LETTER FROM OUR FOUNDER

The mission of Social and Environmental Entrepreneurs (SEE) includes supporting projects that heal social wounds, finding solutions to environmental degradation and helping our society to see the world more holistically. Each social cultural epoch in human history is faced with its unique challenges and opportunities: the Middle Ages; the scientific revolution; capitalism; the World Wars; and now, the decline of Planet Earth’s ability to sustain life in a robust way; Earth-life is withering.

Some of our successes in 2018 include:
- We had the highest funding and program support year ever. In fact, our projects’ fundraising and program work has grown significantly each year for more than five consecutive years thanks to our committed staff and the leadership of our Executive Director, Jennifer Hoffman.
- New staff members joined SEE to support the Human Resources Department and a managing director position was added for additional staff depth.
- We also initiated a more sophisticated payroll system and launched our new P2P Fund, a grant-making collaborative organized by SEE.

On behalf of SEE’s Board of Directors, I’d like to thank the staff for all their hard work. It was a good year for SEE and its mission to help people and the planet.

Andrew Beath, Founder and Board Chairman

What gives an individual meaning in the 21st Century?

The answer stems at least partially from one’s social/cultural circumstance. Here at SEE we find meaning in helping our projects make the world a healthier, more joyful place.
OUR PURPOSE
As a fiscal sponsor, SEE incubates projects that will make a cultural impact by creating progressive, social and environmental change. Our projects provide constructive innovations at grassroots levels and long-term cultural transformation to create a more socially just and environmentally sustainable world.

OUR MISSION
The mission of Social and Environmental Entrepreneurs (SEE) is to empower, encourage and catalyze projects so that we can collaborate and facilitate progressive change in areas of social and environmental justice.

OUR VISION
Social and Environmental Entrepreneurs (SEE) was formed in 1994 as a 501(c)(3) nonprofit organization. For 25 years we have been providing support services to start-up nonprofit projects in order to alleviate the initial obstacles faced when transforming a project vision into a reality.

SEE’s long-term vision is empowering individuals to turn their ideas of positive change in their communities into action. Projects under our sponsorship are not separate organizations; rather, they are extensions of SEE’s mission. As an umbrella organization for projects, our staff partners with project directors, and the combined effort of administrative, financial, fundraising and educational awareness come together to work towards progressive change.
FISCAL SPONSORSHIP

Fiscal sponsorship with SEE is an efficient way to function as a 501(c)(3) with the benefits of our resources. SEE handles the back office work so the project is freed up to focus on fieldwork. Whether a project is a start-up or coming from another fiscal sponsor, SEE provides personalized services in nonprofit management, bookkeeping and human resources.

SEE is proud that we have successfully managed to offer the same fiscal sponsorship fee of 6.5% since 2002. Our fee is known to be one of the lowest in the industry. SEE’s intention is to maximize resources applied to the mission of our projects. The fee helps cover the costs of general operations for the SEE office.

ORGANIZATIONAL COMPLIANCE

SEE takes care of the annual filing of the required IRS forms. We provide to our projects a tax deduction on contributions as an incentive to supporters and the required audited financial statements needed for grant applications. This also includes state by state registrations that all charities must perform annually in order to solicit donations.

SEE manages the organizational insurance process for our projects covering the following areas: general liability, professional liability, directors and officers, non-owned auto insurance, property coverage and certificate of liability insurance for special events.

FULL-CHARGE BOOKKEEPING

SEE’s accounting team provides full-service bookkeeping for our projects. Our accounting staff led by our finance manager processes all revenue for our projects and tracks donor contact information, oversees each project balance and provides a streamlined process for paying reimbursements and expenses to projects or directly to vendors on a weekly basis.

Our accounting services also include 24/7 access to profit and loss statements and assistance with annual budget development.
ADMINISTRATIVE SUPPORT

Administrative support for our projects includes donation fulfillment and issuing tax receipts for contributions, assistance with booking travel, creation of invoices, recommendations on available online platforms and guidance on general nonprofit management questions.

We strive to provide excellent customer service to our project partners and learning opportunities. We help new projects make connections with existing projects taking on similar issues that impact our society.

HR MANAGEMENT AND PAYROLL SERVICES

Our HR services include cost analysis to determine a budget for hiring employees, drafting job descriptions, on-boarding for new staff, employee benefit plans and payroll processing. HR support also includes management of volunteers.

All full-time project employees are eligible to receive benefits that include medical, dental, vision, life and long-term disability insurance, identity protection, pet insurance, paid time off and a 403(b) retirement plan.

Payroll services are available online for employees to submit hours worked, request time off and access paystubs and annual W-4 forms at their convenience.

GRANT AND CONTRACT MANAGEMENT

SEE supports our project partners with the grant process from the beginning to the end. As part of our services, we will review all grant proposals and agreements, assist with preparing organizational and financial requirements for grant applications and reports and track grant report deadlines. Additionally, we introduce our project partners to foundations and partners when situations arise to help build relationships and identify funding sources.

Under our contract management services, we ensure our projects are compliant with the laws pertaining to independent contractors and vendors. This includes reviewing contractors’ scope of work and requirements, issuing contract agreements, tracking payment of contracts and distributing 1099 tax forms.
WHAT’S NEW

As we stand by our vision of fostering social and ecological justice, Social and Environmental Entrepreneurs had a groundbreaking year filled with many accomplishments, new resources for our projects and the launch of a pilot grantmaking fund. Fiscal year 2018 marked several high points with over 150 projects calling SEE home.

In the beginning of 2018, SEE introduced a new payroll company, PayChex. With PayChex, SEE offers employees the ability to submit hours worked, request time off and track vacation and sick hours through an online portal. Additionally, in the fall, SEE added two new full-time staff members. The first was a second full-time human resource staff member to assist projects with employee benefits, onboarding new employees and payroll processing. The second staff member added was our new managing director to help manage daily operations and oversee SEE's policies and procedures.

SEE also hosted the Peer2Peer Exchange Fund, a participatory grant-making fund. The fund developed a national cohort where a fresh generation of justice leaders exchanged time working at each other's respective organizations to cultivate the skills and transformative strategies advancing new paradigms of justice. As host, SEE managed a Steering Committee comprised of activists and funders to solicit applications from nonprofit organizations, coordinated the consensus-based selection process, structured contracts to support training and distributed and monitored use of grants and travel funding.

SEE’s mission cannot be realized without the tremendous support of donors and funders who continue to believe in our commitment to serve the greater good.

YOUR CONTRIBUTIONS MAKE WHAT WE DO EVERY DAY POSSIBLE.
## STATEMENT OF ACTIVITIES

*For the Year Ended December 31, 2018*

<table>
<thead>
<tr>
<th>Description</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
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<td><strong>Contributions:</strong></td>
<td>$55,657</td>
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<td><strong>Net Assets Released from Restrictions:</strong></td>
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<td>$(19,536,840)</td>
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<td><strong>Total Support, Revenue and Net Assets Released:</strong></td>
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<td><strong>Program Services:</strong></td>
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<td><strong>Total Expenses:</strong></td>
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<td><strong>Change in Net Assets Operations:</strong></td>
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<td><strong>Investment Return, Net:</strong></td>
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<td><strong>Total Nonoperating Activities:</strong></td>
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<td><strong>Change in Net Assets:</strong></td>
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<td><strong>Net Assets at Beginning of Year:</strong></td>
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<td><strong>Net Assets at End of Year:</strong></td>
<td>$1,173,172</td>
<td>$12,324,822</td>
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BOARD OF DIRECTORS
Andrew Beath, President
Sarah Vaill, Secretary
Richard Wegman, Treasurer
Max Gail
Cecily Jackson-Zapata
Angelo Logan

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