, water, consumer choice, waste, health, environmental justice, or other topics important to you in a workshop experience that is tailored to the age level, goals, and interests of your group.

2015 Totals:

225
participants

35
education hours

19
public workshops



2015 At a Glance

This past year we held 30 public workshops. These workshops covered topics such as:

Air and Water Pollution	Fishing
Non-Toxic Cleaning	Solar Energy
Decoding Cleaning Labels	Rainwater Harvesting
Stewardship	Soil Quality
Urban Greenspace	Water Infrastructure
Native Species	DIY Bike Repair
Birds	The History of Brooklyn's Waterfront
Oysters	
Composting	



2015 Partners

New York City Parks Department
East River State Park
Open Space Alliance of North Brooklyn
Brooklyn Day Habilitation
Solar One
Neighbors Allied for Good Growth
Ride Brooklyn
Billion Oysters Project
Center for Urban Pedagogy

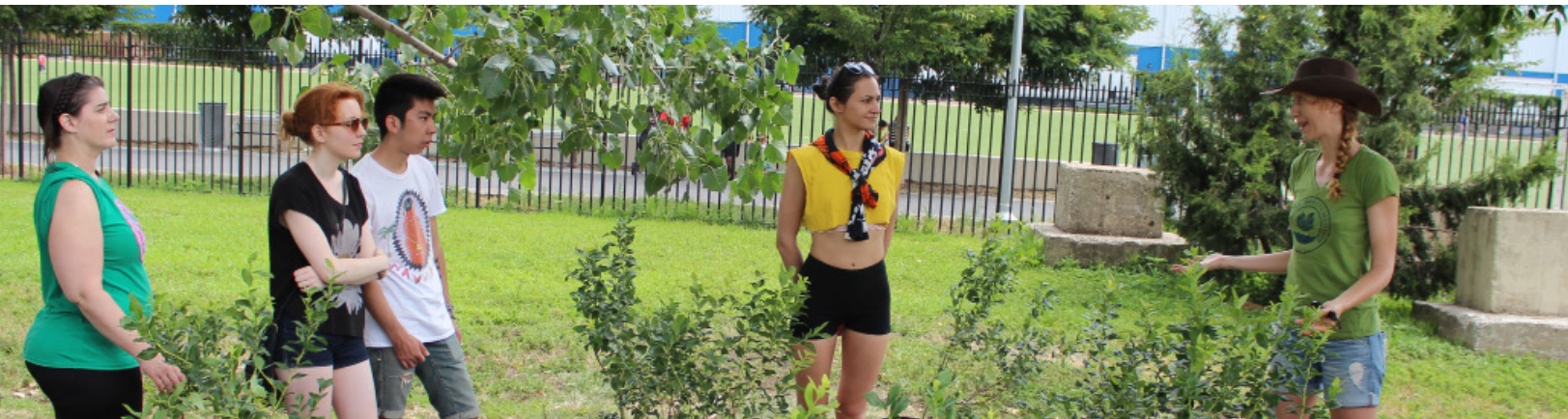
NY Soil and Water Conservation District
Citizens Committee for NYC
Grow NYC
Green Map System
Rockaway Waterfront Alliance
City Parks Foundation
Eco-Schools USA
NYC Compost Project

Since 2010:

936
participants

209
education hours

64
public workshops

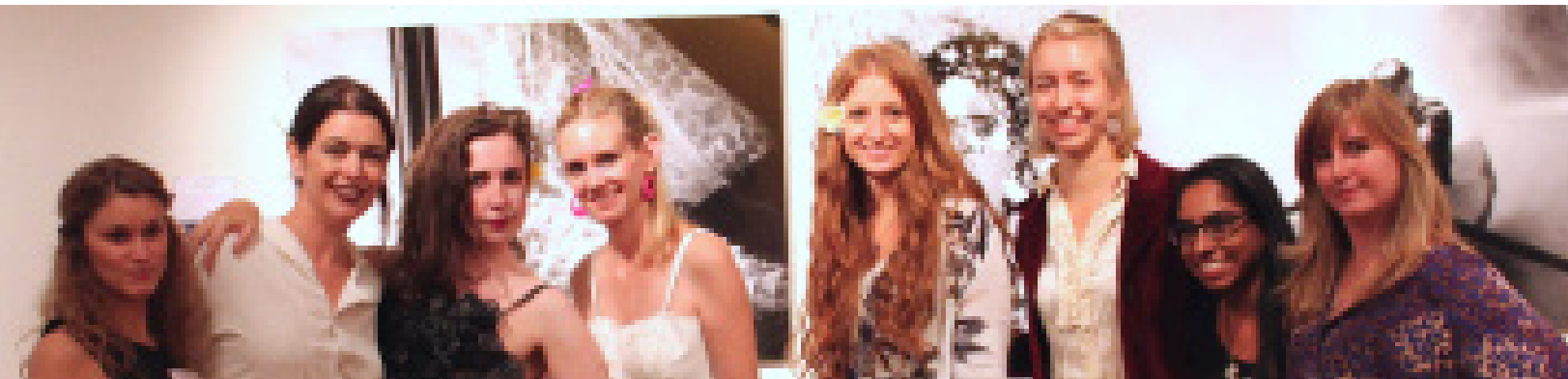


Tree Care Tuesday

From April until September, our crew brings Tree Care Tuesdays to the streets of NYC each week. Our goal is to build community and environmental leadership, while beautifying urban neighborhoods, improving air quality, and caring for our green spaces. Over the past three years, we have had thousands of participants and cared for over 920 trees.

Each Tree Care session involves volunteers, alongside our HII crew, cleaning up, aerating and mulching tree beds, planting bulbs in the tree bed soil, all while spending time in our diverse neighborhoods. We provide the training and supplies, volunteers provide the help and enthusiasm. All sessions are free, and open to the public.

2015 Totals:	125	150	Since 2010:	930	1230
	trees stewarded	participants		trees stewarded	participants



Internships

Our internships provide unique, behind-the-scenes learning experiences where you join us to develop, implement, and monitor our diverse programs. Our past interns have been international lawyers, media professionals, and teachers, as well as graduate and undergraduate students from over 30 universities and colleges based on five continents. They are now working in diverse institutions, including: the United Nations Environment Program, the Earth Institute (IRI), Bloomberg, the Climate Group, GrowNYC, and more!

2015 Totals:	7	1280	Since 2010:	62	9940
	interns	intern hours		interns	intern hours



SELECT PRESS COVERAGE

Radio/Podcasts

Interview with Tara DePorte, Radio Campus France/Good COP, Bad COP21, December, 2015.

Link: <https://soundcloud.com/radiocampus/gcbc21-interview-tara-deporte>

Art COP21: Artist Tara DePorte and Her Work with Environmental Scientists [ENG], Creative Disturbance, August 18, 2015

Link: <http://creativedisturbance.org/podcast/art-and-cop-21-artist-tara-deporte-and-her-work-with-environmental-scientists-eng/>

Artist Tara DePorte discusses how Environmental Artists can Inspire Specific Actions [ENG], Creative Disturbance, August 18, 2015.

Link: <http://creativedisturbance.org/podcast/artist-tara-deporte-discusses-how-environmental-artists-can-inspire-specific-actions-eng/>

Human Impact Stories Marseille (full-length series broadcast), Radio Grenouille, November 23rd–December 4th, 2015.

Human Impact Stories Marseille and NYC (full-length series broadcast), Good Cop, Bad Cop21, November 18th–December 12th, 2015.

Human Impact Stories Marseille and NYC (full-length series reposted), Creative Disturbance.

Video/Television

Fight the System, from Outside & Within, Occupy.com/Act Out!, December 14, 2015.

Link: http://www.occupy.com/article/act-out-paris-3-fight-system-outside-within?qt-article_tabs=0

How Can we Create a Shared Meaning?, Place to B, December 8, 2015. (No video available).

Interview with Tara DePorte – The Human Impacts Institute, COP21 Hub Culture Paris, December 4, 2015.

Link: https://www.youtube.com/watch?v=BT_D_ClwSX0

Human Impacts Berlin, U.S. Embassy in Berlin, November, 2015.

Link: <https://www.youtube.com/watch?v=WpBkIEPuYgo>

Written Media

DePorte, Tara, A Little Inspiration Can Go A Long Way, Brooklyn Rail, November 5, 2015.

Link: <http://www.brooklynrail.org/2015/11/criticspage/a-little-inspiration-can-go-a-long-way>

DePorte, Tara, When Conversation Inspires Action, Invoking the Pause, 2015.

Link: <http://invokingthepause.org/humanimpactsinstitute.html?bpid=5584>

Exposition "Human Impact Stories, Marseille : Connexions Climatiques" au Palais Longchamp, DestiMED, October 9, 2015.

Link: <http://destimed.fr/Exposition-Human-Impact-Stories-Marseille-Connexions-Climatiques-au-Palais>

Select Blogs (all originally posted at HumanImpactsInstitute.org)

Golze-Desmond, Lena. Celebrating our Climate sHeros, June 29, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Celebrating-our-Climate-sHeros/c23t0/558c7cd00cf2ef0f928caa7e>

DePorte, Tara. When a Conversation Inspires Action, August 1, 2015.

Link: <http://www.humanimpactsinstitute.org/#!When-a-Conversation-Inspires-Action/c23t0/55bcef600cf285bbf3026135>

DePorte, Tara. Human Impacts Stories Marseille, September 2, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Human-Impact-Stories-Marseille-Climate-Connections/c23t0/55e6e5ec0cf29a3653bed3f1>

DePorte, Tara. Climate Connections in Marseille, October 21, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Climate-Connections-in-Marseille/c23t0/5627ae830cf25a21acbeb0a5>

DePorte, Tara. The Art of Climate Action: A Push for Public Participation on the Road to Paris, October 21, 2015.

Link: <http://www.humanimpactsinstitute.org/#!The-Art-of-Climate-Action-A-Push-for-Public-Participation-on-the-Road-to-Paris/c23t0/5627b4750cf28eac6f341f61>

DePorte, Tara. Teaching Creative Climate in Marseille, October 21, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Teaching-Creative-Climate-in-Marseille/c23t0/5627b15b0cf2a9c7a2b8b632>

DePorte, Tara. When a Conversation Inspires Action Part 2, October 21, 2015.

Link: <http://www.humanimpactsinstitute.org/#!When-a-Conversation-Inspires-Action-2/c23t0/5627aac50cf20da412a3e4a0>

Golze-Desmond, Lena. Crossing the Transatlantic Climate Bridge, November 13, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Crossing-the-Transatlantic-Climate-Bridge/c23t0/56450efe0cf2f51f32385fd8>

DePorte, Tara. Climate Action from NYC to Marseille, November 23, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Human-Impact-Stories-at-COP21-Climate-action-from-NYC-to-Marseille/c23t0/565303970cf29bcc7d6c22b4>

DePorte, Tara. Human Impacts Makes Climate Personal, November 23, 2015.

Link: <http://www.humanimpactsinstitute.org/#!Human-Impacts-Makes-Climate-Personal-on-the-Radio-888FM-Marseille-France/c23t0/565323610cf29bcc7d6c551e>



2015 FUNDERS



Invoking The Pause

CREATIVE COLLABORATION FOR CLIMATE CHANGE



Federal Ministry for the
Environment, Nature Conservation,
Building and Nuclear Safety



文化部

MINISTRY OF CULTURE

Taipei Cultural Center of TECO in New York



European Union Delegation to the United Nations - New York

EU @ UN *Partnership in Action*



2015 PARTNERS

Citizens Committee for New York
City (CCNY)
Friends Seminary
Ride Brooklyn
Sims Recycling
Sustainable CUNY
Trees Count!
Urban Soils Institute
Watershed Agricultural Council
(WAC) (also Watershed Forestry
Institute for Teachers (WFIT))
WECAN
Brooklyn Botanic Garden
City Parks Foundation
Queens Botanic Garden

350.org
AlasDeRio
American Museum of Natural History
Asian Americans for Equality
Asian Americans for Equality
Aspen Institute
Billion Oyster Project
Boy Scouts of America
Brooklyn Arbor School
Brooklyn Grange
Build It Green
AHRC (Brooklyn Day Habilitation
Center)
City Parks Foundation
Citizen's Network for Sustainable

Development (CitNet)
Clean Air NY
Clean Air-Cool Planet
Climate Reality
East River State Park
NYC Parks
Open Space Alliance
Keela
New York City Compost Project
Neighbors Allied for Good Growth
New York State Parks Department
Consulate General of France
McCarren Play Center
United States Embassy in Berlin

2015 DONORS

Robert Dickey
Courtney St. John
Amy Braunschweiger
Karen Rice
Susan DePorte
Pamela G. Russo
Various Mediums Inc
Ha Young Kim
J. Manuel Mansylla
Don Menke

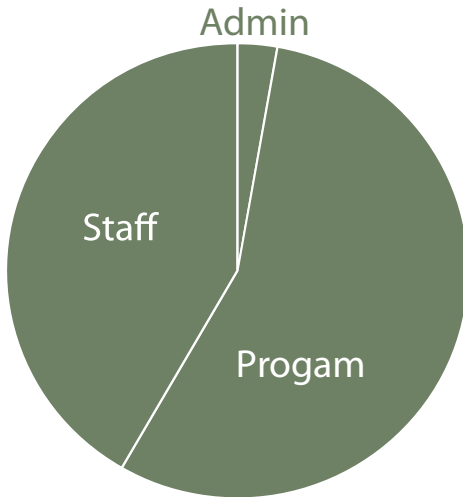
Gail Karlsson
Joseph Reibman
Kym Motley
Michael Verruto
Dillon Lanius
Morgan Robinson
Erin McKinnon
Wendy Brawer
John Briggs
Michael McGuirk

Divyesh Mittal
Little Cupcake Backshop
Where's Spot, Inc
Robert Wood Johnson Foundation
Amazon Smile Foundation
Bill Carrera
Many Design
Vertical Response



2015 FINANCIAL STATEMENT

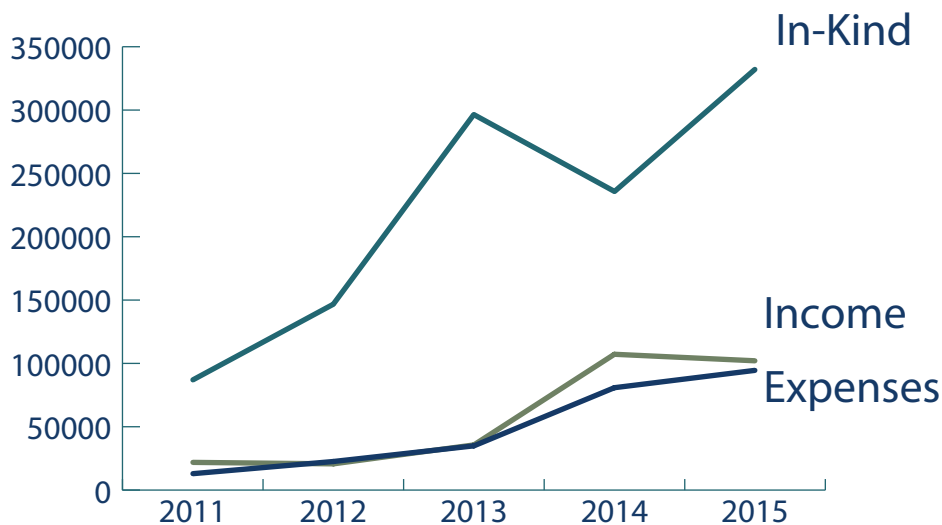
WHERE YOUR MONEY GOES



In 2015, the Human Impacts Institute became a 501(c)3 certified organization after 4 years of fiscal sponsorship from the Huairou Commission. HII has seen substantial growth from its origin in 2010 to today. From developing our consulting services with international governments to receiving New York State supported grants for our educational programs, we have grown our annual budget and been able to support richer, more developed programs. We were able to dedicate well over half of our expenses towards programming and activities.

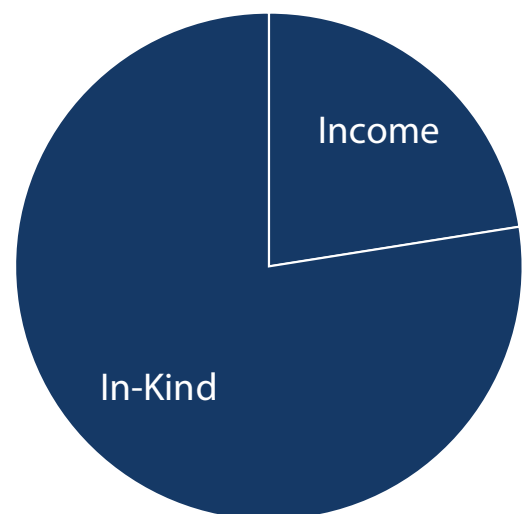
We began as an independent organization on February 14th, 2015, with a Cash Asset of \$14,187. We generated a Total Revenue of \$448,968, which includes in-kind contributions. Two thirds of our revenue came from in-kind donations and services.

BUDGET GROWTH



INCOME VS. IN-KIND SUPPORT

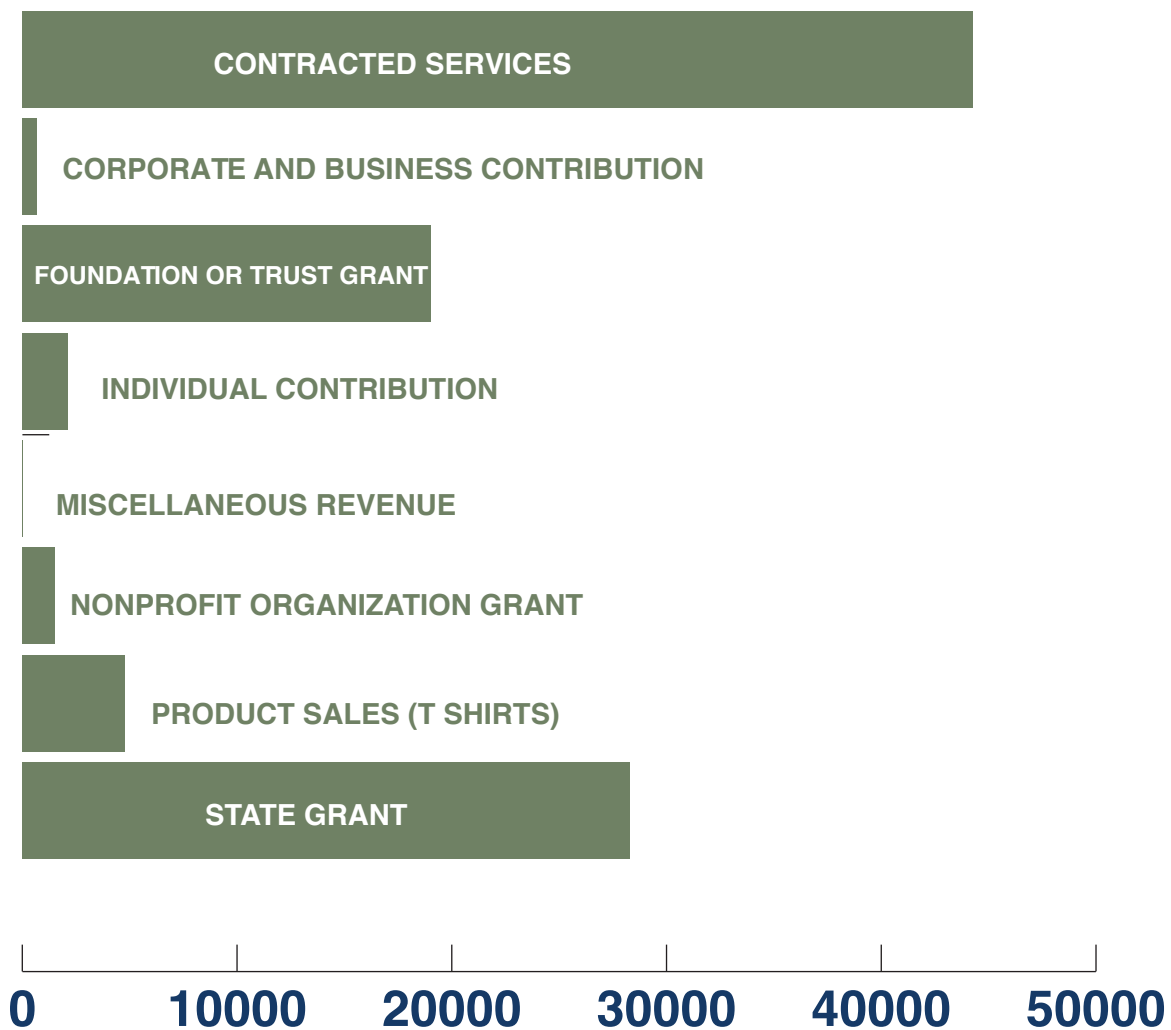
\$100,721 vs \$348,246





The remainder of revenue was received throughout the year primarily through Contracted Services from International Consulates and Foundation and State Grants. Our expenses accrued throughout the year totaled to be \$442,020, of which \$93,774 is actual expenses and the remainder are in-kind expenses. The majority of these costs were allocated towards supplies for programs as well as Salary and Related Expenses. In 2015, we had a Net Income of \$6,821. We hope to grow this income through strategic fundraising efforts to individual and corporate sponsorship in 2016.

WHERE OUR MONEY COMES FROM





STATEMENT OF FINANCIAL POSITIONS

Human Impacts Institute As at 31 December 2015

31 Dec 2015

Assets

Cash and Cash Equivalents	
HII Citi Online Banking	18,549
Total Cash and Cash Equivalents	18,549
Current Assets	
Accounts Receivable	4,041
Total Current Assets	4,041
Total Assets	22,590

Liabilities and Equity

Liabilities

Current Liabilities	
Accounts Payable	4,585
HII Credit Card	62
Total Current Liabilities	4,647
Total Liabilities	4,647

Equity

Current Year Earnings	6,821
Unrestricted Net Assets	11,122
Total Equity	17,943
Total Liabilities and Equity	22,590



STATEMENT OF ACTIVITIES

Human Impacts Institute 1 January 2015 to 31 December 2015

31 Dec 15

Revenue

Contracted Services - Other	44,376
Contribution - Individuals	2,122
Corporate and Business Contribution	671
Foundation or Trust Grant	19,005
In Kind (R) - Donated External Professional Services	101,581
In Kind (R) - Donated Facilities Use	143,170
In Kind (R) - Donated Internal Professional Services	93,066
In Kind (R) - Donated Utilities - Program	8,304
In Kind (R) - Gifts in Kind, Goods	2,125
Miscellaneous Revenue	1
Nonprofit Organization Grant	1,500
Product Sales (T Shirts)	4,760
State Grant	28,287
Total Revenue	448,968

Less Cost of Sales

Cost of Goods Sold	126
Total Cost of Sales	126

Gross Profit

448,842

Operating Income / (Loss)

448,842

Other Income and Expense

Accounting Fees - Admin	(857)
Advertising Expense - Program	(611)
Bank Charges & Credit Card Discounts - Program	(287)
Contractors - Internal - Program	(17,892)
Employee Benefits, Non-Pension - Program	(1,029)
In Kind (E) - Donated External Professional Services - Program	(101,381)
In Kind (E) - Donated Facilities Use - Program	(143,170)
In Kind (E) - Donated Internal Professional Services - Program	(93,266)
In Kind (E) - Donated Utilities - Program	(8,304)
In Kind (E) - Gifts In Kind, Goods- Program	(2,125)
Insurance, Non-Employee - Program	(822)
Legal Fees - Program	(134)
Miscellaneous Expense - Program	(3,635)
Postage, Shipping, Delivery - Program	(321)
Printing & Copying - Admin	(88)
Printing & Copying - Program	(218)
Professional Fees, Other - Program	(1,218)



Income Statement

	31 Dec 15
Refreshments - Program	(1,330)
Salary & Related Expense - Program	(46,892)
Software - Admin	(205)
Software - Program	(157)
Stipends - Program	(5,837)
Supplies - Program	(5,787)
Telephone & Telecommunications - Program	(877)
Travel and Meeting Meals - Program	(1,252)
Travel and Meeting Transportation - Program	(4,520)
Travel and Meetings Hotel - Program	(1,406)
Vendor Refunds	1,600
Total Other Income and Expense	(442,020)
Net Income / (Loss) before Tax	6,821
Net Income	6,821
Total Comprehensive Income	6,821



THE CREW

STAFF

Tara DePorte	Executive Director & Founder
LeAnne Harvey	Community Relations Manager
Lena Golze Desmond	Programs Manager
Lauren Lavitt	Development Manager

THE HUMAN IMPACTS INSTITUTE
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