

Cohort 22



Grant Givers' Programme

Innovate & Collaborate

About

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 and discussing new approaches, trends, and challenges for grant givers.

This programme is designed for people working in grant giving and social investment, from those relatively new to the sector to those with more experience. It is for people with a shared appetite for learning or a wish to challenge their current thinking or organisational culture.

Participants have the chance to step away from the everyday work of analysing applications or managing grantee relationships to consider the best ways philanthropy can advance social change.

The programme requires a commitment of 14 hours across 10 sessions over 3 months. It gives you access to 7 masterclasses, 2 review and reflection sessions, and a final workshop. The programme will run with a cohort of approximately 12 people and is designed to fit around your personal or professional time.

Our next cohort starts in May 2024 and will take place online. All you will need is access to Zoom. The previous 21 cohorts have proven to be hugely popular, with high demand for places. Please do get in touch to secure your place.



We Support

100% of participants would recommend the programme

100% of participants wanted to continue engaging after the programme

90% attendance maintained

Participants have attended from the following organisations:



TEN YEARS' TIME
PHILANTHROPY REIMAGINED

The Programme

Using philanthropic capital to create social change is hard work that, when done well, can have a huge positive impact. There are, however, few professional development opportunities or learning programmes for staff in the sector.

Ten Years' Time launched the Grant Givers' Programme to offer an opportunity to challenge conventional grant-giving and to understand how social change happens.

We hope to provide insight into philanthropy's role and highlight best practices across the sector.

Our purpose is not to critique individual trusts and foundations or for participants to reflect publicly on their portfolios and approaches but to create space for exciting debate.

Pricing is as follows:

- **£1,350 + VAT for organisations that gave more than £1 million last year**
- **£950 + VAT for organisations that gave less than £1 million last year**

To book your place please email dean@tenyearstime.com



The Programme

YOU WILL GAIN:



Expert Advice

Learning from experts about current important issues



A Wealth of experience

Hearing the different experiences and perspectives of peers



Better thinking

New ways of thinking to take into your place of work



Practical tools

Practical ways of overcoming challenges in your grant-giving



Money Advice

A better understanding of how money can be effectively used to support real social change



Strategies

Exposure to new management ideas and grant-giving strategies

Intersectionality and Anti-Racism with Martha Awojobi

Tuesday 7th May, 12:00pm – 2:00pm

This session will introduce you to the programme before examining the importance of intersectionality and anti-racism within the sector. By the end of the session, we will identify what remains to be done to create a just and fair society for everybody.



Martha is the founder, director, and fearless leader of JMB Consulting. After spending ten years working in the charity and philanthropic sector, she was disappointed to find that the space that she believed could be genuinely transformational in liberating oppressed groups also perpetuated horrific racism. Leaders were slow to innovate, resistant to naming structural racism, and reluctant to meaningfully include Black and Brown people in decision-making.

Instead, they were preoccupied with being seen as ‘good people doing good work’ at the expense of confronting and dismantling the very real racism that their organisations perpetuate. Martha collaborates with organisations that share her goal of liberation from oppression through her work at JMB and the #BAMEOnline series, which supports fundraisers and founders of colour in navigating the philanthropic sector.

The Value of Lived Experience with Zara Todd

Tuesday 14th May, 1:00pm – 2:00pm

This session will explore what lived experience is, why it's critical to philanthropy, the key challenges it brings, and how they can be overcome.



Zara is an internationally recognised disability activist specialising in creating organisational change to support inclusion and accountability. In 2017 Zara carried out a Winston Churchill Memorial Trust Fellowship looking at disability leadership and what could be learned from Australia and New Zealand. Last year, she co-authored ACEVO's 'Hidden Leaders' report on disability leadership in the third sector.

Zara is currently setting up her own organisation to support disabled people working in the third sector. Simultaneously, she is the Head of Equity at the Centre for Knowledge Equity. In 2017, Zara was profiled in The Guardian newspaper for her work on disability rights.

Radically Reimagining Philanthropy with Sidney Hargro

Tuesday 21st May, 1:00pm – 2:00pm

This session will focus on the complexity and multitude of systems within the worlds we live in and work in, how change is the only constant, and why this means we need to develop different ways of learning to better understand and respond to them.



Sidney is the inaugural executive director of the Leaders Trust, which invests deeply in the leadership and organisational wellness of social change organisations and movements. Before that, he led the Philanthropy Network Greater Philadelphia and is a nationally known philanthropic leader. Sidney coaches, speaks, and advocates for the centering of racial equity and intersectionality across all philanthropic practices in pursuit of liberation. He is also a lecturer at the School of Social Policy and Practice at the University of Pennsylvania, teaching equity-informed evaluation. Previously, he led the Community Foundation of South Jersey, a startup foundation that grew from \$400,000 to over \$21 million in assets in seven years.

Prior to that, he served as a Senior Officer of Strategy and Organizational Learning at The Columbus Foundation, the nation's seventh-largest community foundation.

Review & Reflect Session

Tuesday 28th May, 1:00pm - 2:30pm

Participants will come together in a safe space to share reflections and discuss what they've learned from the three previous sessions. They will also be encouraged to share how they're implementing and practising their new ideas at work. The space will also be used to discuss challenges and share useful resources.



Facilitated by a member of the Ten Years' Time team, the cohort will explore themes brought to light in the previous three sessions. This session will help ground earlier sessions' abstract ideas and theories, offering pragmatic insights to help participants ground their learnings in their work.

In this space, participants can also discuss further ideas and/or questions sparked between sessions.

Youth-Led Participatory Grantmaking with Nasra Ayub

Tuesday 4th June, 1:00pm – 2:00pm

This session will provide an overview of youth-led participatory grant-making, explore its benefits, impact, and need, and examine the current funding flow within this space and how it needs to change.



Nasra Ayub is a multi-award-winning women's rights campaigner, TEDx speaker, and writer from Bristol, UK. She works across the Global Fund for Children's youth-focused programs. She recently delivered a TEDx talk called 'What If Young People Ran the World?', which explored the power shift of philanthropy decision-making away from traditional donors to young people. Nasra also works as an outreach worker and freelance journalist, raising awareness on topics such as ending violence against women and girls and racial and social inequalities.

She has been featured on The Guardian, ITV, BBC Three, and BBC 1, speaking on race and other social justice issues. She was also a recipient of the Diana Award for her efforts to end female genital mutilation since the age of 15. Nasra also sits on the board of Blagrove Trust.

Regenerative Resourcing with Stephanie Brobbey

Tuesday 11th June, 1:00pm – 2:00pm

This session will provide a critical analysis of investments and offer an alternative vision for the redistribution of wealth.



Stephanie practised as a private wealth lawyer for a decade. She gained an outstanding reputation in the private wealth industry and was named one of eprivateclient's Top 35 Under 35 in 2020 and 2018. Shortly before leaving private practice, Stephanie was ranked as an 'Associate to Watch' in Chambers & Partners High Net Worth Guide 2021.

Stephanie left private practice to launch the Good Ancestor Movement, a social purpose business and consultancy which exists to disrupt the mainstream wealth advisory industry by challenging traditional ideas about the economy, excessive wealth accumulation and tax minimisation.

The Good Ancestor Movement supports wealthy individuals, families, trusts and foundations with regenerative wealth stewardship and radical redistribution.

Exploring Your Proximity to Power with Becca Bunce

Tuesday 18th June, 1:00pm – 2:00pm

This session provides an opportunity to better understand wealth and power within philanthropy, where you sit within this, and the access to wealth and power you can wield to better serve the communities you work with.



Becca is a human rights advocate who works to ensure that marginalised people have access to decision-making and political processes. Until September 2019, she co-directed the award-winning, law-creating IC Change campaign, which calls on the UK government to ratify the Istanbul Convention on Violence Against Women.

Her work has received many accolades. Notably, she was cited as an inspiration by President Obama for her work on violence against women and disabled people's rights. Becca was recently named as one of the 150

leading women in the University of London's history. Becca is currently undertaking a joint PhD studentship in Public Policy and Design Thinking at King's College London and UAL and has a Masters in Human Rights.

Review & Reflect Session

Tuesday 25th June, 1:00pm - 2:30pm

Participants will come together in a safe space to share reflections and discuss what they've learned from the three previous sessions. They will also be encouraged to share how they're implementing and practising their new ideas at work. The space will also be used to discuss challenges and share useful resources.



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Community-Led Change with Dawn Plimmer

Tuesday 2nd July, 1:00pm – 2:00pm

Using a systems change framework, this session will focus on how to best implement place-based partnerships in philanthropy, what community co-design is and it is so important today.



Dawn is Head of Practice at Collaborate CIC, where she leads place-based change partnerships in Cambridgeshire and Essex and Collaborate's work on the future of funding and commissioning. Previously, Dawn developed new funding and learning approaches at the Big Lottery Fund and was a senior consultant at the charity consultancy New Philanthropy Capital. Dawn is a trustee of a local

grantmaking foundation and Xenia, a community group in Hackney that brings women together to enable language learning, social connections and cultural exchange. Dawn has been instrumental in bringing together funders who are interested in how to lose control of funding.

Community Insight Day

Tuesday 9th July, 1:00pm – 4:00pm

A community organisation will lead this session, offering insight into their work. There will be time to reflect on what has been heard and learnt throughout the programme. Participants will also be encouraged to discuss how their practice has evolved and how they can influence broader change.



We are grateful to have such wonderful speakers on the Grant Givers' Programme and hope that we can continue to make knowledge accessible.

Thank you to all our donors and associates.



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