

IMPACT 100 LONDON

ANNUAL REVIEW

2023



**IMPACT
100
LONDON**

WWW.IMPACT100LONDON.ORG



Registered Charity #1099682

As a collective philanthropy, Impact 100 London is comprised of individuals - each of whom contributes at least £1,000 per cycle and gets a vote on which charities receive our main grant.

Our Mission is to enhance philanthropic engagement by pooling resources and investing collectively in charities benefiting women and girls.

Our Vision is of an engaged community of donors contributing to a world where women and girls are safe, confident and independent.

Our Model of collective giving enables individuals to have a bigger impact by pooling their resources and making more informed and strategic giving decisions.

“Impact 100 London represents an innovative approach to grant-making - combining the rigorous due diligence that a large-scale trust or foundation would take with the individual engagement that comes from each member voting.”

Olivia Gillan-Bower, Founding Member



OUR MILESTONES

MEMBERS

- Over 270 people have joined Impact 100 London since inception
- 88% of our 2022 members renewed their commitment for the 2023 cycle
- Over 40 new members joined us for the 2023 cycle
- We had 20 members in our Impactship Programme for 2023
- Our existing members contributed £56,000 to sponsor individuals in the first 4 cycles. All of those funds were awarded to our grantees

GRANTS AND SO MUCH MORE

- £650,000 in unrestricted grants have been awarded to local charities
- 15 local charities have been supported
- Over 970 hours of pro bono services have been delivered

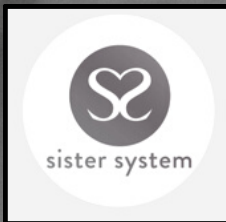
**IMPACT 100 LONDON IS A COLLECTIVE FUND OPERATED
UNDER THE AUSPICES OF PRISM THE GIFT FUND.
REGISTERED CHARITY NUMBER 1099682.**

GRANT AWARDS

COLLECTIVE PHILANTHROPY IN ACTION

At our Annual Grant Award Event in June 2023, our members voted to award £200,000 to three local charities:

£650K TO 15
CHARITIES
SINCE 2020



£130,000

Sister System bridges the gap between girls affected by the care system and mainstream society.



£35,000

Clean Break is a theatre company working with women in the criminal justice system.



£35,000

Rights of Women is the only frontline women's legal charity in England & Wales campaigning for access to justice and safety for all women.

"Funding from Impact 100 London is a game-changer for us."

Okela Douglas, CEO, Sister System

**WE ARE WELL ON OUR WAY TO
ACHIEVING OUR GOAL OF AWARDING
£1 MILLION BY 2025.**

WOMEN & GIRLS: THE NEED

**OUR FOCUS ON THE WOMEN AND GIRLS SECTOR HAS
COINCIDED WITH AN INCREASED NEED FOR RESOURCES**

WOMEN AND GIRLS ARE MORE LIKELY TO:

- Live in poverty
- Be in low-paid jobs
- Have fallen behind on bills and skipped meals
- Be experiencing unprecedented levels of abuse and violence

YET THE ORGANISATIONS THAT SERVE THEM ARE OVERSTRETCHED...

The needs of women and girls (WAG) is ¹more complex than ever and services are in high demand since the pandemic

- Funders face barriers to understanding the value of specialist women's organisations
- 63% of organisations supporting women and girls with multiple disadvantages saw a growth in demand for their services
- In 89% of cases, the needs of the women they serve became more significant

AND UNDER-FUNDED...

- Only 4 of the UK's 92 ²top givers are listed as giving to 'women' or 'gender equality' cause areas
- Of the total £4.1 billion worth of grants awarded to organisations, the WAG sector received just 1.8% of these grants ³
- A third of all grants for "women and girls" focussed activity (worth ⁴£24.7 mln) went to organisations with no specific focus on women and girls
- Funding is often short-term, restricted and project based, threatening the continuity of services for women and girls

1.Landscape Research, I.G. Advisors Women and Girls Philanthropic Community. 2. Source: The Big Give. 3. Mapping the UK Women and Girls Sector and its Funding, ROSA 4. Source: Centre for Regional, Economic And Social Research (2023)



WHAT DO WE LOOK FOR IN CHARITIES?

WE STRIVE TO BE ROBUST AND CURIOUS AND APPROACH CHARITIES WITH RESPECT

Our due diligence focuses on four key areas using the New Philanthropy Capital model:

- **Purpose:** Does the charity's mission respond to a well-defined, compelling need?
- **Impact:** What is the change the charity seeks? Does it measure and achieve results?
- **People:** How strong is its leadership and how strong is its governance?
- **Finance:** Is the charity financially secure?

All of our grants are unrestricted and our large ones are disbursed over three years.

By disbursing over three years, we give the charity the time and financial security needed to focus on delivery of services.

We want to enable them to do what they do best, in the most effective way.

IN OUR FIRST THREE CYCLES, 80-90% OF THE MEMBERSHIP PARTICIPATED IN THE VOTE TO AWARD OUR GRANTS



"We look for organisations that truly understand the often complex and individual needs of the women and girls that they serve, and develop a strategy and processes to have a meaningful impact on their lives"

Lis Ayvazian, Grants Lead

OUR IMPACT BEYOND

PARTNERING WITH OUR GRANTEES

As a collective, we leverage the talent, skill and passion of our members and partners to provide countless hours of pro bono support and connections to a dynamic, but under-funded sector.

Debevoise & Plimpton LLP deliver ongoing pro bono legal services, to many of our grantees, totalling over 130 hours so far.

**Debevoise
& Plimpton**



Our Grantees took part in a workshop led by **Pro Bono Economics** to learn about the economic approach to measuring and valuing the impact of their work.

"I found that the Impact 100 London Grantees to be highly engaged in discussion about measuring impact. They asked nuanced questions which suggested that they really took the workshop content on board, and thought critically about balancing evaluation needs with the safety and needs of their service users. It was encouraging to see a dynamic and supportive discussion between the Grantees as well, which I think reflected their desire to drive real, sustainable change for women and girls."

Rachel Gomez, Senior Economist, PBE



THE FUNDING

PARTNERING WITH OUR GRANTEES



COMMUNICATIONS BOOTCAMP, HOSTED BY LUSH COMMUNICATIONS

Our grantees participated in a practical, interactive and fun Communications Bootcamp, hosted by Edie Lush, a Founding Member.

Participants came away with greater self-awareness and highly effective techniques to increase their own - and their organisation's - impact.



"It was a fantastic training session overall. I have taken so much away from the day, which will make a huge difference for any of my public speaking engagements going forward. A big thank you to Edie and to Impact 100 London for supporting our charities in this way."

Heidi Riedel, CEO, Woman's Trust

ENGAGING

INFORMING AND CULTIVATING A COMMUNITY OF PHILANTHROPISTS

Educational events enhance members' understanding of the broader philanthropic community and the Impact 100 London grant process, while providing members the opportunity to engage with each other as a community.

Regular newsletters inform members by shining a light on our grantees and providing insights and updates on our grant process.

Executive summaries on charity finalists and **Progress Reports** on Award Recipients empower members with the charity analysis in advance of the Annual Grant Award event, and provide an update on how our grantees have performed.

The **Annual Grant Awards event** enables members to hear directly from charity finalists before casting their vote for the £100,000+ Impact 100 London Grant.

"Thank you to all of the finalists for all of the preparation; to the Impact 100 team for doing all of the research work and bringing us together; and to all of my fellow contributing members for pitching in to make a bigger impact together."

Nadia Mahmud, Member



OUR MEMBERS



"I didn't know where to start but knew I wanted to support local women and girls. Impact 100 London provided me a gateway to women's organisations and a network of donors who talk about their giving."

Stephanie Mills, Member

"It's wonderful to be part of such a great network supporting women making a huge impact in the world.. It really is an honour."

Georgina Wilson, Member





Whether they are passionate about the power of collective philanthropy, supporting marginalised women and girls, or learning about local charities, there is plenty our members love Impact 100 London.

"As history has shown us, women's collective and collaborative philanthropy is vital to positive social progress. I love helping where I am able and working with an AWESOME group of women to do good, better."

Fancy Sinantha

"I like the mix of collective philanthropy, top quality due diligence, as well as its laser focus on impact for women in London."

Louisiana Lush

WHY OUR MEMBERS

"We are all able to come together to serve a cause that is greater than ourselves via collective giving."

Zipporah Kissi



**"I ENJOY THE BUZZ OF HUMAN CONNECTION,
THE MAGIC OF MAKING AN EVENT COME TO
LIFE AND THE ENRICHMENT OF LEARNING THAT
TAKES PLACE ALONG THE WAY."**

Michele Campbell, Events Lead

The most rewarding part of Impact 100 London has been being a part of a thoughtful, innovative and caring community that supports women and girls in London, in ways I could never do on my own."

Lily Ladjevardi

LOVE IMPACT

"As a member of Impact 100, I've had the opportunity to learn about the innovative ways that Women for Refugee Women helps women navigate the immigration system and get back on their feet."

Kitty Arie

"I loved the idea of supporting charities focused on women and girls and having the opportunity to find out more about charities in this space. I have been on the Grants Team for two cycles and I've really enjoyed doing the due diligence."

Olivia Gillan-Bower

"I really enjoy meeting all of the members, especially now we can do it face-to-face. I feel like lists of the members' names are indelibly marked on my brain."

Aniela Shuckburgh

MEMBERS HAVE
CONTRIBUTED AN
ADDITIONAL
£56,000 TO
SUPPORT WOMEN
AND GIRLS

IMPACTSHIPS

ACCESS & DIVERSITY

Our Impactship programme is a critical programme as it opens the door to philanthropy to more people and enables us to benefit from the diversity of views and perspectives that our sponsored members bring.

We had 20 sponsored members for the 2023 grant cycle, representing £20,000 of additional funds to be awarded to charities.

Special Thanks to **Britta Jacobson** and **Kat and Chris Foster** whose generous additional contributions help to power the Impactship programme.

"I didn't know about collective philanthropy before I was asked to join Impact 100 London. It's a very different way of giving than how traditional charities or a single foundation or family funds do. This programme makes giving within reach to a much broader range of people, which could be culture changing at scale."

Lily Ladjevardi, Impactship co-Lead



We recently launched a new sponsorship programme for the 2024/2025 cycles with funds from The Big Give. Stay tuned!

PARTNERSHIPS

MAGNIFYING OUR IMPACT

In addition to delivering pro bono expertise to our grantees, Debevoise & Plimpton, LLP has supported Impact 100 London since its inception with invaluable advice and counsel!

**Debevoise
& Plimpton**

Debevoise & Plimpton have delivered over 200 hours of pro bono services to Impact 100 London

We are a proud recipient of a £40k Grant from Big Give, the leading online match giving platform.



Together we are working to further our shared goal of increasing the number of philanthropists supporting women and girls charities.

We are investing in our sustainability and resilience, and launching a new sponsored members programme for university students.

We will be broadening our access with our focus on university students, while 100% of the funds sponsoring members (£1,000 for each student) will go into the 2024 and 2025 grant funds, thereby simultaneously increasing the amount of our funding.

Arcus Infrastructure Investment has partnered with Impact 100 London for the last two cycles, increasing the number of sponsored staff to become members of Impact 100 London.

arcus
INFRASTRUCTURE PARTNERS

2023 MEMBERS

Alexandra Abraham | Stella Afnaim | Jenny Anderson | Kitty Arie | Staci Arnovitz
| Sharareh Avazzadeh | Jasmine Awad | Elisabeth Ayvazian | Daniela Barrera |
Charlotte Bavasso | Selena Beaudry | Sally Bellfield | Claire Bens | Vinni Bhandari
| Sue Black | Sejel Bodereau | Ghada Boudouvas | Isabelle Bourrette | Vanessa
Boz | Monique Branchmoore | Rebekah Brown | Ginanne Brownell | Savannah
Burney | Inge Cajot | Coco Campbell | Kate Campbell | Michele Campbell |
Chantal Cante | Melanie Cassoff | Jenni Chan | Sabine Chatin | Elisabeth
Chermette | Catherine Chattwell | Elisabeth Chermette | Vathany Chrishan |
Olivia Collin | June Cooper | | Simona Cortese | Patrizia Cozzoli | Helena Curran |
Almas Daud | Cindy Davies | Emma Davies | Paola De Carolis | Benedicte de
Nonneville | Colette Delaney-Smith | Rosie Dickinson | Nicole Donaldson | Amy
Dorfman | Sally Dyson | Christopher Ehrke | Catherine Ehrke-Taddei | Rebecca
Ellice-Flint | Gabriella Espinosa | Sally Faiz | Kate Fanning | Diane Feeney |
Graziella Ferrari | Sonia Field | Fiona Forbes | Liz Forgash | Chris Foster |
Katherine Foster | Chrysanthy Fox | Lynn Frieda | Noriko Gallagher | Nancy
Gardiner | Olivia Gillan-Bower | Caroline Gladstone | Astrid Gouilliard | Betsy
Gottlieb | Astrid Gouilliard | Lisa Gozali | Lauren Gross | Stephanie Guyett | Eliza
Hebditch | Martha Hirst | Devika Hovell | Annick Huber | Ebinehita Iyere | Britta
Jacobson | Sunmee Jang | Ann Joseph | Anshu Kashyap | Evadney Keith | Sarah
Kelly | Zipporah Kissi | Olivia Koerfer | Estee Kostant | Leo Kwan | Lilly Ladjevardi
| Fiona Laffan | Amanda Lambert | Laurence Le pan de ligny | Dee Lehane |
Berlin Leiman | Maria Leoni-Sceti | Emmanuelle Lepic | Victoria Lewis | Amanda
Little | Edie Lush | Louisiana Lush | Fiona Mactaggart | Carly Madhvani | Micaela
Maguolo de Souza-Girao | Nadia Mahmud | Anjani Malde | Krista Manketo | Mary
Marsh | Beki Martin | Lani Martin | Claire Maxey | Janet McClaran | Deirdre
McCreadie | Niamh Mesch | Alina Meyer | Stephanie Mills | Roxana Mirica |
Kirsten Moore | Shannon Mosawi | Henriane Morgue d'Algue | Melissa Murdoch |
Eimear Murtagh Lysaght | Swathi Nair | Aliya Nedungadi | Lisa Noel | Kasey
O'Connell | Sotonye Oye-Somefun | Caroline Paduch | Dorothee Parayre |
Anjanette Pavell | Olivia Pearce | Jessica Pereira Wawrzyniak | Lydia Petty |
Dianna Pierce-Burgess | Michelle Pinggera | Juliana Polastri | Katie Power | Jen
Prosek | Stephanie Rihon | Joanna Riley | Isabelle Robitallie | Olivia Roussel |
Victor Sada | Aurelie Saland | | Tania Salway | Bari Shaffran | Lucy Shamadasani |
Aniela Shuckburgh | Jennifer Silverstone | Fancy Sinantha | Davina Smith |
Maureen Smith | Carolyn Soning | Helene Soulages | Jack Spencer | Nancy
Standwill-Warren | Barbara Sulzberger | Diana Swartz | Saloni Thakrar | Irina
Thesleff Phelps | Lisa Thomas | Stacey Towfighi | Natalie Tredgett | Devon Turner
| F Tugba Unkan Haiman | Nicola Usborne | Varsha Venugopal | Marina Voci |
Nadia von Christerson | Erica Wax | Noel Wax | Efrot Weiss | Emma West |
Kirsten Westlake | Dodi Wexler | Ellecia Whiu | Emily Wilkie | Sarah Woolfenden
| Elizabeth Zimdahl

2023 LEADERSHIP TEAM

Leadership Team

Erica Wax*, co-Founder

Lani Martin*, co-Founder

Staci Arnovitz*, Impact Manager

Elisabeth Ayvazian*, Grants Lead

Michele Campbell, Events Lead

Sabine Chatin*, Finance Lead

Fancy Sinantha*, Special Projects

Aniela Shuckburgh*, Membership Lead

Efrot Weiss, Member Engagement

*Leadership members participating on the Grants team

Grants Team Members - Past & Present

Isabelle Bourrette

Olivia Gillan-Bower

Diane Feeney

Louisiana Lush

Diana Swartz

Impactships Leads

Zipporah Kissi

Lilly Ladjevardi

ImpactStudent Leads

Isabelle Bourrette

Benedicte de Nonneville

Special thanks to:

Doug Miles of Comspec, Vera Losonci, Martha Hirst and Naomi Sirrs of Debevoise & Plimpton LLP, Adela Rajnovic, Luke Bigg, Sam Powick, Katherine Walker, Sarah Easton

And to our members:

Paola Decarolis, Olivia Koerfer, Edie Lush, Stephanie Mills, Joanna Riley, Saloni Thakrar, Devon Rose Turner



"Having spent a few years working with the team behind the scenes before and after the launch, I can say from the bottom of my heart that there is an incredibly professional, hard working, committed team behind the scenes of Impact 100 London."

Vanessa Boz, Founding Member and Leadership Team Alumni



WHAT MAKES IMPACT 100 LONDON UNIQUE?

Egalitarian and democratic model allows individuals to participate in the philanthropic process.

Shared robust due diligence informs members and empowers them in the voting process.

Open dialogue with charities creates a partnership relationship.

Multi-year unrestricted funding gives our grantees the comfort of longer term funding and trusts them to invest the funds as is most needed.

Championing grantees and engaging members creates impact beyond the funding.

OUR CHARITY PARTNERS

£650,000 IN GRANTS TO 15 CHARITY PARTNERS

OUR MAIN GRANT RECIPIENTS



WORKING
CHANCE

OUR MERIT GRANT RECIPIENTS



OUR SMALL GRANT RECIPIENTS

