

let's restore humanity,  
together



# Human Restoration Project

2023 Yearly Impact Report



# inform



## writing

Spreading and hosting a message of hope.



## podcasts

Inspiring change-making dialogue.



## research

Collecting and curating our practice.

# guide



## resources & curriculum

Creating open access, public pedagogy.



## human-centered PD

Helping teachers reconnect with their purpose.



## videos & webinars

Informing change through meaningful content.

# grow



## conference

Bringing together a network of difference-makers.



## volunteering

Growing a movement toward reimagining education.



## partnerships

Linking together a movement of progressive education.

# theory of change

Human Restoration Project is informing, guiding, and growing a movement toward a progressive, human-centered education system.

We are bringing together a network of radical educators who are transforming classrooms across the world.

## Grassroots, Systems-Based Thinking

We believe that young people, families, educators, administrators, and community members must take control of their schools to push for change. Top-down reforms from governmental organizations uphold traditional standards and often lead to more problems than they attempt to solve.

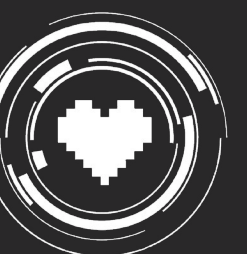
When one system changes, each other system changes in-turn. All depend on each other. Change will only occur when we change underlying systems rather than attempting to make human-centered practice work in inherently inhumane paces

## A Human-Centered Education

HRP has identified twenty systems, summarized within 4 values statements, that must be changed for a human-centric, equitable system that creates a better future for all:

- . Learning is rooted in purpose-finding and community relevance.
- . Social justice is the cornerstone to educational success.
- . Dehumanizing practices do not belong in school.
- . Learners are respectful toward each other's human worth.

We provide the platform to **inform, guide, and grow** systemic change toward reimagining education.



# let's be human now more than ever

In our second year as a full-time operation, we've taken strides to “meet the moment” and create resources bringing about a human-centered education.

In a short period of time, we've built one of the sole hubs of finding resources on a progressive, human-centered education that cares about all learners, challenges them to think critically, and gives teachers the proper tools to get started changing systems.

We see Human Restoration Project as a community that's *changing the world*. There are pockets of educators around the world who have been searching for a space like ours, and finally have realized it's more than just them thinking differently about school.

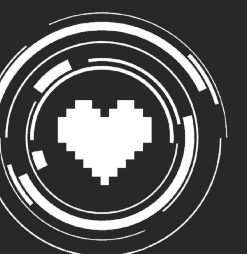
With all the crises facing our world: climate change, rising authoritarianism, racism, transphobia, war, and much more — we

need classrooms that equip learners to build a brighter, better world. We are coming together to meet those challenges head-on.

Maintaining hope, remaining optimistic, and pushing back are the greatest forms of resistance to all the forces pushing back against hope, wonder, discovery, and care in schools. In the words of adrienne marie brown: “*We are excited by what we can create, we believe it is possible to create the next world. We believe.*”

We have continually made an impact toward changing the world. Check out our report, and [let's restore humanity, together!](#)

- Chris & Nick



# reach

Data in this report reflects January - November 2023 vs. 2022.

The second number reflects the change from the previous year to year.

*E.g. 84% more page views 2021-2022 vs. 89% more page views 2022-2023*

**1,151,297** (-17.46%\*)  
social media impressions

**41%** (+1%)  
more followers

**144%** (+89.75%)  
more website users

**89%** (+5%)  
more page views

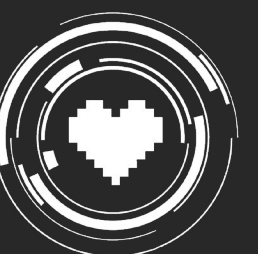
**27%** (-12%)  
more podcast listeners

**~820** (+64%)  
average resources downloaded /  
month

**~6,180** (+54.5%)  
average articles read  
/ month

**44,660** (new!)  
TikTok Views

\*Does not include growing spaces on YouTube, Discord, TikTok, Bluesky, Mastodon and the like. We have seen a massive falloff in our engagement on Twitter/X in the last 2 months. We have adopted the [POSSE model](#) to stay in touch with our audience across multiple spaces.



# video

**64,898** (+299%)  
YouTube Views

**2,276** (+210%)  
YouTube Subscribers

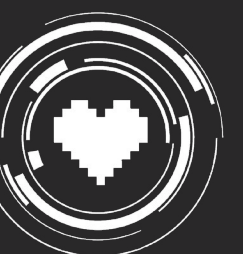
**8:53** (+91.04%)  
Average View Duration

**1.1M** (+385%)  
Impressions

**Imagining a Solarpunk**  
**Education**  
top video

is homework beneficial?  
design thinking  
gamification  
teaching to transgress  
equity and quality education  
21st century media literacy  
trending content  
(based on Google Analytics)

We have seen a resounding success in focusing on YouTube (which we shifted to more frequent updates in August 2023). In keeping where our community is at, we've managed to substantially grow our channel in just a few short months.



# what people are saying

>> [Human Restoration Project's resources] gave me hope as a future educator and with my peers to lead a more progressive style of education with the next generation. **Pioneers like yourself are the reason this is visible and becoming a stronger counter-narrative of the social norms set in place.** Thank you for being a resource for the next generation of educators and being a voice for those who don't have one.

>> In our PD with the Human Restoration Project, HRP used their "out of the box" thinking to develop processes that our cohort can use. **It was not a PD of just theory but was all about putting theory into a usable package.**

>> Human Restoration Project helped us refine our vision, but more importantly, **they gave us the tools and the research to do it right!** Our students will benefit greatly from this work!

>> The content was heart-warming and hope-giving, especially for us, future teachers, while also **arming us with love, knowledge, and wisdom to fight the oppression we see rising in the classrooms.**

>> The speakers and presenters were all fantastic, and **I'm excited to start applying some of these ideas in my classroom.** I also made several professional connections, who I'm looking forward to working with as I try to improve my work as a teacher!

>> This is a group who is **committed to improving the world of education** by focusing on and listening to students



# writing

## in-depth articles

### on friendly fascism

Troy Distelrath  
May 22, 2023



### this is why we should stop giving homework

Chris McNutt  
January 27, 2023



### the silent crisis: humanities, pedagogy, and neoliberalism

Trevor Aleo  
March 14, 2023



### self-powered math

Emma Chiappetta  
August 8, 2023

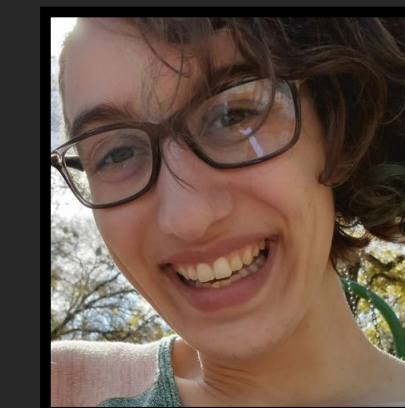
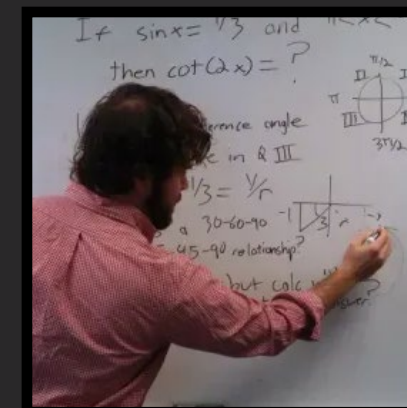


### "not rehired" for "teaching politics": one teacher's story

Sam Shain  
February 18, 2023

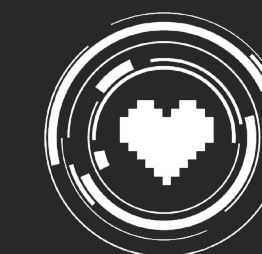


## new contributors



our homework article is the top on Google search!

inform



# podcasts

## enlightening conversations

how advanced placement cheats students  
w/ annie abrams

#130  
April 22, 2023  
  

the implications and biases of ai in  
classrooms w/ dr. meredith broussard

#134  
June 17, 2023  
  

part 1 of 3: pedagogy in the hawai'ian  
islands w/ dr. keanu sai

#138  
September 9, 2023  
  

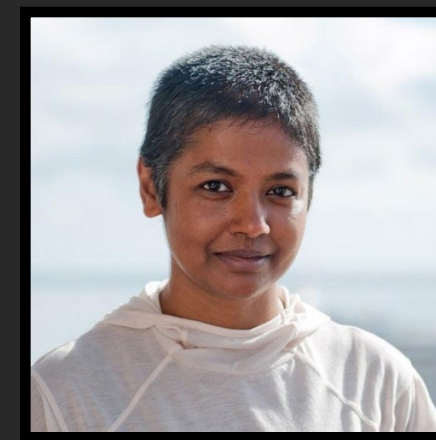
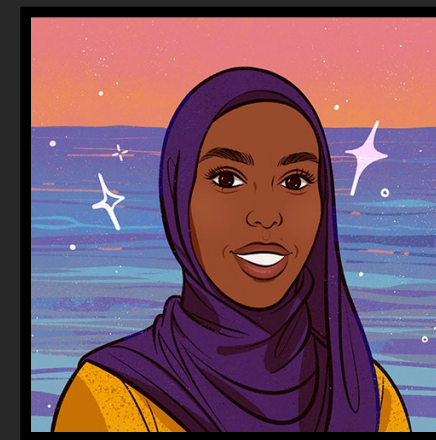
bonus: the takeover of houston isd w/  
karina quesada-león

#Bonus  
September 18, 2023  
  

the segrenomics of american education w/  
dr. noliwe rooks

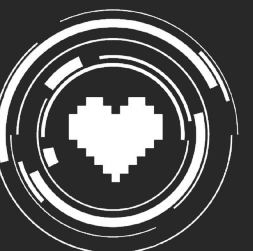
#127  
February 11, 2023  
  

## fantastic guests



21 new conversations with 25 guests

inform



# research

692 (+30%)  
entries

39%  
articles

31%  
studies

30%  
books

59%  
open access

research

inform guide grow about support

topic type access

Search...

<b>Crowdsourcing Ungrading</b> Ungrading Book   Open Access Buck (editor) N.D.	<b>Student Perceptions of an Online Ungraded Course</b> Ungrading Study   Open Access Guberman 2021	<b>Education Reformers Are Waging a War on Play</b> Free Play Article   Open Access De La Cour 2022	<b>How educational are "educational" apps for young children? App store content analysis using the Four Pillars of Learning framework</b> Free Play Study   Open Access Meyer et. al. 2021
<b>Motivated Reasoning: Emily Oster's COVID Narratives and the Attack on Public Education</b> Article   Open Access Cartus & Feldman 2022	<b>Children learning to read later catch up to children reading earlier</b> Promoting Literacy Study   Open Access Suggate et. al. 2011	<b>Does growth require suffering? A systematic review and meta-analysis on genuine posttraumatic and postcstatic growth</b> Social Emotional Learning Study Hangelidorf et. al. 2018	<b>A belief in meritocracy is not only false: it's bad for you</b> General Progressive Pedagogy Article   Open Access Mark 2019

**a belief in meritocracy is not only false: it's bad for you**  
Mark 2019

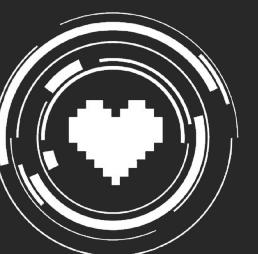
“ Perhaps more disturbing, simply holding meritocracy as a value seems to promote discriminatory behaviour. The management scholar Emilio Castilla at the Massachusetts Institute of Technology and the sociologist Stephen Benard at Indiana University studied attempts to implement meritocratic practices, such as performance-based compensation in private companies. They found that, in companies that explicitly held meritocracy as a core value, managers assigned greater rewards to male employees over female employees with identical performance evaluations. This preference disappeared where meritocracy was not explicitly adopted as a value.

This is surprising because impartiality is the core of meritocracy's moral appeal. The 'even playing field' is intended to avoid unfair inequalities based on gender, race and the like. Yet Castilla and Benard found that, ironically, attempts to implement meritocracy leads to just the kinds of inequalities that it aims to eliminate. They suggest that this 'paradox of meritocracy' occurs because explicitly adopting meritocracy as a value convinces subjects of their own moral bona fides. Satisfied that they are just, they become less inclined to examine their own behaviour for signs of prejudice.

Meritocracy is a false and not very salutary belief. As with any ideology, part of its draw is that it justifies the status quo, explaining why people belong where they happen to be in the social order. It is a well-established psychological principle that people prefer to believe that the world is just.

A belief in meritocracy is not only false: it's bad for you

inform



# releases

## AI Handbook October 2023

The AI Handbook October 2023 features several key sections:

- Artificial Intelligence in the Classroom:** A comprehensive overview of AI's role in education, including its benefits and challenges.
- Automation and Accessibility:** Explores how automation and AI can be used to create more accessible learning environments for all students.
- AI Stereotypes and Critical Reflections:** A critical look at common stereotypes about AI and the importance of questioning them.

## Conference Collection September 2023

The Conference Collection September 2023 highlights several key sessions:

- Learning Tracks:** In-depth learning tracks providing educators with comprehensive insights and skills in pedagogy, teaching, and related fields.
- Conference to Restore Humanity! 2023: Breaking the Doom-Loop:** A session focused on addressing the challenges of the future and finding ways to restore humanity.
- Building Our Shared Humanity:** A session exploring the importance of shared humanity and the role of education in building a better world.
- Fighting for a Just Future:** A session discussing the need for social justice and the role of education in creating a more equitable society.

## Resource Redesign: Lesson Plans & Video Resources

The Resource Redesign section features several redesigned lesson plans and video resources:

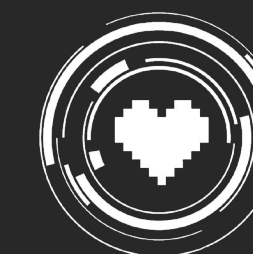
- flipping power: behavior in the classroom:** A lesson plan focusing on addressing behavioral concerns in a classroom setting.
- ai stereotypes and critical reflections: who's generated?:** A video resource exploring AI stereotypes and the importance of critical reflection.
- design thinking: pbl process:** A lesson plan introducing the design thinking process through a project-based learning (PBL) activity.
- whose curriculum?:** A video resource discussing the concept of curriculum and the role of educators in shaping it.

## Interdisciplinary School Subject 40+ interdisciplinary lesson framework, sponsored by Holistic Think Tank

The Interdisciplinary School Subject section provides a comprehensive framework for 40+ interdisciplinary lessons, sponsored by Holistic Think Tank. The lessons are organized into a grid of topics:

- how to analyze sources**
- artificial intelligence**
- standing up for who you are**
- what do we value?**
- creativity**
- ways to deal with conflicts**
- wicked problems**
- aesthetic competencies**
- language discrimination**
- childism**
- feats of strength**
- breaking across social media**
- the science of living forever**
- making conscious choices: fast fashion**
- professional planning**
- global cultural literacy**
- reverberating impacts**
- humane thinking**
- self-regulated learning**
- how to remain life-oriented**

# guide



# human-centered PD

~335

educators involved in PD & workshops

96%

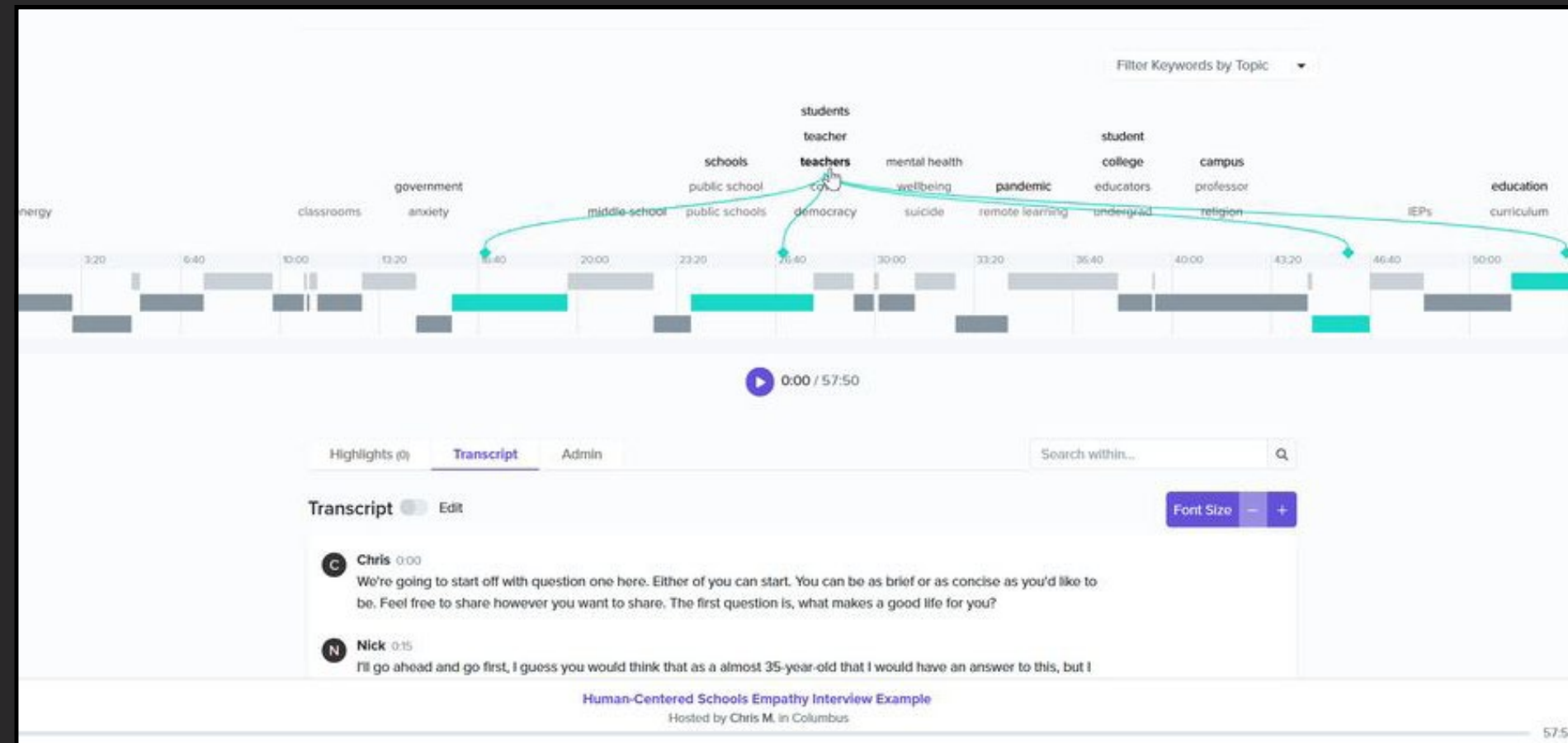
stated that our PD was “great” or “excellent”

~220

students involved in focus group conversations

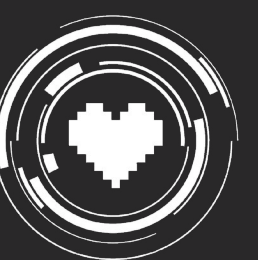
21

states reached in presentations and PD partnerships



The infographic is titled 'Enacting Social Justice-Driven Policies and Curriculum'. It features a small logo at the top center. The main text reads: 'Students need to see themselves within the school community and curriculum. Belonging and acceptance are cornerstones to learning and students need adults who proactively advocate on their behalf. Although social justice-centered policies and curriculum may already be in place, additional efforts can always be taken.' Below this, it states: 'First is through physical space. Students feel safer in environments with affirming symbols, such as pride flags, BLM murals, or Human Rights Campaign stickers. As a first step, simply recognizing identities through proactively prioritizing decorations throughout the physical space is an affirming action.' There is a large black redaction box covering several lines of text. Below the redaction, it says: 'Second is acknowledging ways in which our own bias and privilege leads to potential problematic verbiage, phrases, or even denial of student identities. To better educate all students, it's imperative that we tackle social justice personally as well as with our classes. Students need to understand the importance of the historical, cultural, and political systems that shape marginalized communities.' At the bottom, there are two bullet points: '• The Trevor Project offers a handbook on creating safe spaces for young people' and '• The Black Lives Matter at School Curriculum provides lesson plan and whole school activities'.

guide



# webinars

9  
webinars

1,940  
views

6  
guests

learning from games  
social media use  
ai applications and concerns  
topics featured

## Understanding and Investigating the Ethical Concerns of ChatGPT in Schools

Edufuturism Learning Series

ChatGPT just created a new tool to catch students trying to cheat using ChatGPT



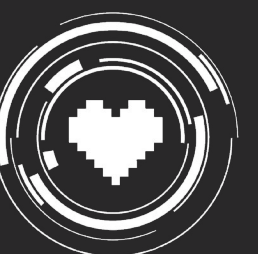
## MANTRaP: Combating the “Manosphere” in the Classroom

Edufuturism Learning Series



we started our “edufuturism learning series”: free webinars with ample audience interaction, based on our 2022 stretch goal

guide



# conference to restore humanity! 2023

**159** (+30%)  
attendees

**90%** (+18%)  
rated our virtual conference *better*  
than an in-person event

**83%**  
stated our virtual conference was  
better than, or the best they've  
attended

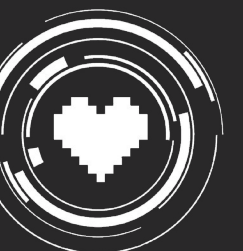
**91%**  
said they'd attend the conference  
again

continuing our success in a one-of-its-kind event  
flipped keynotes, extensive Q&A, self-paced learning & made available to all following the live  
event

keynotes by  
Dr. Antonia Darder  
Cornelius Minor  
José Luis Vilson  
Iowa WTF

tracks on  
A Green Education to Save the World  
A New Perspective Using Game Design  
Rebellion by Design: Anti-Racism and UDL

grow



# thoughts from attendees

>> I was unprepared for how **radically human, and connected**, the conference is. The flipped keynotes, and the trust to host them as a Zoom room instead of a webinar presentation format in particular struck me as radically inclusive and human.

>> **This conference will change your life.** It puts into perspective the things that people who care about students as human beings care about - you will find your people here if that's what you care about. It is absolutely worth attending.

>> If you are passionate about transforming our schools to meet 21st century learners where they are and to empower both teachers and students with autonomy and creativity, I highly recommend this conference. **It has given me hope that together we CAN change our schools from toxic wastelands to flourishing communities of excited learners.**

>> The Conference to Restore Humanity was an absolute game-changer for me. I'm a college student from Brazil and wouldn't have **the chance to experience this otherwise if it weren't for the virtual conference.**

>> I really enjoyed this conference! **Initially I was a little skeptical of the "flipped" format and the use of Discord, which I was unfamiliar with - but it worked!** It was great to listen to speakers from a variety of areas, and to engage with other conference participants. Sometimes I feel like my educational philosophy is vastly different than many of my co-workers, so it just felt good to be around educators who were more on the same page as me.

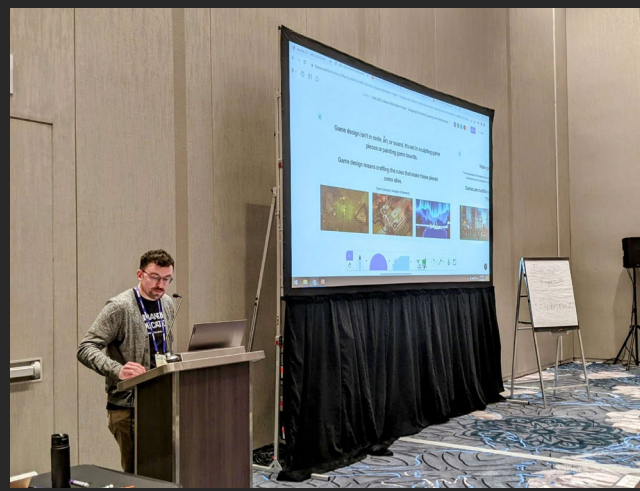
>> I attend many conferences, and help to plan some myself, but **the Conference to Restore Humanity is by far the most valuable professional development I attend.** At traditional conferences, the conversation usually ends when the conference does. At CTRH, the conversation just keeps going. There's so much power in this community.



# conference presentations



North American Independent Schools (NAIS)  
February | Las Vegas, NV



Holistic Think Tank Inaugural Interdisciplinary Summit  
March | Columbus, OH



Michigan Association for Computer Users in Learning (MACUL)  
March | Detroit, MI



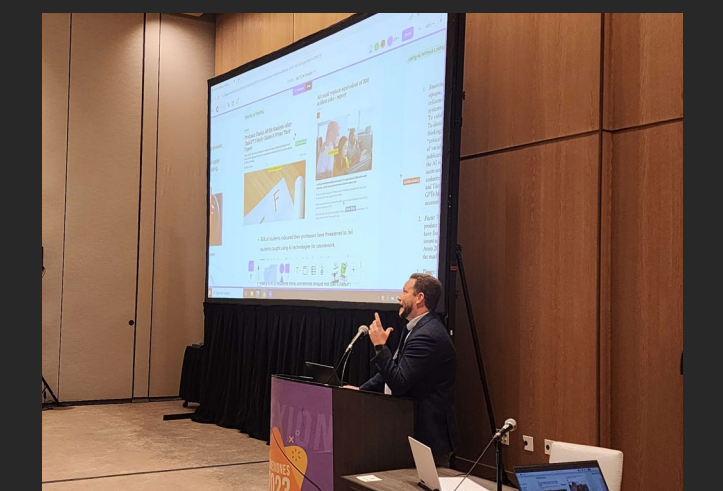
English Teaching Market  
June | Stare Jablonki, Poland



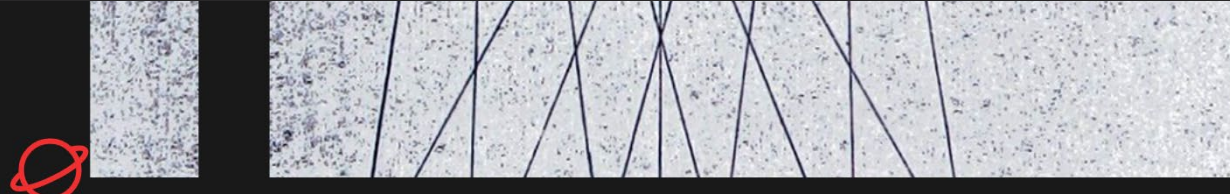
International Conference on Interdisciplinary Teaching and Learning  
October | Bielsko-Biala, Poland



National Council of Teachers of English (NCTE)  
November | Columbus, OH (with Trevor Aleo)



# volunteering



## About Us

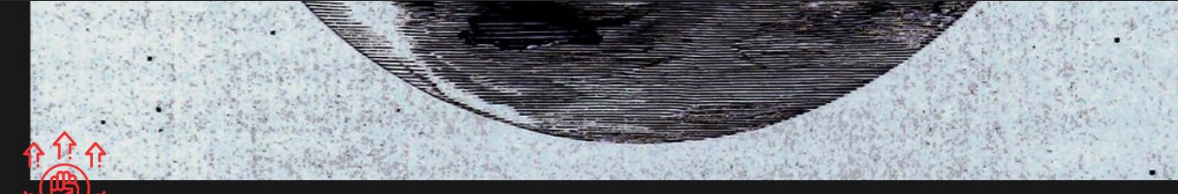

### Overview

Human Restoration Project (HRP) is a 501(c)(3) non-profit which aims to discuss and provide resources that illuminate, foster, and challenge traditional and progressive educational practices. It is of almost importance that, when looking deeply into these topics, we provide places for people to start especially those who are not accustomed to a progressive view of education. Furthermore, it is paramount that we view progressive education not as a series of buzzwords or acronyms, but instead the bringing to light what we've all seemed to forget: our students, our educators - they are *human beings*. We intend to restore that lost humanity - having administrators, educators, and students remind themselves, and engage with, their purpose and dreams. HRP centers its work around four values statements. Each of these statements places systemic change at the forefront to create radically student-centered school systems. Each systemic structural change is outlined in detail in our Primer.

### Our Mission and Vision

HRP focuses its attention on systems-based change in education through grassroots, teacher-organized change. Despite decades of school reform (Race to the Top, No Child Left Behind, A Nation at Risk), only 40% of students are engaged in high school and less than half of students feel their learning is relevant. And, despite our focus on improving math and reading scores - stressing about test results - "the Bulletin of Atomic Scientists state we're "100 seconds from doomsday." Our priorities in education have moved away from the obvious answer: we're all human beings, we need to treat each other accordingly.

Our work is based on three levels of change-making: 1) informing about the need for progressive education; 2) guiding educators through materials and PD on how to implement this practice in their classroom; and 3) growing the movement through coalition building, networking, and grassroots advocacy.

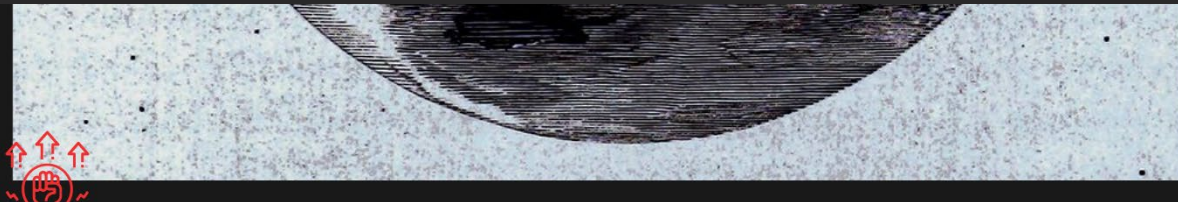


## Operators

Operators assist in transcription/translation, copy-editing, data entry, and more. Although it isn't the "coolest" job around, operators give us the tools that chip away at our (unseen) work.

### What do we need help with?

<h4>Transcription &amp; Translation</h4> <p>Transcription is an expensive necessity in making our work accessible. On our podcast page, you'll see all of our works that lack a transcript (especially from 2021/2022). If you can submit an updated transcript, that would be a huge help! All of our resources are currently English-only. If you can assist in translating our works to another language, please reach out to us.</p>	<h4>Copy-Editing</h4> <p>Outside of our Primer, none of our work has been formally edited, and we know that there are mistakes and ways to clear up our writing. See our website and resources page and let us know if you would like to copy-edit our work.</p>	<h4>Data Entry &amp; Research</h4> <p>We actively reach out to schools on ways we can assist through our free open access resources and professional development services. To help us research and identify schools, see this template. We're constantly building upon our research database and looking for ways to support our practice. To help us build on our research database, see this template. Human Restoration Project is actively seeking grant-funding to further our mission. To help us research grants, please contact us with any leads or partnerships we should check out!</p>
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## Joymakers

Joymakers assist in design, artwork, music creation, and other creative endeavors. We are always looking for help in marketing, artwork, and other creative assets for our various publications, productions, and social media.

### What do we need help with?

<h4>Marketing</h4> <p>Creating artwork and designs for any of Human Restoration Project's various initiatives, such as our network, advertising our free resources, or attracting partners to our conference.</p>	<h4>Infographics and Artwork</h4> <p>Creating designs that reflect the idea of human-centered learning and/or document concepts found in one of our curated research studies. Artwork could also be utilized for merchandising.</p>	<h4>Music</h4> <p>Creating music that could be utilized in one of our various YouTube videos, podcasts, or course videos. We tend to utilize sampled music and beats with a soft theme.</p>
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### Getting Started

1. This is "drop in" assistance, meaning that you can get started at any time! If you have an idea, go ahead and get started (and see our creative constraints below)! If you'd like to check in with us regarding a specific design idea, please contact us.
2. Submit any drafts, concepts, ideas, or questions to [chris@humanrestorationproject.org](mailto:chris@humanrestorationproject.org) & [nick@humanrestorationproject.org](mailto:nick@humanrestorationproject.org) (or on Discord).
3. Your work will be credited under Human Restoration Project's CC 4.0 License: Attribution-NonCommercial-ShareAlike 4.0 International, attributed to Human Restoration Project as well as your preferred artist name. Further, you will be credited on our website. We're happy to link back to your work.

Welcome to the Human Restoration Project Ops Center, a space to take action on implementing a progressive, human-centered education system across the world.





### Getting Started

Before volunteering, please familiarize yourself with the following information:

- About Us
- What does HRP do?
- Organization Principles
- Volunteering at Human Restoration Project

Join our Discord! This is the easiest way to get in touch with us (see #hrp-ops).

Utilize the following categories to learn more about furthering HRP's endeavors:

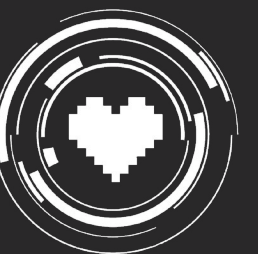
 <h4>Joymakers</h4> <p>Assisting in design, artwork, music creation, and other creative endeavors.</p>	 <h4>Empaths</h4> <p>Assisting in partnerships, event hosting, and social media campaigns.</p>
 <h4>Envoys</h4> <p>Assisting in reaching out to schools, fundraising, and informing our work.</p>	 <h4>Operators</h4> <p>Assisting in transcription/translation, copy-editing, data entry, and more.</p>

### Want to meet "face-to-face"?

We're organizing our next ops volunteer meet-up in the coming weeks. Fill out this form to sign-up!

we are greatly appreciative of those helping with transcription, translation, and data entry!

grow

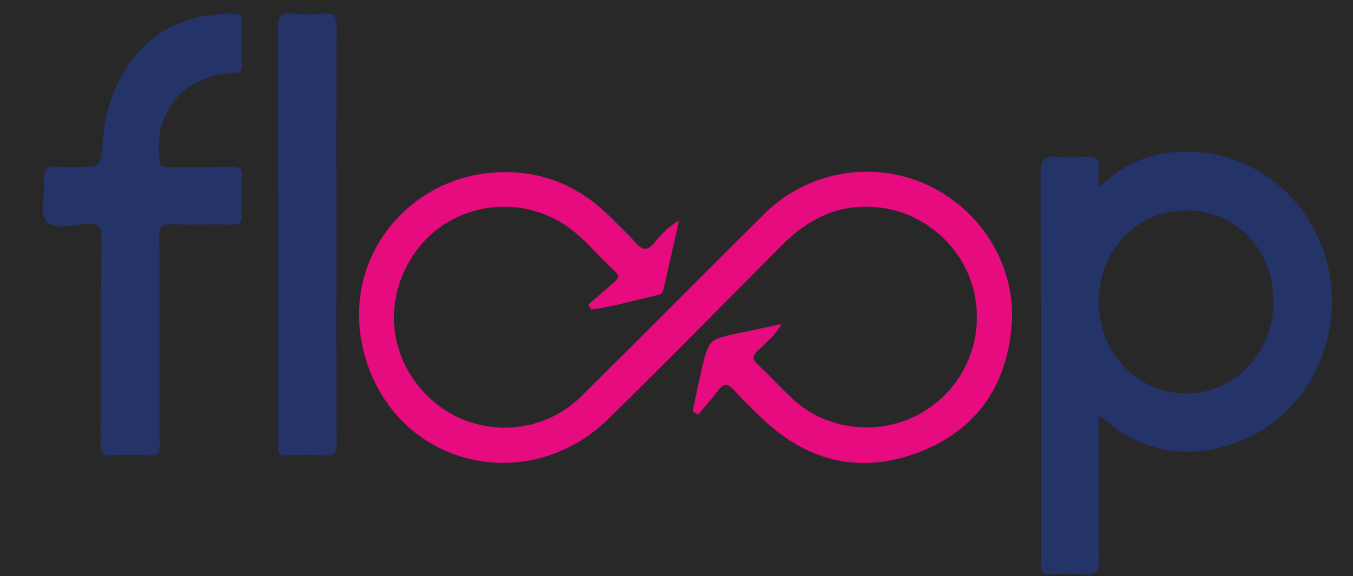


# Floop

2023: Learn, Analyze, and Maintain the Platform



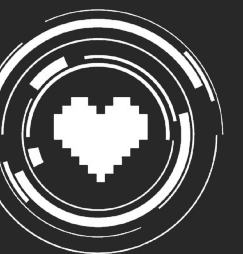
2024: Rebrand, Expand, and Grow the Community



\*not final, just an example!

In October 2023, Human Restoration Project acquired the feedback learning tool, Floop.

grow



# our team



Nick Covington



Chris McNutt



Sunil Singh



Naoya Okamoto



Noah Ranz-Lind



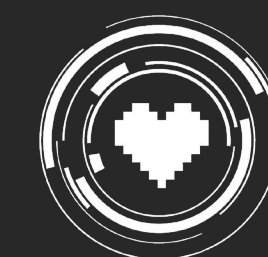
Dr. Jen Lucas



Selena Carrión



Kevin Pettinger



# our board



Julia Fliss



Madeline Jester



Skylar Primm



Hedreich Nichols



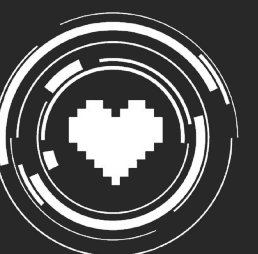
Dr. Traci Nicole Smith



John Warner



Dr. Yong Zhao



# partners

**HOLISTIC  
THINK TANK**



MARTHA  
HOLDEN  
JENNINGS  
FOUNDATION

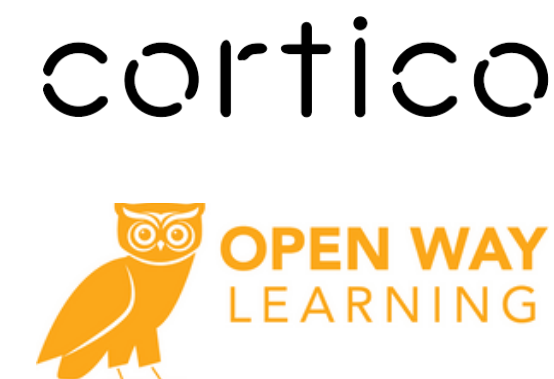
our merchandise is  
sustainably sourced  
& union made!



**ANTIOCH  
UNIVERSITY**

**Drake  
UNIVERSITY**

we offer graduate  
credit!

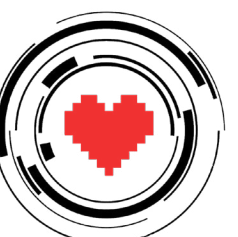


rethinking  
schools



we've worked with these organizations (and  
more) to further develop HRP across 2023.

grow



# revisiting 2023

These were our goals for  
2023 from our last impact  
report.

## seek grant funding to express the power of youth

We achieved grant funding through the Martha Holden Jennings Foundation to continue student focus groups across Ohio school districts.

## expand opportunities for PD & graduate credit

We created the Edufuturism Learning Series, continued our graduate partnership with Antioch University, and hosted multiple in-person sessions at conferences in the US and abroad.

## create at least three more free resources\*

\*Rather than release three major resources, we redid our existing resource database for many (15+) smaller, easily accessible resources. Further, we organized and released *all* of our conference resources (including learning tracks and sessions) and our AI Handbook.

## build infrastructure for crowdsourcing and partnering with HRP

We have added new ways for educators to interact with our resources, including remixing and uploading new content; co-developing our interdisciplinary lessons; and increasing our use of Discord as a community space.

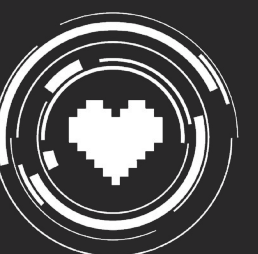
## host conference to restore humanity! 2023

Our conference had more attendees and an even higher rating than last year. Onward and upward!

## publish a book: (Working Title: Restoring Humanity to Education)

Publishing a book has admittedly taken a backburner as we focus on everything else that we're doing! On the one hand, we acknowledge that book publishing hits an entirely new audience for HRP. However, it is a sizable portion of work that could impact our general publishing. We're slowly chipping away at it. More details to come.

grow



# goals for 2024

## **seek continual grant funding**

As a small non-profit organization, our constant goal is ensuring that we have funding to maintain our operations. As political tensions and school district (COVID) money swells up in 2024, we will be diligent about finding funds whenever available.

## **seek partnerships for even more resources**

In collaboration with other creators, we want to build at least two new high quality resources in the coming year, such as on multimedia literacies and game/play-based learning.

## **grow our youtube presence**

In a few short months, we've gathered a decent YouTube subscriber base. We want to continually produce meaningful content that engages that audience and mainstreams "good pedagogy and content" for schools.

## **grow our POSSE/discord network**

We want to reach people wherever they're at. Given the changing social media landscape, our new strategy is simply to find people in the spaces that suit them. Our website is a "one stop shop", with Discord being the most interactive space to connect to the community.

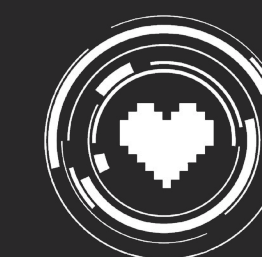
## **host conference to restore humanity! 2024 (and expand conference pedagogy)**

We're seeking partners for our 2024 conference as we continue its success. Plus, we're potentially connecting with other digital conference up-and-comers to share/develop how we build our asynchronous conference platform.

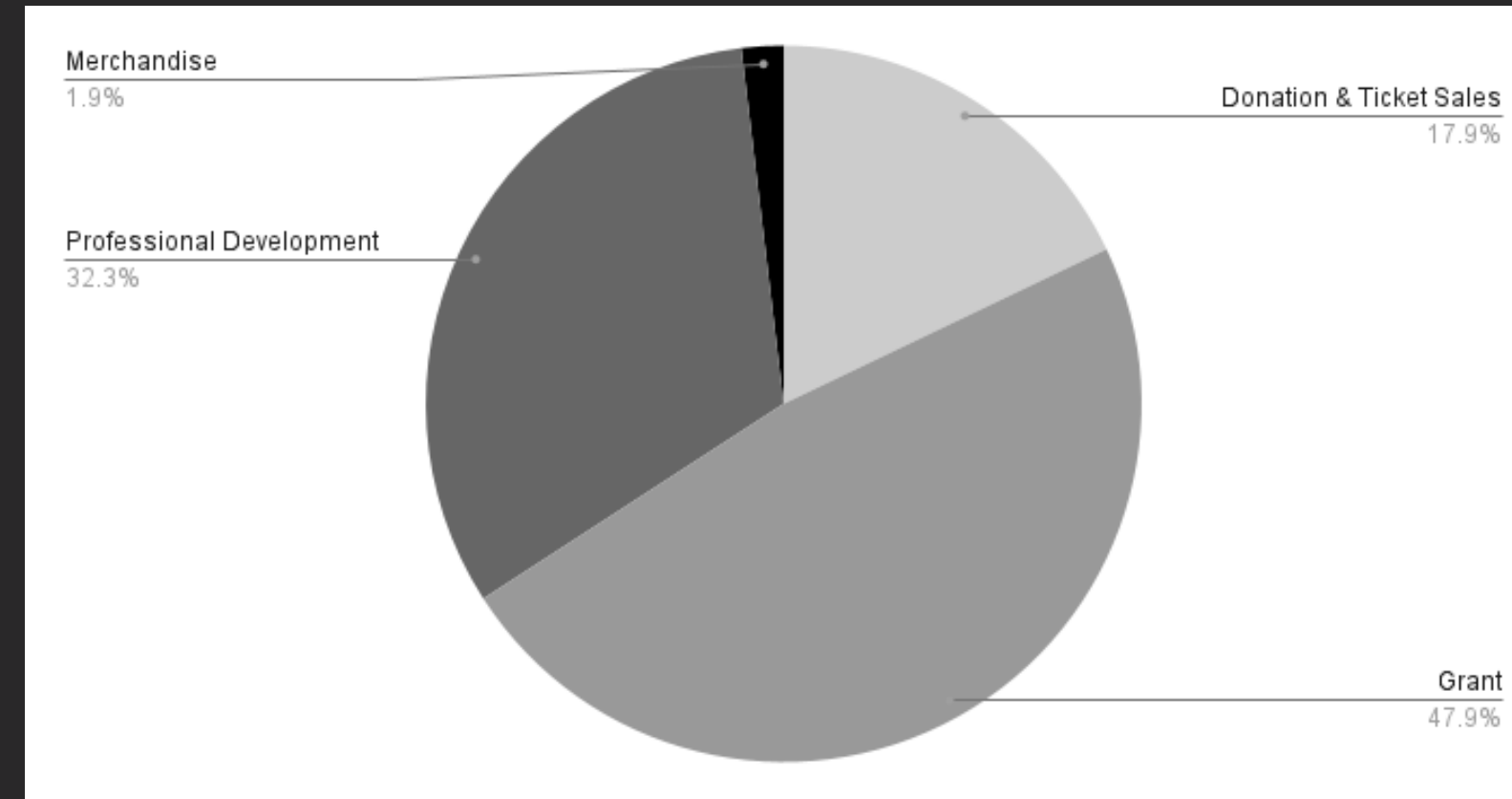
## **redesign and rerelease Floop**

We are recruiting part-time developers to assist us in rebranding and adding features to Floop, built on a new codebase with even more features toward feedback, design thinking, and iteration.

**grow**

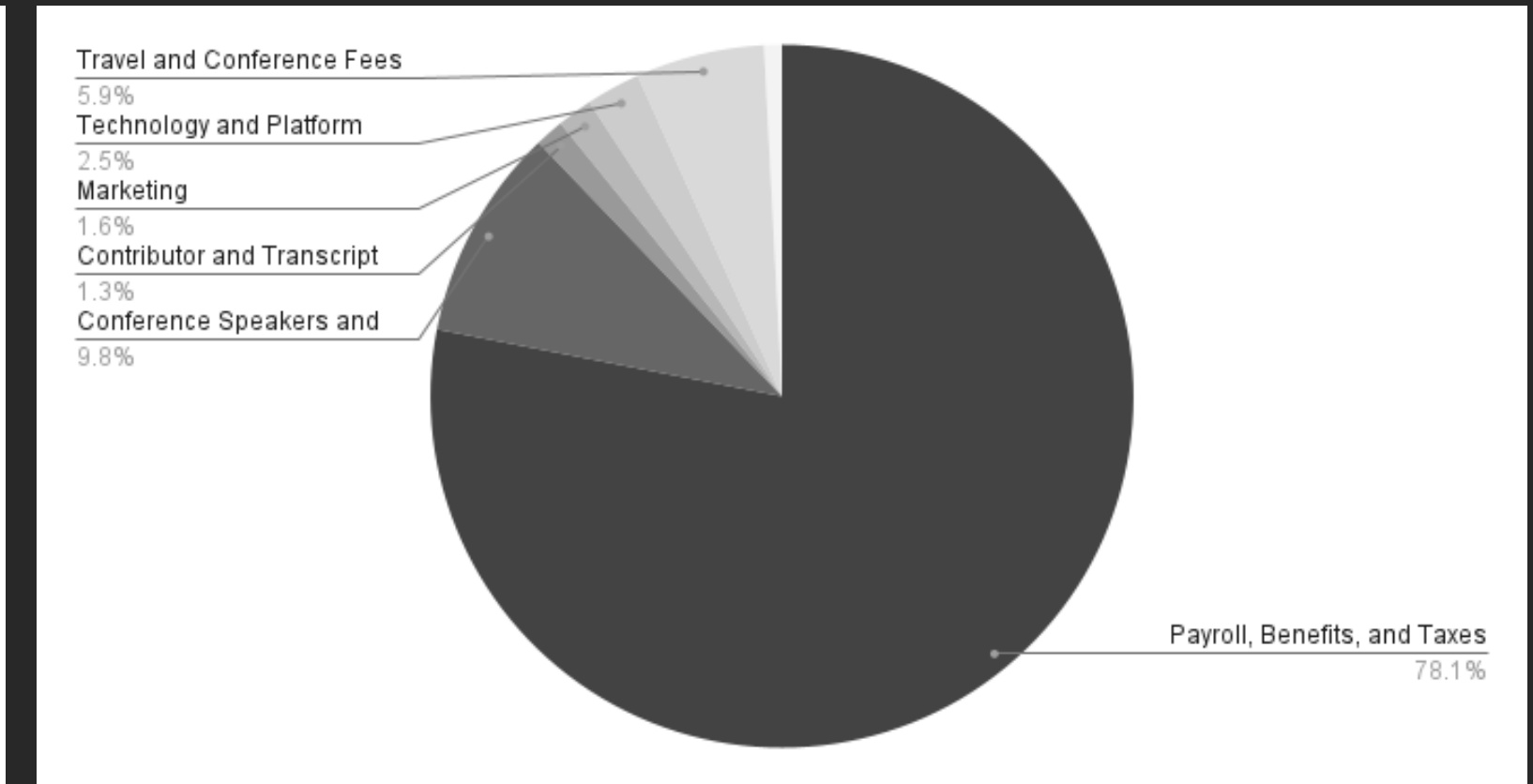


# financial



## Revenue (-21%)

We have seen a worrying decline in grant availability, donor giving, and PD funding due to a variety of causes: additional COVID funding expiring, an unstable economy, and general lack of new funding in the public K-12 space. This is, sadly, in-line with other non-profits in our space.



## Expenses (+30%)

Our organizational expenses have primarily increased due to grants that demand travel, presentations, and conference admittance. This is a great way to showcase a human-centered education, but it is no doubt expensive.

Part of our shift to community spaces in YouTube and Discord is acknowledging that funding for our organization like ours must be sustained through the grassroots. We spend a considerable amount of time communicating with foundations and large funders, many of whom are disturbingly moving away from the K-12 space.

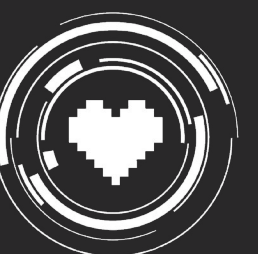
## what you'll see on our form 990:

**paid employees:** Nick Covington & Chris McNutt

**salary:** \$55,000 / yr + benefits (increased to \$60,000 in Oct with no benefits)

**grant funding:** \$50,000, with \$25,000 (minimum) expected in 2023

our board and volunteers are not compensated



# thank you to our supporters

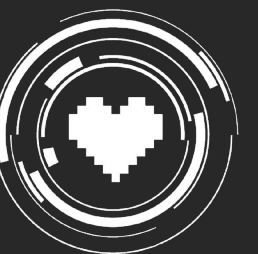
Holistic Think Tank  
Junge Family Charitable Fund  
Martha Holden Jennings Foundation  
Stimpunks  
Tides Foundation  
Jenny Lucas  
Jordan Vaca  
Kimberly Baker  
Rachel Lawrence  
Simeon Frang  
Debra Covington  
Anna Wentlent  
Bradley Hinson  
Brandon Peters  
Connie Fletcher  
Corinne Greenblatt  
Darren Uscianowski  
Jeremiah Henderson  
Joelle Ostrich  
Julia Valenti  
Kevin Gannon  
Lea Kelley  
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Monte Syrie  
Peter Kratz  
Savannah Leigh  
Skylar Primm  
Sybil A Priebe  
Timothy Fawkes  
Burton Hable  
C. Billy Campbell  
Daniel Holman  
Deanna Lough  
Emma  
Garreth Heidt  
Jennifer Mann  
John O'Briant  
Lisa Wennerth  
Marie Becker  
Matt Walker  
Mustafa Haleem  
Paul Perez

Sally Orme  
Sheila N  
Steve Peterson  
Susanne Michelle Harrison  
Thomas White  
Trevor Aleo  
Cayne Letizia  
Michael Payne  
Doron Zinger  
Ray O'Brien  
Sean Michael Morris  
Laura Gibbs  
John White  
Erin Flanagan  
Dylan Wince  
Michael Hyde  
Eric Spencer Bishop  
Zoe Weil  
Aubree Holliman  
Megan Covington  
Sybil Priebe  
Andrew McKay  
Lydia McDermott  
Sue Woltanski  
David van Reyk  
Erin Gaudet  
Melissa Staley  
Sarah Mastenbrook  
B van Vliet  
Lauren Niemann  
Russell Walker  
Michelle Edwards  
Donald DeLand  
Stacy Cadence Hilgenberg  
Shannon Oliveira  
Dustin Rideout  
Josefina Maria Isabel Rodriguez Sotres'  
Steve Sostak  
Kathleen Magill  
Marielle Poulin  
Monique Schramme  
Travis Gratteau-Zinnel

Deanna Koretsky  
Thomas Gribble  
Marcelo Viana Neto  
Eric Martinsen  
Kenichiro Bernier  
Matthew Winslow  
Jen Olson  
Erin Raab  
Joshua Kazemi  
Troy German  
Ephraim Hussain  
Alix Tate  
Eliot Behr  
Kevin Lambert  
Danielle Woodhams  
Alexander Gruber  
Diana Hawley  
E. David Miller  
John O'Briant  
Antonio Buehler  
Kyle Prince  
Brad Latzke  
Laura Pallandre  
Josh Tetenbaum  
Paul Kim  
Marquis McMurray  
John Warner  
Kathy Sennello  
Gabe Grimley  
Catherine Denial  
Ryan Boren  
Angela Boston  
Gamal Sherif  
Bruce Robbins  
Thomas Hurst  
Casey Nedry  
Randy Ziegenfuss  
Simone Harris  
Bill Rider  
Lauren Lumm  
Sumer Unnisa  
Erin Dowd

Parvathi Sivaraman  
Alicia Huculak  
Alex Covington  
Jacob Huckle  
Elizabeth Angello  
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R Steven Gumbay  
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Tim Fawkes

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Zaynab Baalbaki  
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Zoe Bee  
Synthia Jester  
Ezra Friedlander  
Dan Kearney  
Madison Hanson  
Matt Laughlin  
Brady Gunnink  
Kelly Meissner  
Shana Shrader  
Emi Takemura  
Kristina Daniele  
Jeffrey Austin  
Beth Haas



**your donation keeps the project alive!**

**97%**

of our funds were used toward expenses in 2023

**in other words, every dollar counts!**

simply stated, we *need* your donation to keep our project alive in 2024! help us restore humanity to education!

**help us continue our movement to reimagine education.**

**[humanrestorationproject.org/donate](https://humanrestorationproject.org/donate)**

