



The Ten Years' Time Grant Givers' Programme

Participant Feedback



“ It's helped me a lot to not get bogged down in the day-to-day and think more about what being a better funder looks like, and how to actually do it. ”

- *Course Participant, Spring 2016*

“ It was very hard for me to pick favourite sessions as I found them all very useful and interesting in different ways. The mix of topics, content and speakers worked really well... Thank you very much for a fantastic experience which I hope will continue. Great cohort and programme. ”

- *Course Participant, Spring 2017*

“ The programme has really helped me to step back from the day job and reflect on what good grant-making practice really looks like. It is very refreshing to have the chance to hear different perspectives from expert speakers, and to debate issues with a group of peers from other organisations. ”

- *Course Participant, Winter 2018*



What It Is...



There are relatively few opportunities for people working in grant giving to take a step back from their day jobs and spend time amongst peers thinking through new approaches, trends and challenges for grant givers.

The Programme is designed for people working in or sitting on the boards of trusts and foundations who have less than five years experience of grant-making (or for those with more experience but an appetite to challenge their current thinking).

The idea of the programme is to help participants step away from the every day work of analysing applications or managing grantee relationships and think about the best ways in which philanthropy can be used to advance social change.

The programme takes place over eight sessions, lasting a total of 27 hours over four months. It happens in cohorts of 8 - 12 participants with five speaker sessions, one community session and one half day internal workshop. The programme is designed to neither invade too much on personal or professional time, with a mixture of breakfasts, lunches and dinners.

Personal career coaching is also an optional extra as part of the programme.

The next cohort launches in April 2020, and the preceding nine programmes have sold out well in advance of the start date, so do get in touch if you would like to take part.



Track Record



100% of participants would recommend the programme.
100% wanted to continue engaging after the programme.
90% attendance per session.

Participants have attended from the following organisations and more:



CHARITY & EDUCATION



The Programme



Ten Years' Time is a philanthropy education firm that runs a challenging professional development programme for people working in grant giving. The programme is tailored for those with typically less than five years experience in their role, whether they are recent career changers, younger staff members or trustees.



Using philanthropic capital to create social change is a skill. It is hard work that, when done well, can lead to fantastic social change. There are, however, few professional development opportunities or leadership programmes for staff in the space.

Ten Years' Time launched the Grant Givers Programme to offer a chance to challenge conventional grant-giving wisdom and to understand how social change happens. We hope to give insight on what philanthropy's role can be in this and to highlight the best practice of the country's top grant-givers whether they be foundations or private individuals.

The purpose will not be to critique individual foundations or for members to reflect publicly on their own portfolios and approaches but to create robust and exciting debate.

Ten Years' Time runs the programme as a cohort based initiative, inviting 8-12 individuals to join eight sessions over a four month period. Most will be lunches or breakfasts.

The next cohort is starting in April 2020 - we are taking bookings for this programme on a first come, first served basis.

The programme will cost £1000+VAT for family foundations and larger foundations. It will cost £850+VAT for smaller foundations.

To enquire about joining, please email rowena@tenyearstime.com.

Rowena Teall, Course Facilitator

Rowena is Deputy Director at Ten Years' Time and comes from a background in private philanthropy. She works particularly with funders interested in international grantmaking, but also engages the UK foundation sector on philanthropic best practice. She has experience in developing and delivering grantmaking strategy, designing grant management processes and tracking impact and learning.

Previously, Rowena worked for The Baring Foundation across their UK social justice and international development funding programmes. Prior to this, she was part of the International Human Rights team at the Oak Foundation, one of the world's leading social and environmental funders. Rowena also acts as an adviser for the Board of Trustees at the Kreitman Foundation, supporting on setting strategic funding priorities and developing high standards for foundation practice.

Participants should leave with...



- A better understanding of how money can be used to support social change
- A support network of fellow professionals
- Some new skills and ideas to bring to their roles
- Some thoughts on how to overcome challenges in their grant giving
- Exposure to new ideas on foundation management and grant giving strategies



I definitely feel a) I'm learning new things about the sector, b) I have some interesting thoughts and approaches in mind to look out for when looking at new or existing organisations in our portfolio, c) I have some good examples and arguments to bring to my job when hoping to support new organisations or new ideas.



- *Course Participant,
Spring 2017*



I feel more part of a grant making 'ecosystem' as a result, rather than just an employee of my own organisation. It was valuable as a relatively junior member of the organisation to have the validation and space to talk about issues, concerns, ideas and strategic stuff that is often seen as the preserve of others.



- *Course Participant,
Spring 2018*



Cohort Eight 2019 Schedule (Provided As A Guide)



Session 1 - Lived Experience and Community Voice in Grant-Making with Darren Murinas and Ruth Ibegbuna

Darren is the CEO of Stoke Expert Citizens and convenor of the Lived Experience Awards. He's a powerful advocate of community voice in the grant-giving process, and has blogged about his experiences for The Guardian and The Big Lottery Fund. He sits on the trustee board of the Lankelly Chase Foundation.

Ruth was the founding CEO of RECLAIM, an organisation working to tackle the UK's low rates of social mobility by building a new strand of working-class youth leadership. Before founding RECLAIM, Ruth spent several years as a senior teacher in a Manchester state school, supporting her students to obtain some of the best results in the country. She has recently launched radical cultural exchange programme Roots.

Session 2 - Influencing Corporates with Kene Umeasiegbo

Kene is Head of Environment at Tesco and sits on the trustee board of the One Foundation. During his time with Tesco, Kene has been at the forefront of the company's ambitious carbon reduction policy: in the past ten years Tesco has reduced its carbon emissions by over 40% and committed to running its entire business on green energy by 2030. Kene has a rich history working in Brazil, Nigeria, Estonia, Holland and the UK. Before Tesco's he had a senior role at Cadbury's - again working on sustainable supply chain issues.

Session 3 - The Flawed Market of Impact Measurement with Tris Lumley

Tris is the Director of Innovation and Development at New Philanthropy Capital where he leads on new strategies, partnerships and initiatives to help transform the social sector. For the past few years, he's been at the forefront of developing new frameworks that put impact at the heart of the social sector, including shared measurement, open data and systems thinking. He's passionately articulated his views on social impact for Alliance magazine and the Stanford Social Innovation Review, with his latest articles concentrating on digital and user-centred design.

Session 4 - Social Insight Day at Ark Globe Academy, hosted by Matt Jones

The Globe Academy is an academy in Southwark for pupils aged 4 - 18. We will shadow pupils, participate in roundtable discussions with students and teachers, and hear from teaching and safeguarding leads about the opportunities and challenges of the school's unique model. We will also be meeting with social workers from Frontline, to speak with them about their experience on the Frontline programme and with Southwark Council. The day will allow us to explore the intersection between statutory services, government commissioned charitable activity, innovation and philanthropy, and give us a real insight into the issues facing young people today.



Cohort Eight 2019 Schedule (Provided As A Guide)



Session 5 - Systems Change with Julian Corner

Julian Corner is Chief Executive of Lankelly Chase, a grant-making foundation focused on people facing severe and multiple disadvantage at the extreme margins of society. During his time with the foundation, Julian has led the organisation's strategic shift towards funding systems change. Before heading up Lankelly, Julian Corner served as chief executive of criminal justice and mental health charity, the Revolving Doors Agency and headed up the Social Exclusion Unit at the Home Office.

Session 6 - The Future of Grantmaking with Jo Wells

Jo is the Director of the Blgrave Trust, a grant-making trust which aims to support young people to access the opportunities and gain the skills they need in order to lead fulfilled lives and meet their potential. She was previously Humanitarian Policy Manager at HelpAge International and Emergency Programme Officer at CAFOD. Since joining Blgrave, Jo has been at the forefront of placing community voice and feedback at the heart of grantmaking practice.

Session 7 - Climate Change and Biodiversity Loss with Angela Terry and Carina Millstone

Angela Terry is an Environmental Scientist with over 20 years' experience in renewable and clean energy, including on-shore wind, hydro, solar and biomass schemes. She is the founder of the UK's first and only cross-industry marketing platform for low-carbon technology, One Home. She is also a frequently featured expert on climate change-related issues, having recently spoken on the BBC's Victoria Derbyshire Show, BBC Radio 2 and at several national green technology summits.

Carina Millstone is an environmental activist and author, she currently serves as the Executive Director of Feedback. She has worked in corporate and government consultancies as well as for the US-based 'New Economy Coalition' in New York.

Session 8 - Problem Solving Workshop

This will be a facilitated session where the group work through case study-based dilemmas as a team. It will allow participants to use the ideas and concepts they've been exposed to on the programme in a more practical way, as well as giving them space to reflect on how they will implement what they've learned in the future.



Come Join Us...



To enquire about whether the programme might work for you, contact Rowena Teall on rowena@tenyearstime.com.

If you would like an introduction to a previous cohort member, just let us know.

It's a lot of fun and designed for people who want to stretch themselves and the sector to do more than we are currently doing.

We're looking for participants with humility who are happy to reflect on and challenge the status quo of philanthropy - that's really all we ask!

We are not running the programme to make money. Any surplus from the programme will go towards charitable donations, philanthropy research, sector campaigns or future cohorts.





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The Grant Givers' Programme has really opened my eyes to key areas and issues I wouldn't have explored doing my day to day role. Being new to the sector and coming from a very small team, it's helped me think differently and be more confident to challenge aspects I wouldn't have done before. The group have been a great sounding board - I don't want the programme to end!



- *Course Participant, Spring 2019*