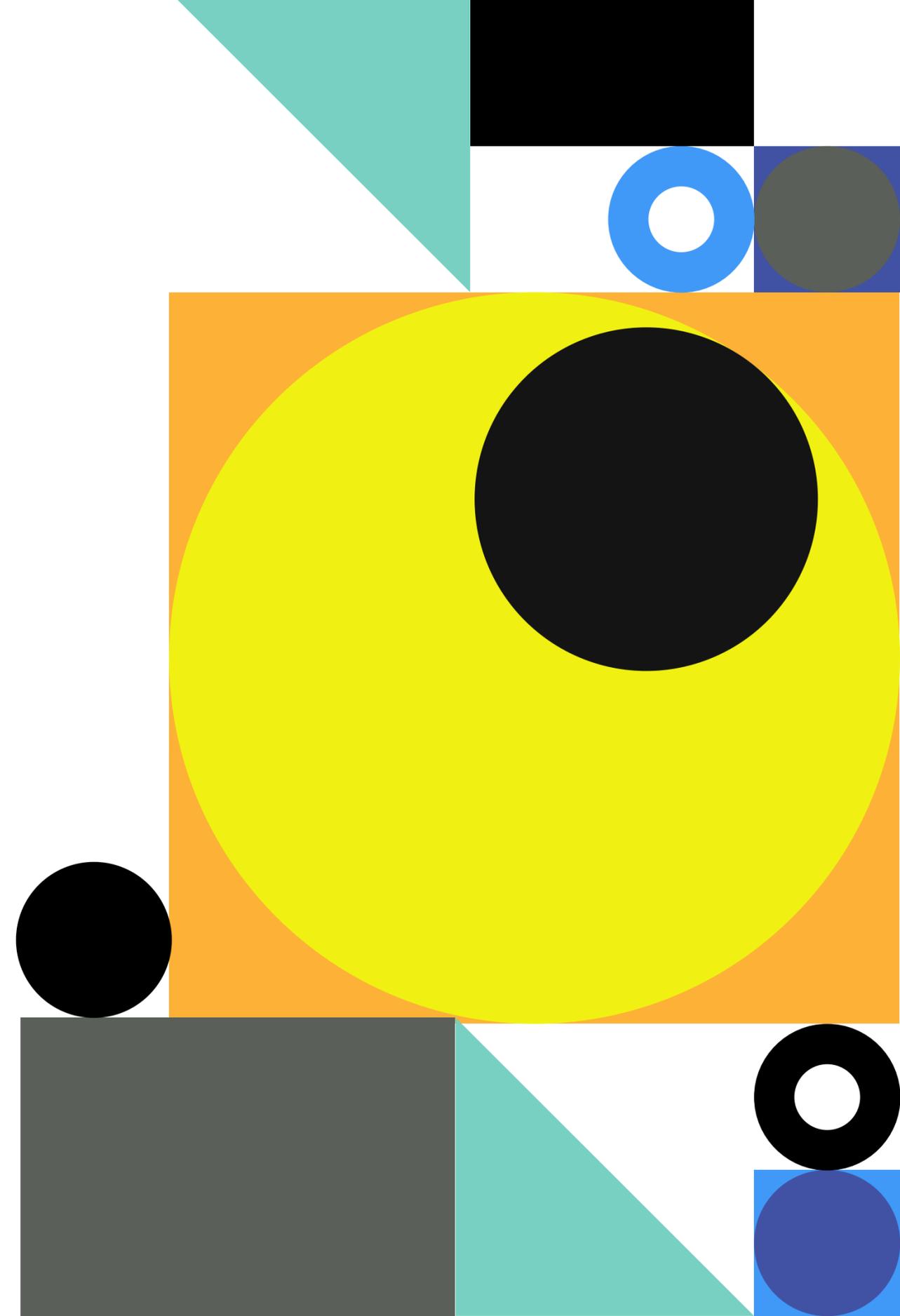


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# Practical Ideas For Participatory Grantmaking



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# CAMDEN GIVING AND LONDON'S GIVING

## CAMDEN GIVING

We're a place-based giving organisation. We were set up as an independent charity in a deeply unequal borough of London in 2017. Since then we've distributed £5million in grants via participatory processes. We are able to do this because of the support of local businesses, individuals, local government and foundations.

## LONDON'S GIVING

Place-based giving is a movement that is taking hold across London and is mobilising communities at a grassroots level to act to strengthen their boroughs. London's Giving is an initiative of London Funders to support the development of Place Based Giving Schemes. To find out more visit [www.londonsgiving.org](http://www.londonsgiving.org)



# INTRODUCTION

This resource aims to address the practicalities of implementing participatory making (PGM) with place-based funders. It was commissioned by London Funders as part of its London's Giving project, to help share the learning about PGM and how it can be implemented across the place based giving network.

## WHAT IS PGM?

There are different definitions of what PGM is and even within Camden Giving it is not a fixed and static process, more a set of values. For us, PGM means that the people who we aim to benefit are participating in the decisions about how grants are awarded by Camden Giving.

At Camden Giving we recruit, train and pay people with lived experience of one of more local issues (such as poverty) and they decide how a pot of funding should be spent to overcome these issues. Throughout this document they are referred to as 'Community Panellists'.



# BENEFITS



## DEEP KNOWLEDGE

People with lived experience of issues bring current information and a deeper understanding of complexities and intersectionality of inequality.



## COMMUNITY CAPACITY

Individuals grow confidence, local knowledge and agency through being involved in a PGM process. We see an increase in civic engagement from community panelists after they have given grants.



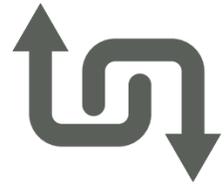
## COMMUNITY ACTION

Community Panellists are intrinsic to our work, much like our donors and volunteers, Camden Giving can't operate without them. This means that everyone in Camden can play a role in making Camden a fairer place.

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# VALUES

Camden Giving's PGM processes are rooted in values, and the values are more important than the practicalities. The following pages show some of the ways we bring these values to life at Camden Giving, but it's important to note that participatory grantmaking is not a substitute for a lack of them in the rest of a community or organisation.



## FLEXIBILITY

We change the way we work to suit the needs of individuals.



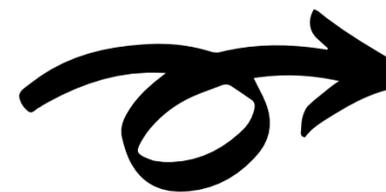
## JUSTICE

It is just that marginalised communities should have control over things that affect them.



## RESPECT

The knowledge of communities is the most precious knowledge we can use, respecting it leads to better outcomes for everyone.



## EVOLUTION

We know we haven't found all the answers, but we're doing our best to keep evolving and improving our practices.

# FLEXIBILITY



## WHY

We change the way we work to suit the needs of Community Panellists.

In order to accommodate for the sheer diversity of individuals that can be involved in PGM, flexibility is key. There are many factors which need to be taken into account and accommodated for to increase the scope of inclusivity.

These include but aren't limited to physical and mental disability, whether the panellists are in employment or have other commitments including familial ones. We've found that having a budget in place for the "unexpected" is essential in order to be able to accommodate (and retain) community members.

## HOW

There is no one-fits-all rule of thumb for being flexible and meeting the needs of community members; below are some examples of how we've made changes to make sure panel members can take part.

### DISABILITY

Working to ensure disabled panelists have access to wheelchairs/ scooters to comfortably travel to and from sessions with us.

### WORKING WITH SERVICE PROVIDERS

Working with probation officers and youth workers when necessary to help individuals meet the rules of probation and to understand that engaging with a formal organisation can be an emotional trigger.

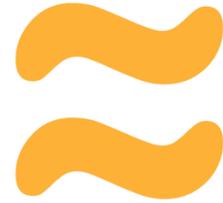
### BUSY LIVES

It's rare to have a panel where everyone has the same schedule, so we run extra catch-up sessions for anyone who can't attend the main sessions.

### EXTRA SUPPORT

When a panel tells us they feel they have a gap in their knowledge, we often create extra sessions to overcome this issue.

# JUSTICE



## WHY

Money, even so-called "good money" (made via ethical and legal means), benefits some groups of people more than others. A result of this is that some groups of people can have a disproportionate ability to decide how money is donated to charities and therefore which charities thrive and which fail. There is a lot written on this subject, far more than can be expanded on here (see resources, page 22), PGM goes some way towards redressing this balance.

## HOW

We start from a position that acknowledges the unfairness of the systems that we operate within. Camden Giving is on a journey to achieving justice for the communities we are part of, and at every point we are asking ourselves:

"We know that it is unfair that some people hold significantly more money than others, within this context is this process / intervention / action just?"

## NO THANK YOUS

Communities are often conditioned to say thank you for things that should never have been withheld from them. Whilst Camden Giving does say thank you to donors, this isn't something we ask community panellists to be part of.

## COMPLETE AUTONOMY

Our Trustees have never overturned a panel decision they don't like and Camden Giving staff monitor the decisions they would make against the decisions panels make to ensure we are allowing panels to have true autonomy in their decision making.

## FOSTERING INDIVIDUAL POWER

Panellists are often going from having very little power over money, to having a lot. There are very few spaces where lived experience is valued and it is extremely important to create a culture and process where individuals are allowed to feel powerful and not overwhelmed.

# RESPECT



## RESPECT THE PERSON

Here is an underlying need to respect and assign value to the lived experiences and knowledge which is held by the panelists. We disrespect the community when we negate the voices of people from particular racial, cultural or economic backgrounds as well as many others who are marginalised. It is even more profound to respect and accommodate those who face intersectional inequality.

The extent to which respect can be expressed is paramount but we advocate for an inclusive and professional approach, meaning that respect can be manifested by allowing community members into the conversation and paying them respect and their dues as you would a "professional".

It would be entirely possible to put in place the vast majority of the processes needed for PGM, but if just one member of the staff doesn't respect the people on a community panel, then the value will be lost.

## RESPECT THE PROCESS

Our donors, grantees and partners are all aware of our participatory process and what this means for their relationship with Camden Giving. We don't think that there are occasions when participation isn't important, therefore we don't accept grants from donors who don't want their money to be spent through a participatory process.

Respecting the importance of PGM does not mean that it does not need to evolve.

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# EVOLUTION



## WHY

PGM is an evolving practice - the potential for what this process can achieve has not yet been realised. Also, PGM alone cannot achieve respect, justice and for communities. It's important to see PGM as the current best "hack" we have for a broken system, it is not an end result in itself.

## HOW

We spend significantly more time at Camden Giving reviewing our process than we do evaluating our grants. The question we ask ourselves is not "does Camden Giving give useful grants?", but rather "are we creating the right circumstances for people who know more than us to give grants they think are useful?".

## PANEL DEBRIEFS

We've introduced time for panels to feedback to us in pairs about how things went. These usually take about an hour and we ask questions including "how can we have made you feel more in control of the process?", and "do you feel you achieved what you wanted to achieve?" "how could we have supported you better?".

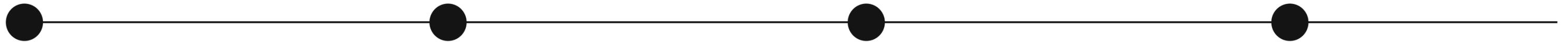
## CHANGING PRACTICES

Our processes have changed over the last three years. We've run 15 different participatory funds and each one has been different - sometimes we've taken 1 step back, in order to go forward. Some of these changes have included moving towards paying people, creating more flexible recruitment processes and supporting panelists to lead our evaluation.

## OUR MANIFESTO

In 2019 we created a Manifesto that outlines how we will work, not what we will do. These are the KPIs that the staff team report back to our trustees and one of the first things we tell our donors about. This means the outcomes can change, but the values remain.

# TIMELINE



## IDENTIFY AN ISSUE

We use a combination of data and insight from our communities to identify issues, such as violence affecting young people, or isolation.

## FUNDRAISE FOR A FUND

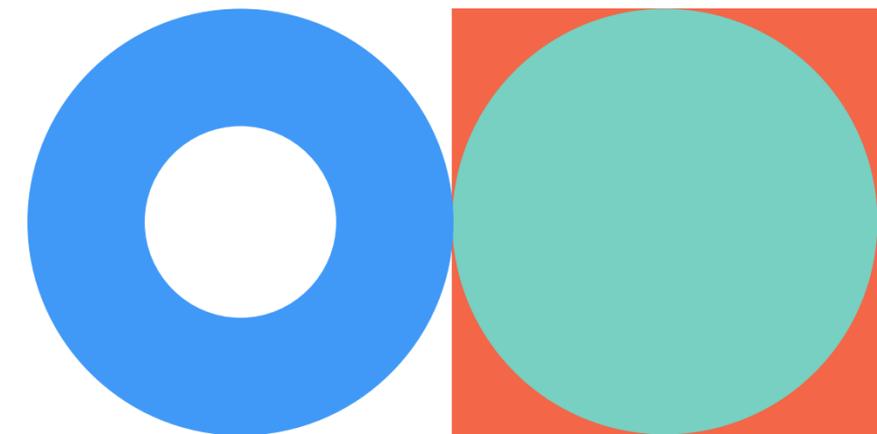
We pool money from multiple sources, which means we can balance the needs of multiple donors, i.e. one donor may only want to fund the north of the borough and another may only want to fund the south of the borough.

## RECRUIT PANEL

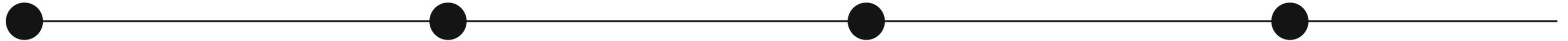
Advertise and use referral partners to find people who have experience of the issue we are addressing. We hold informal interviews at this stage. See page 13.

## TRAIN PANEL

We work with a panel over 3-5 weeks to support them to understand their role and the wider context. See page 14.



# TIMELINE



## CO-CREATE FUND

Community Panelists design the criteria and questions that matter to them.  
See page 14

## OPEN FUND

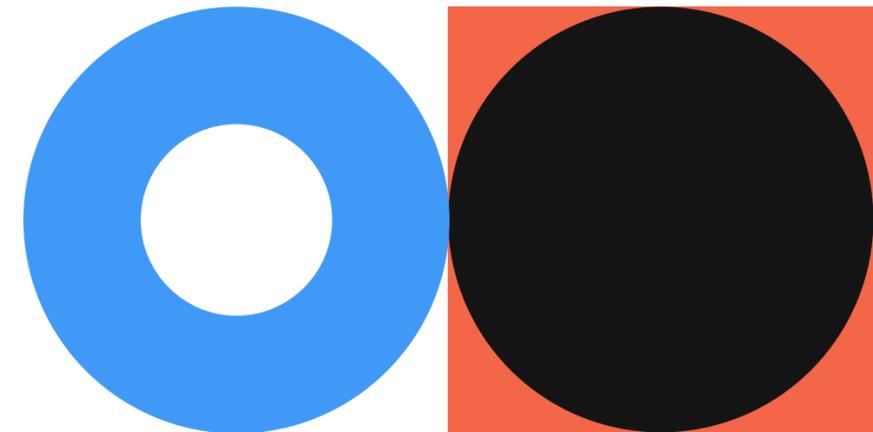
Our funds are open to anyone who is eligible to apply, but we tend to fund smaller grassroots organisations.

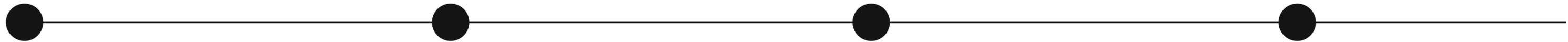
## SUPPORT APPLICANTS

Camden Giving staff provide support to grant applicants to ensure they providing panelists with clear and accessible information.

## DUE DILIGENCE

Camden Giving staff carry out due diligence on behalf of the Community Panellists. Applications that don't meet Camden Giving's safeguarding and due diligence criteria are not eligible to be funded.





## REVIEW APPLICATIONS

Community Panellists access applications via our grants portal, we encourage them to make notes on which applications they wish to fund.

## DECISION MEETING

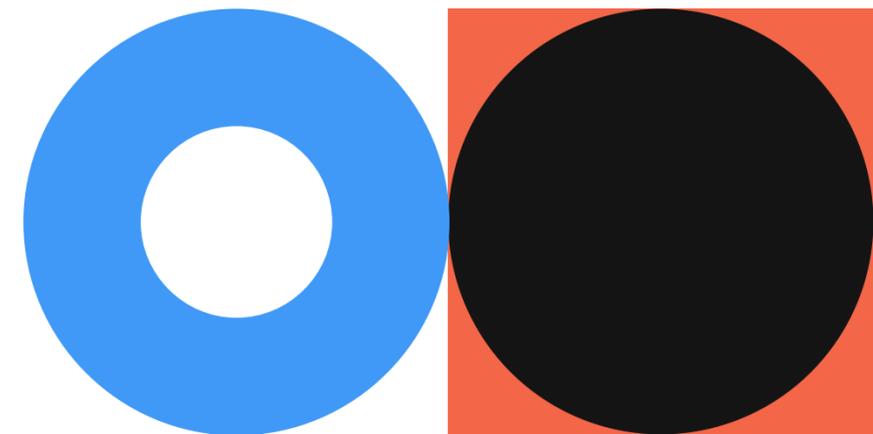
Camden Giving staff facilitate a meeting where grants are decided.  
See page 15.

## PARTICIPATORY REPORTING

We ask for light-touch reporting from all grantees and are starting to involve panelists in this process.  
See page 16.

## REVIEW

We hold review meetings with panelists and funders to keep developing our participatory processes. In doing this, we are reviewing the quality of the process, not the grants given.



# SUPPORTING PANELLISTS

## RECRUITMENT

We believe that people who are surviving inequalities are the ones best placed to identify the solutions to them. However, recruiting people who have complex lives requires a different style of recruitment. We only recruit Camden residents because we're looking for people who have unique insight into the issues we are trying to tackle, but we are flexible where people are living in temporary accommodation or shelters.

## RECRUITMENT TIPS

- Work with referral partners, this could include existing grantees – make it clear that your grantees will still be able to benefit from the funding opportunity. Tell your referral partners that you want to work with people whose voice would be ignored in other settings. We also receive referrals from the Youth Offending Service and schools.
- Carry out informal interviews, ideally in informal settings that put people at ease. This is also a great opportunity to explain the programme.
- We've found we receive fewer applications from men and from disabled people. We have designed our process and adverts to attract more men and disabled people.
- Ensure your process is favouring lived experience over learned experience.
- Be explicit that no experience of funding is required and that full training is provided.
- Aim to have diverse recruitment panels, or work with your partners (and pay them) to achieve this.
- We also advertise our roles on our website and social media channels; since lockdown we've seen an increase in people finding out about opportunities this way.

# SUPPORTING PANELLISTS

## CO-CREATING THE FUND

We run sessions over three to five weeks, usually in the evenings for around two hours. We encourage panel members to attend every session, but we know that people have busy lives, so we offer one-two-one catch-ups if sessions are missed and never ask anyone to leave a panel if they can't attend. As a minimum we always run the following sessions:

- One "get to know each other" session with some extended ice-breaker activity and co-creating ground rules for working together.
- One-two sessions on the charity sector and funding. We often invite other organisations who can bring some context to the panel's work such as a funding officer from the local authority, or other Participatory Grantmakers. At the end of the pack you'll find a link to a fun quiz we do with panels to introduce key terms that they will come across in funding bids.
- One session focussing on what they want to prioritise for their funding, this is usually led by the staff team asking prompt questions, for example, "What support do disabled people need that they aren't getting right now?", "Who could provide that support?", and "How long should that support last for?" From these questions the panel will agree that they, for example, wish to support advocacy work and that they particularly want to fund work that is being led by people with disabilities.
- One session teasing out questions that might come up in a panel meeting, for example "Do you want to provide intense support for a small number of people or light-touch interventions for lots of people?" and "What do you think is effective outreach?"

# SUPPORTING PANELLISTS

## THE DECISION MAKING MEETING

Our panel meetings are the most familiar part of the process to traditional funding meetings. We ask all panel members to read and review every applications in advance of the meeting. The main difference is that this is the first time our panels have awarded grants, so we try to make the meeting as simple as possible and build up the confidence of panel members to make decisions without us "leading" them to the answers we would give. The Camden Giving staff team also carry out all due diligence in advance of the meeting for the panel.

Since March 2020 we've run all grant-meetings on Zoom, but the format remains similar. Depending on the fund we review all applications alphabetically, or by category (by beneficiary, location or type of intervention). We discuss each application's merits and challenges, then anonymously vote on whether the application is a 'yes', 'no' or 'maybe'. Once this is complete we review the 'yeses' and whether they meet the initial aims of the fund, if there is anything missing and if we've overspent, what could be removed.

Occasionally we work with a panel member who is a member of staff or trustee of an applicant, in that scenario we ask them to leave the meeting when that application is discussed; from our experience this conflict doesn't make any impact on the outcome of the application.

In the case of most applications, decisions are unanimous - where that doesn't happen panels make decisions by consensus. It's been really heart-warming to see people who may not have lived experience of a particular issue change their vote and say "I don't agree with funding this, but I know that this other person's opinion is better informed than mine so I am voting to fund it".

# SUPPORTING PANELLISTS

## BEYOND DECISION-MAKING

### FORMAL ACTIVITY

We have recently started to invite panel members to take part in participatory evaluation. In this case, the panel are able to award additional funding to organisations. We support panel members to keep this simple and quick for grantees.

We invite all panel members to feedback to us on their experience.

### INFORMAL SUPPORT

Our panelists often tell us that awarding grants has opened up a door to civic engagement for them and we are conscious not to shut that door again by creating a sharp end to their work with us. They can opt to join a WhatsApp group to stay updated with future opportunities that arise. We have also given support to panel members on an ad-hoc basis to:

1. Secure paid employment elsewhere
2. Set up their own community projects (and on 2 occasions apply to us for funding)
3. Access support they need through our network of grantees

# GETTING BOARDS ON BOARD

Camden Giving's Trustees are committed to PGM, they have never awarded grants for us and there is no plan to change this method. They are motivated by the benefits listed on page 4; in addition to that, there are reasons specific to them as Trustees.

## MORE TIME TO FOCUS ON THE ORGANISATION

Like in most charities, Camden Giving's Trustees focus on good governance, they support fundraising and ensure that the charity is running in a way that will achieve its objectives. By removing grant-giving from this list, they have more time as a board to focus on other issues that are important. Most recently this has meant they've had time to completely review our financial procedures and to focus on how we contribute to racial equality in Camden.

## TRANSPARENCY

Funding in Camden is highly competitive and at times grants are awarded to organisations which have learnt to "play the system". These organisations are not always the ones local communities value the most. PGM works outside of networking and local politics and decisions, which means that they never influence our grant-making. At times this has surprised Camden's civil society, but over time we've seen that applicants have come to understand that decisions are being made differently at Camden Giving.

## QUESTIONS FOR TRUSTEES TO ASK THEMSELVES

Hannah Paterson has written a set of questions that may be useful for Trustees to ask themselves.

You can find them here:

<https://hannah-paterson.medium.com/questions-for-funders-to-reflect-on-458906aa15f2>

## LESS RISKY GRANTMAKING

Our panels take their role incredibly seriously and because they are giving grants as a "one off". This adds a sense of urgency to their work that means they are more likely, not less likely to award grants that they are confident will achieve what they are supposed to.

Undeniably there are some risks for Trustees in this process, but our Trustees acknowledge that they are trying to support communities who experience far greater risks on a day-to-day basis.

# CHALLENGES

## SOME THINGS TO CONSIDER

- There are times when it is helpful to **supplement the lived experience** of participatory panels; for example, when giving grants around unemployment we have given panels access to the specialist advice of local recruiters. This may also be the case with healthcare and environmental grants.
- Donating money which will be distributed via a participatory grantmaking process is appealing to donors who have a moral or legal obligation to a local community, for example a developer profiting from an unpopular local development. In these cases participatory grantmaking provides a way for them to instigate change and bring trust into the relationship they have with the local community. But it must not be used as **a substitute for other moral or legal obligations** that donors may have, such as employing local people.
- Turning down funding bids is a difficult task for panel members, and we offer pastoral support and access to **mental health support** to all our panel members. This is something we'd like to be better at and as the sector begins to place higher value on lived experience, we will all need to develop better pastoral support for those who are doing difficult work in the communities in which they live.
- Grantees who are used to applying to traditional funders find it very hard to switch away from using inaccessible sector language. We provide support for all applicants, usually focussing on supporting grassroots organisations to structure their applications to make them easy for panelists to review.

# RESOURCING PGM

The PGM process delivers outcomes beyond the outcomes of the funding itself. It should therefore be resourced accordingly. As a rough guide, it costs around £14,000 to run one round of participatory grantmaking (and the grant administration) working on the basis we will distribute £100,000.

Some costs you may need to consider:

- Paying panellists for training, reviewing grants, making decisions and evaluating the experience
- Changes to your grant-giving portal or system to make it easily accessible for panel members
- The cost of running payroll for the panellists
- Staff time to recruit, train and support panellists
- Technology devices and internet access for panellists to be able to engage
- Covering costs that make it possible for panellists to engage such as childcare, carers, access requirements, translators etc
- A fee for any partners who will help co-deliver the fund



# VALUES & SKILLS FOR PGM

## VALUES

It's important to make sure that staff are committed to the values of PGM. At Camden Giving we look for these values in our recruitment process and they form part of the targets staff are set.

## THINK LIKE A YOUTH WORKER

A lot of the skills needed for PGM could be recognised by a youth worker (regardless of the age you are aiming to help). Patience, strong communication, compassion, non-judgemental listening and facilitation are all essential to running a PGM process. It's also important to consider the vulnerability of your participatory panelists and put in place safeguarding procedures and training.

## WHAT YOU DON'T NEED

Staff involved in PGM do not need to consider themselves experts in the issue, the experts in a PGM process are the community panels. That doesn't mean that staff shouldn't have learnt or lived experience of the issues, there is a great deal that needs to be done to tackle the lack of lived experience amongst staff. But staff need to understand that their role is not to be the expert.

## CONSISTENT SKILLS

PGM staff do many of the things that traditional funders would recognise, handling queries from applicants, due diligence checks and managing financial procedures. These functions are not replaced within PGM organisations.

## SUPPLEMENTING SKILLS

We're a small team and to supplement the skills we have in our staff team we have partnered with other organisations in order to deliver PGM programmes. This has been especially helpful when delivering youth funding programmes and disability funding programmes, where we have worked with youth and disability specialist organisations to support recruitment and deliver face-to-face sessions. In these cases we draw up a Memorandum of Understanding (MOU) in advance of the programme starting and fundraise to cover the costs of that partnership.



## WHY?

Through our participatory practices we are trying to elevate the importance of 'lived experience', acknowledging this expertise as central to creating lasting change. At Camden Giving we have therefore taken the decision to pay community panelists the London Living Wage for their time, both in training sessions, grant meetings and reviewing applications at home via our online grant portal.

Being a community panelist for Camden Giving does not provide a sustainable and significant income, but we know for some people the payment provides a temporary lifeline.

## THE PRACTICALITIES

We have paid people in different ways as this work has evolved:

- Providing an invoice template for panel members to send to us. The disadvantage of this is panel members are then responsible for making payments to HMRC and this is not something everyone is confident to do.
- We've added people to our usual payroll, so they are paid along with the rest of the staff team.
- Where panelists are providing insights, but not doing any work (like managing evaluation process), you could compensate for their time as 'Research Volunteers', which means they don't need to pay tax. There's more information on this here: <https://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim71105>

We sometimes provide payment in advance where panelists are experiencing financial hardship. We do not usually provide vouchers in lieu of payment but have the flexibility to do this if there is a personal reason someone needs this.

Panel members are only paid for meetings they attend, if they don't join meetings (and don't arrange a time with the team to catch-up on the session), then they are not paid. We now pay panel members to review applications at home, this is based on trust and we do not ask for proof.

From time to time panellists tell us they don't want to be paid, this has never been because they "don't need the money", but because they want others to benefit from the money. In these cases we have arranged for the equivalent funding to be given to one of the the grantees from the fund in their name.

# PAYING PEOPLE



# FUNDRAISING FOR PGM

## **CAMDEN GIVING IS AN UN-ENDOWED FOUNDATION AND THE MAJORITY OF THE FUNDING WE RAISE COMES FROM LOCAL BUSINESSES.**

Businesses, funders and individuals give to Camden Giving for different reasons - we find the main reason people give to Camden Giving is our knowledge of our borough and our focus on place. Our donors include developers, big companies, individuals, SMEs, national and local foundations and the local authority.

Usually our supporters are linked to Camden. From residents, people who work in Camden, people who love Camden and its culture or businesses who have made Camden the home.

More and more we are seeing our donors interested in understanding participatory grant-making and how, by donating to us, they take part in shifting power. Global businesses with Camden offices often work with us to support their obligation to the borough in a way that shifts the inherent power they hold.

The nature of participatory grantmaking means our donors give to an area of work (for example youth safety or community action) but they as an organisation do not decide who specifically is awarded funding. This means they do not have to be experts on knowing who should deliver this work, taking responsibility, cost, training and time away from them as the donor. Giving to Camden Giving is efficient. Our donors have told us that giving to Camden Giving makes deciding who in Camden to fund easier - because neither they (as the donor) or us (as Camden Giving core staff) are deciding - instead that decision sits with Camden residents. This is (often) different to how they have donated to a charity before, making our donors part of something new.

Our funds contain funding from multiple donors, which means that we can balance the needs of the different donors. For example, if a donor wants their funding to be only used in Euston, we can use funding from other donors to fund projects in the rest of the borough, and we do this by stating in the panel decision-making meeting that at least one project needs to be in Euston.

Camden Giving also works with donors to become involved in activity beyond giving, from volunteering, mentoring, understanding the PGM movement or benefiting from our networks.

# DONOR MOTIVATIONS

## "WE CAN'T HELP EVERYONE"

Businesses with big public brands and big expectations of their social good are able to use PGM as a transparent way to make sure their support isn't watered down by trying to please everyone. There's a clear and transparent process that decides how money is spent.

## "I DON'T KNOW WHO TO GIVE TO"

Wealthy Camden residents and small business owners often tell us that they can see issues, such as homelessness and poverty around them, but they don't have knowledge on where to give their money to make a difference. The knowledge our community panels have is a way to overcome this.

## "WE WANT TO LEARN"

Many of our donors tell us they want to develop a better knowledge of complex issues within their organisation, by having a direct contact with people who are impacted by their decisions.

## "WE WANT OUR MONEY TO GO FURTHER"

Some of our donors give relatively small amounts of money, they want to make sure it's going to be used by a charity that has the trust and respect of people who will use it, otherwise it's a wasted donation. Donors can put a small amount in the participatory fund and know that it is being used well.

# WORKING WITH PARTNERS



## SPECIALISTS

We partner with and pay specialist organisations who can improve the way we work with community panellists. For example disability specialists who can provide the support disabled panel members need to take part.

We've also worked with equality specialists to facilitate difficult conversations about prejudice.

When fundraising we make sure the costs associated with this are included.



## FUNDERS

As a fundraising foundation we're reliant on having donors who are committed to shifting power to communities.

See page 22 for more on how we fundraise.



## REFERRAL PARTNERS

We work with partners who are trusted by marginalised communities to refer community members to our grant panels. These include our current grantees, schools, the Youth Offending Service and job hubs.

We do this fairly informally, but we will accept a recommendation in the place of a written application for those who find this more accessible.

We reassure our referral partners that it does not disadvantage an application to us.

# FAQ



## WHAT IS THE EVIDENCE THIS WORKS?

PGM is currently a fringe movement and there have been no formal studies establishing it as a "better" way of giving grants than traditional funding mechanisms. But, it's worth noting that there is little evidence that traditional funding mechanisms are having an impact on long-term structural power imbalances.



## ARE THERE THINGS PANELS DON'T HAVE A SAY ON?

Yes, we have safeguarding and due diligence standards that we expect all our grantees to meet. In addition, we sometimes pool fund from multiple donors to make a fund and in doing so we may specify to the panel that one of these donors has asked their money be spent in a particular geographical area or a particular beneficiary group, but what that money is spent on is always up to the panel.



## DOES PGM REPLACE THE NEED FOR DATA-LED GRANTMAKING?

No. Data is useful to all grant-makers, participatory or not. We provide our panels with data about civil society, about other funders and about issues in Camden. But we are careful to do so in a way that lets them know that data is one part of a puzzle, it sometimes has flaws and is not a replacement for the experiences they have had.



## HOW DO YOU HANDLE CONFLICTS OF INTEREST?

Conflict of interest is an in-built benefit of PGM, the Community Panellists have a very strong interest in improving their community, very often they have used a charity that applies for funding and we cherish the insight they have from that.

If a panel member works for or is a trustee of an organisation applying for funding, we ask them to declare this and the leave the meeting when that organisation is being discussed.



## WHAT IMPACT DOES THIS HAVE ON GRANTEES?

We spend a lot of time supporting applicants through different stages of their application; much of this time is spent helping them to understand how they might want to "pitch" their work differently to a community panel. Successful grantees often tell us that they feel a greater sense of responsibility to deliver work that has been chosen by community members. Camden Giving staff give feedback to all applicants from the panel.



## WHAT IS THE BIGGEST CHALLENGE?

Fundraising. Right now the excitement around PGM is greater than the number of donors who are supporting it. Having said that, once we find committed donors they tend to support us with great enthusiasm.



## WHAT'S BEEN THE IMPACT OF RUNNING PGM DURING LOCKDOWN?

There's been surprisingly little negative impact. We've ensured panel members have access to digital tools, and made it clear that children and housemates can pop in and out of meetings.

We've been delighted to see that attendance at meetings rose - particularly amongst young people - during lockdown.

We placed extra emphasis on panels getting to know each other via Zoom, breaking everyone into small groups at the beginning of sessions for a catch-up, this has paid off and panels have told us that the social interaction they gained from being a panel member was really valuable during lockdown.

Throughout lockdown we've felt really connected to our communities in a way that other funders may have struggled to maintain.

# OTHER ORGS DOING PGM



## THE OTHER FOUNDATION

<http://theotherfoundation.org/>  
LGBTQ funder in South America



## DISABILITY RIGHTS FUND

<https://disabilityrightsfund.org/>  
Global disability fund



## THE EDGE FUND

<https://www.edgefund.org.uk/>  
Global activist fund



## THE RED UMBRELLA FUND

<https://www.redumbrellafund.org/>  
Sex worker rights fund



## THE NATIONAL LOTTERY COMMUNITY FUND

<https://www.tnlcommunityfund.org.uk/funding/programmes/leaders-with-lived-experience-2020>  
Leaders with lived experience fund

# OTHER RESOURCES



## DECOLONISING WEALTH

<https://www.nytimes.com/2018/11/27/opinion/philanthropy-minorities-charities.html>



## HANNAH PATERSON'S PGM COMMUNITY OF PRACTICE AND BLOGS

<https://hannah-paterson.medium.com/>



## ROSE LONGHURST PODCAST

<https://www.cafonline.org/about-us/blog-home/giving-thought/podcasts-from-giving-thought/participatory-philanthropy-with-rose-longhurst>



## GLOBAL GIVING ARTICLE

<https://www.globalgiving.org/learn/community-led-approaches>



## LETTING GO

<https://lettinggobook.org/>

## CAMDEN GIVING'S PARTICIPATION ADVISORS HAVE ALL AWARDED GRANTS AS PART OF OUR PGM MODEL AND ARE AVAILABLE TO:

1. Share their experience directly with staff or trustees of funders
2. Discuss ways that PGM can benefit your organisation
3. Advise on how to implement an inclusive panel selection process
4. Advise on training a panel and co-creating an application process
5. Advise on supporting a panel to make decisions and provide feedback to applicants
6. Advise on working with panellists after grants have been awarded

Our Participatory Advisors are paid for their time and knowledge and supported by a member of Camden Giving staff. The minimum amount of time they are available for is three hours (two hours before implementing PGM and one hour after implementation). Thanks to the support of London Funders, we're able to provide this service to a limited number of London's Giving members for free.

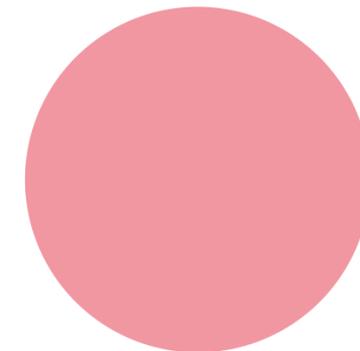
# PARTICIPATION ADVISORS



# USEFUL BITS N BOBS

WE'D LOVE TO SEE MORE FUNDERS WORKING IN THIS WAY, SO WE'VE UPLOADED SOME RESOURCES TO OUR WEBSITE - YOU ARE WELCOME TO DOWNLOAD AND USE THEM FOR FREE.

- A QUIZ TO INTRODUCE PANELS TO FUNDING TERMINOLOGY
- RECRUITMENT QUESTIONS
- PANEL AGREEMENT TEMPLATE
- PANEL FEEDBACK FORM
- PANEL CONFLICT OF INTEREST FORM



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# CONTACT DETAILS

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