

OF GRANTMAKING  
**5**  
YEARS



**mosaic**  
environmental fund

# Impact Report 2025





# Contents

- 3 Reflecting on Five Years
- 5 Our Impact
- 7 Strategy in Action
- 10 Bolstering Movement Power
- 14 Manifesting Wins
- 18 Partner with us



2017

18-month  
co-generative  
design process  
with 100+ NGOs  
and funders

2018

Founding  
Program Director  
hired and early  
projects funded

2019

Inaugural  
Governance  
Assembly  
seated

2021

1st round of  
movement  
infrastructure  
grants

2023

Grantmaking focused  
on implementation  
of groundbreaking  
federal climate  
and infrastructure  
programs

2024

Mosaic's first  
Executive  
Director hired

2025

Celebrating  
5 years of  
grantmaking!

  
**mosaic**

Mosaic Environmental Fund is a national collaborative fund and field catalyst that boosts the collective power of climate, conservation, and environmental health and justice movements in the United States to achieve durable, population-level wins. A participatory grantmaker created by and for the field, Mosaic supports the connectivity and shared tools — also known as movement infrastructure — needed to build and exercise power across demographics, geographies, and issue silos.





## Reflections from the Leadership Council

# Reflecting on Five Years

The inaugural Leadership Council for Mosaic came together in 2020, at a pivotal moment for the United States and the world. We represented grassroots and frontline groups, “big greens,” and philanthropic institutions from all over the US and spanning climate, conservation, and environmental health and justice. Some of us knew each other, many did not, but we joined across our differences with a singular purpose: to make sure the environmental movement has what it needs to win big.

We understood then as we do now that sectoral divisions, silos, and uneven distribution of power and resources are hampering the movement’s ability to meet the pace and scale of the climate and environmental crisis.

Since its launch, Mosaic has built out a web of connectivity and shared resources for the movement that are already re-shaping the policy landscape — from history-making federal investments in climate solutions and the rising tide of state-level climate action to a coordinated, multi-layered front to block the dismantling of progress.

This success is rooted in a model that challenges the norms of grantmaking, bringing diverse funder and movement leaders into deep relationship to chart a path forward together. It is an approach that is holistic, broad, inclusive, and power-distributing, creating a unique forum for generative engagement and innovation.

We know that when we link arms across the breadth and diversity of our movements and issues, our collective voice grows stronger. That collective voice – that power – is how we win lasting change, and how we resist the forces that seek to divide and defeat us. It’s how we scale our efforts, build our influence, win the challenges of the moment, and create the foundation for a movement that gains more momentum and greater sway with each passing year.

And in the process, we strengthen the fabric of civil society, protecting the culture and practice of democracy that make our power possible.

**In gratitude,  
The Mosaic Leadership Council**

## Building our Power

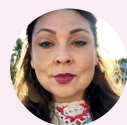
I began my environmental work as an organizer in the early 2000’s, taking on big coal, industrial logging, and other entrenched industries. Even then, I never could have imagined this moment when protecting our environment has become so political and elusive. The climate crisis is now at a tipping point, and the gains made over decades are being rapidly dismantled.

Yet this is also time when solutions are abundant, from community resilience models rooted in equity and justice to revolutionary technologies that can transition us off fossil fuels. We must therefore secure the power to implement and institutionalize these solutions, even as our democratic values are under attack.

Mosaic is uniquely positioned to meet this challenge. We invest in efforts to build movement power by cultivating relations and networks among the vast array of groups who are working for clean air and water, a safe climate, healthy and just communities, and thriving natural systems; creating and distributing shared tools that enable the work to both compound and scale; fostering paradigm-shifting narratives that de-politicize climate change; and amplifying powerful leaders who can help catalyze and organize in this moment. This is the work that is required to make our movement and solutions both durable and unstoppable.

The Mosaic team and I are honored to be in this work alongside a growing community of philanthropic and movement leaders who recognize the value and urgency of collective power. Without it, our gains are fragile and our future is in peril.

Eva Hernandez  
Executive Director



**Angela Adrar**  
Leadership Council Facilitator  
Director, Environmental  
Justice Movement Fellowship  
at The New School



**David Beckman**  
President, Pisces  
Foundation



**Tonya Bonitatibus**  
Riverkeeper and  
Executive Director,  
Savannah Waterkeeper



**Rahwa Ghirmatzion**  
Senior Policy Fellow,  
Just Solutions Collective



**Rev. Susan Hendershot**  
Director of Climate  
Community Engagement,  
Self Help Climate Capital



**Rashad Morris**  
Philanthropic Advisor  
and Strategic Consultant,  
Reparative Ventures LLC



**Jacqueline Patterson**  
Founder and Executive  
Director, The Chisholm  
Legacy Project



**Kate Sinding-Daly**  
Senior Vice President,  
Conservation Law  
Foundation



**Mily Trevino-Sauceda**  
Co-Founder and  
Executive Director,  
Alianza Nacional de  
Campesinas

### New Members in 2025

**Chris Hill**  
CEO, Conservation Lands Foundation

**Dr. Katie Huffling**  
Executive Director, Alliance of Nurses  
for Healthy Environments

**Tom Kiernan**  
President and CEO, American Rivers

**Nina Lagpacan**  
Program Officer, Oceankind





“Field catalysts connect ecosystems of actors working toward systems change, and help funders align their capital to the areas that will have the most impact. Now more than ever we see the need for funders and field catalysts like Mosaic to partner to navigate toward solutions to society’s biggest challenges.”

**Lija Farnham**

*The Bridgespan Group*



*Photo courtesy of Center for Earth,  
Energy and Democracy*







## 5 Years of Grantmaking

418 grants

\$32M invested

800+ co-applicants supported

8355+ benefitting organizations

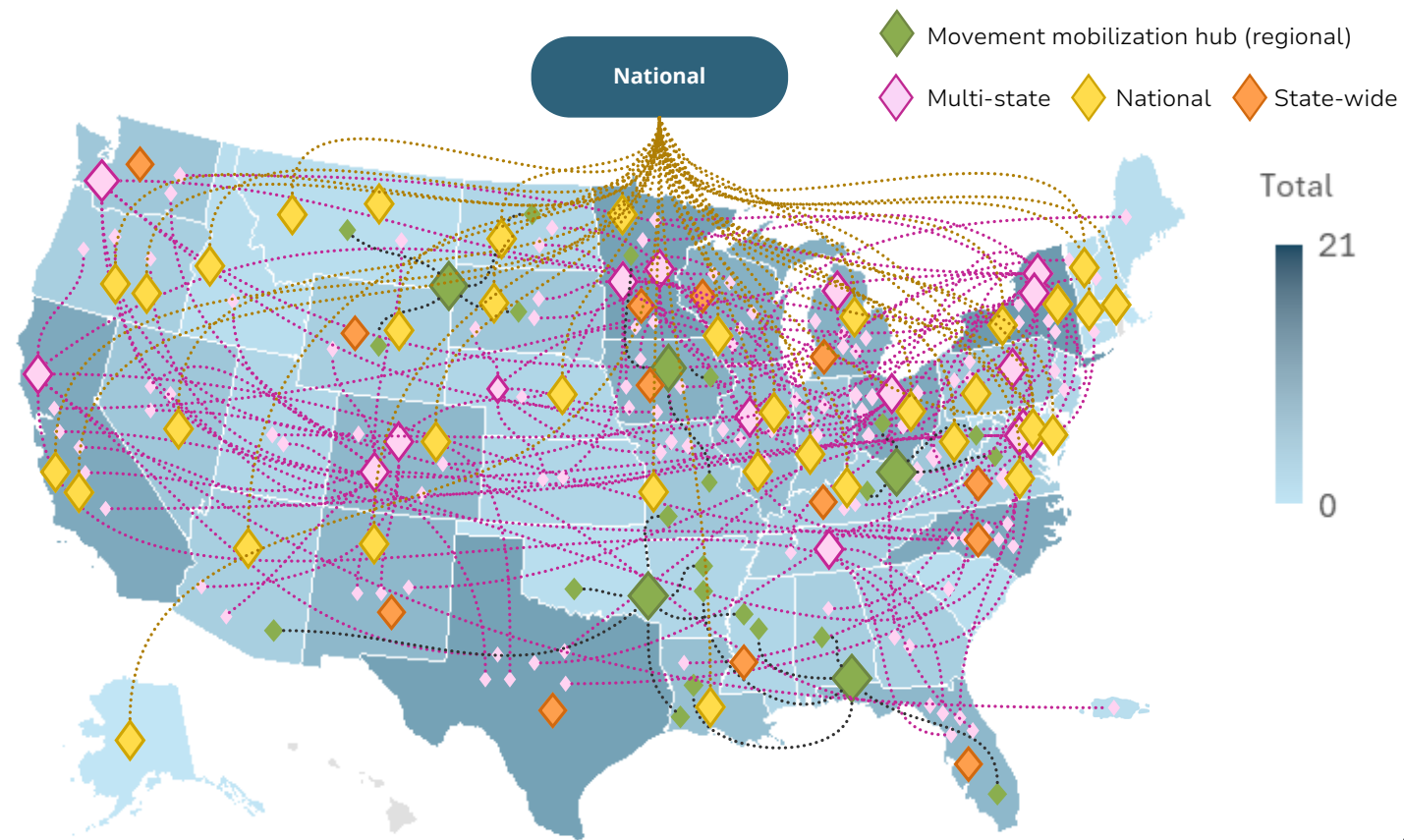
Click [here](#) for a full list of movement infrastructure projects supported by Mosaic since 2020.

# Our Impact

Since 2020, Mosaic Environmental Fund has directed \$32M in grants to support collaborative projects and coordinated resources that have strengthened alliances across climate, conservation, and environmental health and justice organizations and leaders; driven local, state, and federal policy wins; unlocked billions in public funding; engaged diverse audiences through powerful, equity-centered narratives; and galvanized action on environmental issues through new tools, trainings, and resources. Together these projects are connecting and resourcing nearly 8400 organizations — representing more than a quarter of the environmental movement's 30,000 groups — and weaving the backbone of a strong and resilient movement capable of taking on today's challenges.

### Current Grantees

The map below shows the spread of Mosaic's 2025 grantees and their project collaborators, overlaid on a heatmap of projects' geographic focus.



## Catalyzing Movement Power

Field-level philanthropic investments aimed at catalyzing movement power are crucial to meeting the extraordinary challenges of this moment. Recognized as a field catalyst by The Bridgespan Group in [its influential 2023 report](#), Mosaic takes an ecosystem approach, facilitating increased visibility, connectivity, and alignment within and across climate, conservation, and environmental health and justice and helping align philanthropic funding with the highest impact opportunities. We lead in field building through:

- Governance by and for the field
- Collaborative resourcing of core infrastructure
- Facilitating connection and collaboration
- Shared learning



Download our [2025 landscape analysis](#) to get unique data and insights on movement needs and dynamics from our 2025 open cycle.







“What differentiates a strong movement that is likely to succeed from a movement likely to fail is whether the movement has the strategic and adaptive capabilities to be able to respond to the inevitable contingency that arises. Mosaic is trying to build those kinds of strategic capabilities into the environmental movement.”

**Hahrie Han**

*Professor and Director of the SNF Agora Institute at Johns Hopkins University*



*Photo courtesy of HEAL Food Alliance*



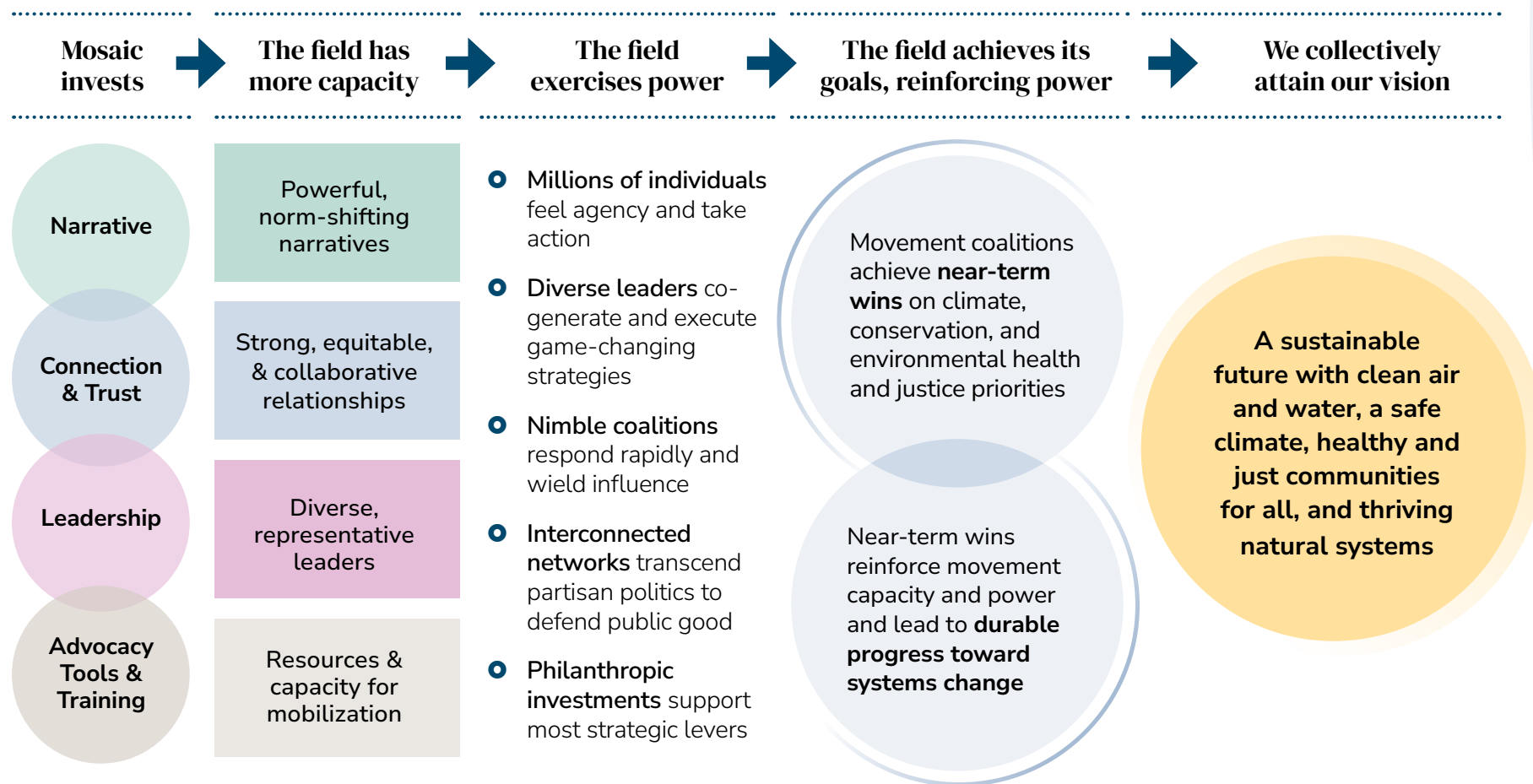




# Strategy in Action: Investing in Movement Infrastructure

## Strategic framework

Mosaic's powerful approach leverages pooled funding and our position as a connector between movements and philanthropy and across sectors to catalyze escalating levels of power across the field. Over the last two years, we've sharpened our strategic framework based on learnings from our grantmaking, including interviews with grantees, members of our Leadership Council, and our funder community, as well as data from grant reports, field surveys, research publications, and media.



## Governance by and for the Field

Mosaic was designed by and for the field to address an urgent gap in philanthropic resources for cross-sector infrastructure to support the environmental movement across climate, conservation, and environmental health and justice. Our 13-member Leadership Council represents the breadth and diversity of the field, and models the kind of democratic governance, collaboration, and strategic alignment our grantmaking supports.

**"Working with this diverse set of exceptionally experienced and wise advocates has broadened my own perspectives on what it means and what it takes to win."** – *Kate Sinding Daly*



**"I believe in the power of relationships and collaboration to move us further, faster in achieving our climate goals. Mosaic is intentional about building that connective tissue."** – *Susan Hendershot*

**"The participatory model of our process has certainly not always been easy, but the quality of grants and breadth of coverage are a testament to the Leadership Council's diverse experiences making a difference."** – *Tonya Bonitatibus*





## Infrastructure Spotlight: Movement Mobilization Hubs

**Mosaic invested \$2 million in five Movement Mobilization Hubs in 2024 in response to major gaps in access to federal climate and resilience funding.** These hubs were funded to deepen and broaden networks of support and bolster all four pillars of movement infrastructure in key regions with significant climate emissions reduction potential.

The hubs have helped mobilize and coordinate authentic partnerships among nonprofits, communities, academia, and government; provided trainings and tools to support project development, fundraising, and grant management; cultivated community leadership; and developed lasting communications and storytelling infrastructure. In their first year, they supported at least \$73M in successful federal funding applications.

Even as federal funding programs have been rolled back, the hubs continue to be a powerful organizing tool, pivoting their approaches to ensure groups have information, resources, know-how, and collective muscle to weather attacks, build a strong base of support for climate and environmental action, and re-orient toward state and local funding and policy opportunities. Critically, Mosaic's support has helped them expand their roles as regional anchors, providing a new level of connectivity that will continue to be leveraged by the movement in the years ahead.

### The Western Organization of Resource Councils

is engaging people across its diverse and deeply conservative region on issues that directly affect their lives, such as affordable housing and healthcare; rural infrastructure; and protecting family farms, public lands, and clean air and water. Using community organizing, leadership development, and civic engagement, the organization and its 10 place-based member groups have won fights against coal, oil, and gas, while breaking down barriers to renewable energy and promoting a more equitable and sustainable future for rural and tribal communities.

### Anthropocene Alliance (national, with focus on key states)

is building off a network of climate and environmental justice hubs created to support federal funding opportunities in communities to facilitate member-driven State Organizing Centers. These base-building operations — now being piloted in Missouri, Oklahoma, Arkansas, Louisiana, Mississippi and Arizona — activate communities and their residents for state and local advocacy to protect water resources, remove toxic contaminants, and address climate change.

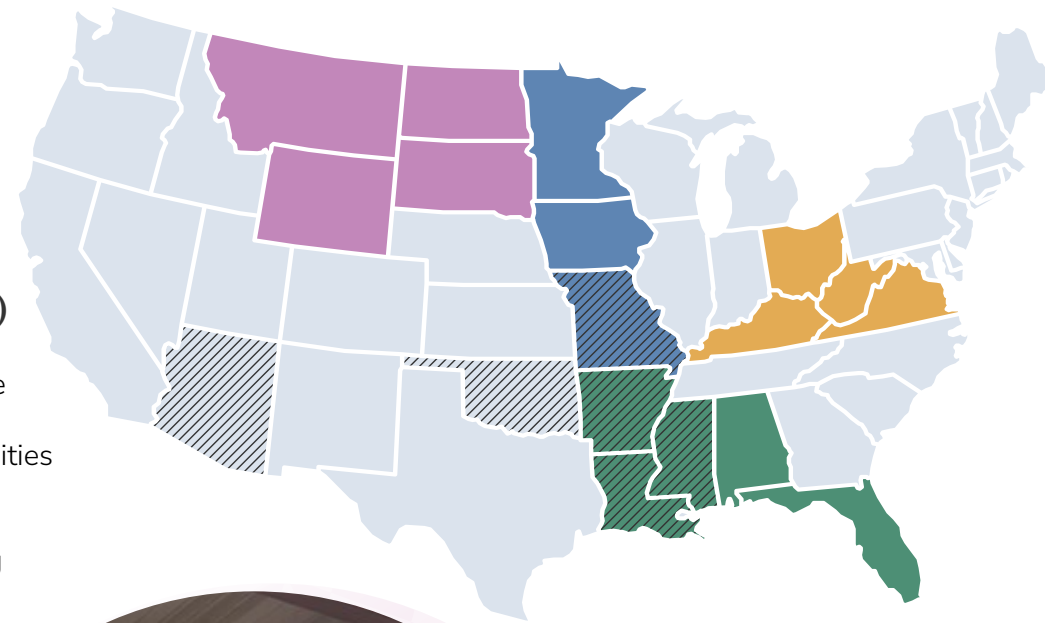
### Midwest Climate Collaborative

is ramping up its role as a regional funding catalyst and strategy center by expanding its grant cohort trainings and weekly federal funding calls, launching a digital community space for peer learning and connectivity, and publishing a landscape analysis of regional needs — including a map of unfunded and de-funded government climate projects — to engage private sector funders. Its [collaborative digital story map](#) and toolkit also lifts up successes and opportunities across its 12 state region.



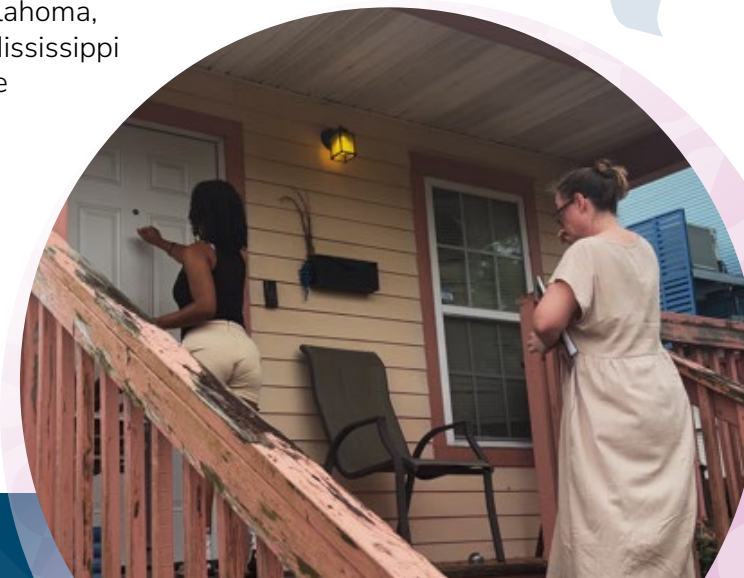
### Central Appalachian Network

is serving as a regional resilience hub focused on the unique needs of its rural region, providing toolkits, training, peer connections, storytelling resources, and mini-grants to support community groups and local governments in maintaining momentum for their resilience work in the face of federal rollbacks.



### Southeast Climate & Energy Network

is deepening connections across its 75-member network and building new relationships with labor, immigrant rights groups, and other sectors to build solidarity and align legal strategies. With Mosaic's support, it is providing tailored fundraising support and capacity-building to over a dozen groups and coalitions and disseminating funding information and opportunities to its network through emails and weekly calls. It is also playing a key role in coordinating disaster response, recovery, and resilience in the region.







“Supporting systemic change is imperative — and Mosaic does that in a way that has a meaningful impact on people’s lives in the near term. Mosaic takes on the difficult but essential tasks of setting up for discussion, engaging new voices, and encouraging work across differences. By supporting Mosaic, I know we’re investing in collaborative strategies that complement the work of the Campbell Foundation.”

**Samantha Campbell**

*President, Campbell Foundation*



*Photo courtesy of Alianza Nacional de Campesinas*







# Bolstering Movement Power

The environmental movement is facing its biggest test of power, with an opposition bent on rolling back decades of local, state, and federal policy wins; attacking organizations and leaders; and **undermining civil society**. Mosaic's work is bolstering it at every level, helping weave a strong, pluralistic, deeply interconnected movement that can not only hold the line on rollbacks, but is actively paving the way to a sustainable future with clean air and water, a safe climate, healthy and just communities for all, and thriving natural systems.

A strong, pluralistic movement is marked by:

Ideological diversity

Shared values & goals

Flexibility and pluralism

Scalable participation

Narrative breadth

## Defending Democracy

The US environmental movement has for decades created spaces for people to **come together and exercise influence in the public sphere**. In strengthening and scaling movement power, we not only protect our air, water, land and communities, we also reinforce civil society and democratic governance — without which none of our priorities can advance. Mosaic's work supports small and big “d” democracy by:

- **Supporting a diverse**, pluralistic movement that connects people across race, class, gender, and political ideology
- **Strengthening alliances** between environmental and civic engagement/ democracy groups to protect and engage communities in public processes
- **Supporting legal infrastructure** to defend the right to legally protest, vote, and participate in decision-making

### Wisconsin Labs for the Environment and Democracy (WiLEAD)

Led by Root Change in partnership with the Wisconsin Democracy Resilience Network (WisACT) and Whitburn Center for Governance and Policy Research at the University of Wisconsin Oshkosh, [WiLEAD](#) is bringing university students, community organizations, local government officials, and community members together to bridge divides around key environmental issues and support the next generation of changemakers.





## How we get there:

### Strong and resilient networks and coalitions rooted in trust

Mosaic supports a web of state and cross-state formations, connecting hundreds of groups, that **anchoring state-level progress toward climate, conservation, and environmental goals while providing scaffolding for movement power from the local to the national.** These coalitions, networks, and tables bridge siloed environmental groups and organizations representing labor, faith, social and economic justice, and other intersecting movements; create spaces for coordinated advocacy, strategy alignment and resource sharing; strengthen cross-sector leadership; and facilitate agile responses to emerging threats and opportunities.

In 2025  
Mosaic funded  
**32**  
state and cross-state  
formations connecting  
**176**  
groups



#### *Rise & Repair*

[Rise & Repair Alliance](#) is growing a statewide, Indigenous-led alliance that includes Indigenous, faith, community, and grassroots and “grasstops” environmental groups, aimed at advancing a just transition in Minnesota by promoting and protecting state-level climate justice initiatives. In addition to a statewide effort to protect wild rice in the face of a changing climate, they are organizing to ensure the state’s 100 percent clean electricity law is implemented in ways that are consistent with the alliance’s shared values.

### A deep and diverse bench of highly skilled leaders

Powerful movements need leaders that represent their diversity and breadth, who can connect with and inspire their constituents and coordinate and execute complex and collaborative strategies. With the unprecedented challenges environmental movement leaders are facing today, from drained budgets to personal attacks, they also need resources and networks to help them sustain the work. Mosaic supports tools, trainings, and connectivity to cultivate and upskill movement leaders, including health care workers, veterans, youth, rural and working class communities, communities of color, and other under-represented groups, so they can organize, build alliances, and lead strong organizations and coalitions.



#### *Climate Advocacy Lab*

In 2025, [Climate Advocacy Lab](#) is training coalition leaders across 14 climate coalitions — including some supported by Mosaic — on organizational development, strategic culture, conflict resolution, and navigation of joint growth, and will use insights from this project to create tools that can be used by organizers and climate justice leaders across the movement.

1 out of 3

Mosaic funded projects directly support leadership development.





## How we get there:



Mosaic has supported

25

narrative and communications projects across 30 states providing tools and training to over

46,000

groups, advocates, and policy makers.

## Powerful, norm-shifting narratives

Shifting the way people think about and act on climate and environmental issues is not just about pushing out facts or telling stories, it is also about creating systems and structures to develop and deploy consistent, resonant, and culturally responsive messages. Mosaic is supporting innovative models of narrative collaboration and shared tools and trainings that allow movement groups to expand their collective capacity, amplify their messages, and experiment with new ways of connecting with and moving their audiences.

### *Rural Narrative Collaboration*

In 2022, Mosaic funded the [Rural People's Platform](#) and [Firelands Workers Building Community Power/ Trabajadores Construyendo Poder de la Comunidad](#) to develop narrative leadership around climate jobs in rural parts of Washington State. Their work locally and in coordination with statewide campaigns helped deliver a stunning defeat in 2024 of a ballot measure that would have rolled back Washington's ambitious 2021 climate law. Firelands is now anchoring a new rural narrative hub, also supported by Mosaic, that will coordinate and co-resource rural narrative efforts across six states, testing a new model for narrative collaboration at scale.

**"Thanks to years of Mosaic funding, we were well-positioned to seize on this moment with narrative clarity."**

*Rural People's Platform/Firelands Workers Building Community Power*



## Resources and capacity for large-scale mobilization

Access to real-time data, strategic intelligence, cutting edge tools, and shared platforms allows movements to target resources effectively and mobilize their constituencies at scale. Mosaic catalyzes development of powerful tools and training opportunities, such as research and data clearinghouses, organizing platforms and playbooks, and replicable models and best practice guides, that can be deployed and disseminated through local, state, and national coalitions and networks to amplify their base-building and advocacy efforts.

### *Climate XChange*

Climate Xchange provides pro bono policy assistance, virtual events, connections to experts, and access to policy tracking for advocates, legislators, policymakers, and technical experts to advance state-level climate progress across all 50 states. Mosaic's support starting in 2022 allowed it to expand and deepen its offerings to its 15,000+ member [State Climate Policy Network](#).

**"Beyond meeting and exceeding [our] goals...we also expanded our partnerships with other organizations across the country doing similar critical movement infrastructure work, through Mosaic's grantee network, which was something we had not anticipated but was an amazing development."**

**Kristen Soares**  
*State Climate Policy Network Manager*



Mosaic has supported development of tools and trainings reaching

252,000

groups, advocates, and policy makers.





“Mosaic exists to foster shared strategy, collective capacity, and coordinated action — what’s truly required for impact at scale. In a time of existential threats, we must prioritize collaboration over fragmentation and build the influence to achieve the critical environmental goals of our age. Mosaic represents a deliberate shift toward this vision.”

**David Beckman**  
*President, Pisces Foundation*



*Photo by West Cliff Creative, courtesy  
of Conservation Lands Foundation*







# Manifesting Wins

**By investing in cross-sector movement infrastructure, Mosaic is helping organizations, coalitions, networks, and leaders across the US build and wield power to win on core climate, conservation, and environmental health and justice issues.** Looking back on five years of grantmaking, we've been able to track the ways groups have used Mosaic's funding to build internal capacity; expand their bases of power through organizing, partnerships, coalitions, and networks; and deploy that power in public arenas to achieve their priorities. Following are just a few of the areas where Mosaic's support has contributed to powerful progress.

## Climate and Energy

Mosaic grantee partners helped develop and laid the groundwork for implementation of the Inflation Reduction Act, Justice40, and other federal climate investments — from community driven resilience projects to large-scale Solar for All programs — and drove adoption of local and state climate policies and programs across the country. Examples include:

- Billions of state and federal dollars secured for climate and resilience projects in underrepresented regions and communities.
- Wins on 5 place-based campaigns against oil and gas projects in West Texas and the Permian Basin. (Permian Gulf Coast Coalition, supported by Earthworks)
- Mobilization of tens of thousands of New Yorkers to participate in NY State regulatory proceedings to demand accountability for implementation of the state's climate law, and creation of a \$1B Sustainable Future fund as a down payment on future climate investments. (NY Renews)
- The first-ever national goal for a zero-emissions freight sector and allocation of \$1.5 billion for zero-emissions heavy-duty vehicles. (Moving Forward Network)

“It is deeply moving to see how these communities have started thinking bigger and more proactively about their future.”

**Tonya Graham**  
Executive Director,  
Geos Institute

### Climate Ready America

Geos Institute's [Climate Ready America](#) initiative is deploying a team of climate resilience navigators to help capacity constrained communities across Florida, Georgia, North Carolina, and South Carolina build climate resilience by assisting them with planning, project development, fundraising, and implementation. With navigators by their side, these communities are transforming the way they approach climate resilience. Across the four states, 137 projects have been initiated and/or funding proposals have been submitted.





## Manifesting Wins

### Environmental Health and Justice

Mosaic grantee partners played key roles in advancing the Biden Administration’s Justice40 goals, including participation in the White House Environmental Justice Advisory Committee, and helped win major new regulations to address health and environmental impacts of pesticides, petrochemical facilities, and more. These same groups are a frontline of defense against rollbacks, using legal, advocacy, media, and other strategies to slow and reverse them. Examples of their successes include:

- A legal settlement with the Environmental Protection Agency around testing and regulation of endocrine-disrupting pesticides. (Alianza Nacional de Campesinas)
- Updated federal waste incinerator rules and wins on incinerator campaigns in New Jersey, California, and Minnesota. (Friends of the Earth/GAIA/Ironbound Community Corporation)
- 3 major federal rules strengthening protections for frontline communities, including stronger emergency planning to prevent chemical disasters, the first federal requirements for chemical storage tanks under the Clean Water Act, and rules forcing 200 chemical plants to reduce toxic emissions that drive cancer hotspots (Networks in Action, a project of Coming Clean)
- Stopped roll-back of the Thriving Communities Grantmaking Program in the Great Lakes region, ensuring critical environmental and public health resources remain intact. (Midwest Environmental Justice Network in partnership with the Minneapolis Foundation, NDN Collective, and RE-AMP Network)

“We held a webinar series where folks from California and Minnesota were talking about lessons learned in their work to folks that were at earlier stages of fighting to shut down incinerators. That was one of the more successful parts of this project, and we hope to continue building on that network as we expand the work.”

**Sarah Lutz**

Senior Climate Campaigner,  
Friends of the Earth

**Colaborativo40** Recognizing a critical gap in participation in Justice40 initiatives, GreenLatinos launched [Colaborativo40](#) in 2023 to ensure Latino communities could access transformational federal climate and infrastructure investments. Colaborativo40 has supported grassroots, community-based organizations to secure over \$8 million in direct federal grants, while positioning dozens more for long-term success. GreenLatinos was also selected by the US Forest Service to administer \$25 million through the Trees in Your Community program — a national investment in urban forestry and community resilience. GreenLatinos has emerged as a powerful national anchor for Latino/a/e environmental organizing, creating durable pathways for equity, leadership, and climate solutions.







“The Green Stormwater Infrastructure project was seeded by funding from Mosaic, allowing us to go after larger grants to replicate this technology in Detroit in other flood-prone areas. It garnered visits from the US EPA Water Division, American Rivers, EPIC, the Water Center at the University of Pennsylvania and others.”

*We the People of Detroit*

## Manifesting Wins

### Sustainable systems and communities

Climate, energy, land and water conservation, and environmental health and justice all intersect in the systems and physical infrastructure that govern our daily lives. Mosaic grantee partners are working with farmers and policymakers to clean up our food systems; fighting for clean water infrastructure and flood mitigation in urban areas; innovating models of community resilience, self-governance, and sustainability; and supporting and protecting public participation in decision-making from public utilities commissions to the ballot box. Successes include:

- Helped Land Stewardship Project win a Minnesota court ruling that limits Concentrated Animal Feeding Operations (CAFOs). (HEAL Food Alliance)
- Helped win at least \$1.55M in federal, state, and private funding for regenerative farmers. (Green America's Soil & Climate Initiative)
- Organized relief efforts and protected voting rights in North Carolina following Hurricane Helene. (Southern Racial and Environmental Justice Infrastructure Project/Southern Vision Alliance)

### Green Stormwater Infrastructure

We the People of Detroit led community design and implementation of a [Green Stormwater Infrastructure](#) project that reduced neighborhood flooding, and is supporting partners across Detroit and the region to replicate the model.

### Land/Water and Biodiversity

The conservation movement is being transformed by powerful new coalitions like the America the Beautiful for All coalition and the [Ocean Justice Forum](#) that are creating a path forward for 30X30 land and water protection goals in ways that center Indigenous sovereignty, justice, and community sustainability, and fighting to protect public lands and resources. Mosaic's support has propelled new voices and solution sets to the forefront and spurred large-scale investment in Indigenous-led conservation projects. Examples include:

- Spurred Biden Administration creation of first-ever federal ocean justice strategy. (Ocean Justice Forum)
- Built political will for the establishment in 2024 of the Bureau of Land Management Public Lands Rule, which put conservation leasing on equal footing with other uses such as grazing, mining, and logging. (America the Beautiful for All Coalition).
- Helped California include Tribal land return grants in its 30x30 process, and worked with Tribes to secure the removal of Klamath and Eel dams and the establishment of Tribal Beneficial Uses and fish passage on California's rivers. (Land Back, Water Back Project, California Indian Environmental Alliance & Save California Salmon)

### Native Americans in Philanthropy

In collaboration with philanthropic allies and the National Fish and Wildlife Foundation, Mosaic grantee partner [Native Americans in Philanthropy](#) developed a pooled fund that leveraged private funding and engaged Tribal leaders to help Tribally-led conservation projects meet the terms of America the Beautiful Challenge grants. They used \$4.5 million in private funds to unlock nearly \$128 million in federal dollars over three years.





“Collaborative fund models are integral to how philanthropy achieves impact at scale. Mosaic and others like it are moving vital resources to movement-led organizations, elevating often excluded voices, and forging new partnerships. We need this work now more than ever, as we fight for our democracy, our environment, and our shared future.”

**Isis Krause**

Chief Strategy Officer,  
Philanthropy Together



Photo courtesy of America the  
Beautiful for All Coalition







# Partner with us

The environmental movement has tremendous assets, including billions in annual revenue, vast public support and engagement across 30,000 organizations, and a broad range of skills and leaders, but its ability to meet this moment in strength is undermined by competition for a shrinking pool of resources, sectoral silos, and lack of alignment around priorities, strategies, and narratives.

Large-scale investment in the essential conditions for progress — connection and trust; leadership; advocacy tools and training; and powerful narratives — is urgently needed to help the movement defend five decades of federal progress and continue winning at the state and local level.

## What we offer funding partners

As a collaborative fund and field catalyst built by funders and movement leaders, Mosaic is a critical partner for philanthropy in bolstering the power of the full environmental movement ecosystem. We offer:

- **Increased impact through pooled resources**, amplifying reach, accelerating outcomes, and driving scalable, lasting change across funding silos;
- **Field-defined strategy** that is aligned with but distinct from individual funders’ overall goals and approaches, supporting a robust ecosystem of interdependent work;
- **Responsive and adaptive grantmaking** that meets movement needs in a rapidly evolving environment;
- **Shared learning opportunities** to help us collectively identify the most powerful levers for advancing progress and informing effective grantmaking practices field-wide;
- **Field-building support**, providing additional capacity, resources, and connectivity for grantees, funders, and partners.



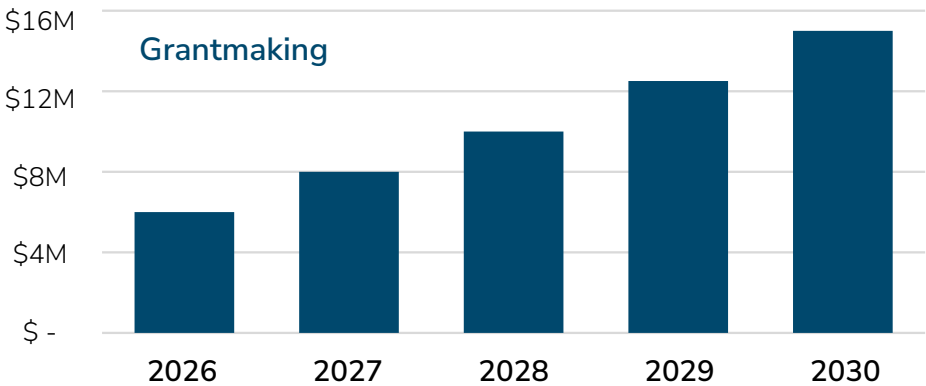
## Stewarding funds responsibly

Over 80 percent of Mosaic’s funding goes directly to supporting the field through grantmaking and programmatic activities. Since 2024, with the hiring of our first Executive Director, Mosaic has strengthened and streamlined our internal operations and staff capacity to support our ambitious fundraising and grantmaking goals in 2026 and beyond.

	2024	2025 <i>(projected)</i>
Direct grants	\$5,872,500	\$6,000,000
Field building, participatory governance, and program	\$607,882	\$ 443,303
Operations	\$785,770	\$990,842
<b>Total Budget</b>	<b>\$7,266,152</b>	<b>\$7,434,145</b>

## 5-year funding goal

As we face down this period of unprecedented challenges, we’re aiming to raise \$50M over the next five years, allowing us to more than double our annual grantmaking from \$6M per year to \$15M, and expand our field building work to meet the demands.







Meet the Mosaic Staff Team .....

**Maya Berkowitz**  
Director of  
Strategic  
Partnerships



**Julian Foley**  
Director of  
Communications  
and Strategic  
Initiatives



**Eva Hernandez**  
Executive Director



**Leigh Hiura**  
Operations Manager



**Danielle Levoit**  
Program Officer

.....  
**mosaicenvironment.org**

Mosaic Environmental Fund is a fiscally sponsored project of the Tides Center, a 501(c)(3) non-profit organization. Grantee partners may use our funding exclusively for activities permissible under section 501(c)(3) of the Internal Revenue Code and compliant with all other applicable local, state, and federal laws and regulations.

# Thank you *to our 2025 funding partners*

NorthLight Foundation  
Pisces Foundation  
Posner Foundation of Pittsburgh  
Rockefeller Brothers Fund  
Stavros Niarchos Foundation  
The Keith Campbell Foundation for the Environment  
The Rob Walton Foundation  
Tides Foundation  
William & Flora Hewlett Foundation  
Anonymous Foundation (3)

Contact us to  
learn more about  
becoming a  
funding partner