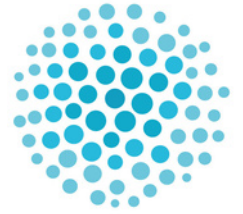
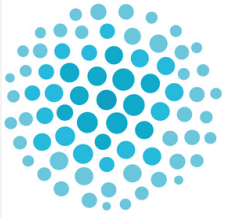


IMPACT 100 LONDON



ANNUAL REVIEW





IMPACT 100 LONDON

Registered Charity #1099682

As a collective philanthropy, Impact 100 London is comprised of individual members - each of whom contributes at least £1,000 per cycle and gets to vote on which charities receive our £100,000 grants. Over the first two grant cycles, 163 individuals have joined us and we have awarded a total of £280,000 grants to six local charities. Our third Grant Awards Event will be in June 2022.

In the 2021 grant cycle, Impact 100 London awarded £150,000 to three charities working to better the lives of marginalised women and girls in London.

£100,000

Grant Award



**WORKING
CHANCE**

£25,000

Merit Awards



WOW
women@thewell



VISION & MISSION

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.

"Cause-related networks offer unique opportunities to increase and improve philanthropic giving.

- *They motivate people to give more and better*
- *They strengthen people's capability to give*
- *They create and facilitate opportunities to give*

The unique benefits of cause-related networks stem from:

- *Their focus on a cause*
- *The independence of philanthropy*
- *The advantages of a network"*

Source: New Philanthropy Capital's 2020 report 'Cause-Related Networks'





OUR FOCUS

Our Focus on the women and girls sector has coincided with an increased need for resources.

Given the current environment of the pandemic - resulting in isolation and loss of jobs, housing and safety nets - the need for our Grantees' services is greater than ever before. They have faced increased demand due to:

- the rise in domestic abuse and mental health issues
- the urgent need for prevention and education with regards to respectful relationships
- systemic bias against women in the criminal justice system
- women turning to survival sex as a means of earning a living

Kirsten Westlake, Founding Member

"The collective model felt empowering - a clever, innovative way to make sure women and girls in my hometown get the support they deserve."

Ghada Boudouvas, Member

"I was especially attracted by its straightforward yet impactful model focussing on women in my community"

OUR GRANTEE PORTFOLIO

We invest in local charities that make a positive difference in the lives of marginalised women and girls in London. Impact 100 London's £100,000 grants are multi-year and unrestricted, giving our grantees the comfort of longer term funding and trusting them to invest the funds as is most needed.

Impact 100 London Grants

2 **£100,000 Grant Winner**
0 **[Working Chance](#)** helps women with convictions to develop the confidence, skills and self-belief they need to overcome any barriers to their employment, find jobs and build careers.

2 **£25,000 Merit Grantee**
1 **[Tender Education and Arts](#)** is an arts charity working with young people to prevent domestic abuse and sexual violence through creative projects.

1 **£25,000 Merit Grantee**
[Women@thewell](#) supports women whose lives are affected by prostitution.

2 **£100,000 Grant Winner**
0 **[Woman's Trust](#)** is a specialist mental health charity providing free counselling and therapy for women who have experienced domestic abuse.

2 **£15,000 Merit Grantee**
[The Change Foundation](#) uses sport to change the lives of marginalised young people.

0 **£15,000 Merit Grantee**
[The Girls' Network](#) aims to inspire and empower girls from the least advantaged communities by connecting them with a mentor and a network of professional female role models.

£100,000 grants

ARE MULTI-YEAR AND UNRESTRICTED

2021

"Thank you so much to Impact 100 London, to all the members. We really appreciate that you have understood the value and importance of this intervention that we are making with women who deserve a second chance. We are going to be able to help so many more women across a wider geographical area." Natasha Finlayson OBE, CEO, Working Chance

"The support from Impact 100 London came at an optimal time as we have experienced an unprecedented increase in demand for our services over the last few months." Susie McDonald, CEO, Tender Education and Arts

2020

"We are grateful to Impact 100 London for your generous grant...towards core costs. The money really helped us respond to the new situation we found ourselves in, trying to deliver services remotely during the Covid-19 pandemic. The flexibility of a core grant allowed us to do what was needed to continue services." Woman's Trust Progress Report, 2021

"The funding from Impact 100 provided us with financial stability during an incredibly challenging year and allowed our London team to refocus their efforts and roll out a virtual mentoring programme across the capital... From all the team at The Girls' Network and on behalf of all the girls and young women we support, we'd like to say a huge thank you for your support." The Girls' Network Progress Report, 2021

MEMBER ENGAGEMENT

Informing and Cultivating a Community of Philanthropists

Educational events enhance our members' understanding of our Grantee Charities, the broader philanthropic community and the Impact 100 London grant process.

Social opportunities, such as members' walks, build community within the membership.

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

Due diligence summaries on charity finalists empower members with charity analysis in advance of the Annual Grant Award event.

Progress reports provide an update on how grantees have performed.

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



IMPACT
100
LONDON



WORKING
CHANCE

LUNCHTIME CONVERSATION:

Shifting societal attitudes towards
employing women with convictions

WEDNESDAY, 24 NOVEMBER 2021
12:30PM - 1:30PM VIA ZOOM

Impact 100 London invites you to attend
our annual lunchtime conversation with:

Natasha Finlayson, OBE
CEO, Working Chance

Darren Burns
National Recruitment Manager, The Timpson Group
Head, The Timpson Foundation

Dominic Headley
Founder, Dominic Headley & Associates

Janette Kilner
Manager, National Criminal Justice Arts Alliance

Moderated by founding member **Edie Lush**

Jouja Maamri, Founding Member

"It was so important to me to be able to be part of a collective of individuals driving social change. It has been great to learn about some amazing organisations doing incredible work in London."

Varsha Venugopal, Member

"Being part of an engaged, dynamic group of like-minded funders allows me to have an outsized impact."

Amanda Lambert, Founding Member

"Collective philanthropy is a fantastic model and Impact 100 London has shone a spotlight on some incredibly important charities doing transformative, valuable work that may have otherwise been overlooked. To be able to be a part of this community that specifically focuses on the needs of women and children in London is that much more meaningful."



Over 80%

**OF OUR MEMBERSHIP PARTICIPATED
IN THE VOTE TO AWARD OUR GRANTS**

INITIATING CONVERSTATIONS

with our Members and the broader community

On 26 January 2021, we welcomed **Rushanara Ali, MP for Bethnal Green and Bow**, to help us kick off our 2021 grant cycle. As the co-Founder of the **APPG for Philanthropy and Social Investment**, Rushanara spoke with our co-Founders about the importance of broadening and deepening philanthropy in the UK. Over 100 people attended the event, including our members and our broader network.



Erica Wax, Co-Founder

Rushanara Ali

On 24 November 2021, we hosted a conversation for our members, corporates and various stakeholders featuring our 2021 Grant recipient, Working Chance. Entitled **Shifting Societal Attitudes Towards Employing Women with Convictions**, the discussion highlighted the benefits and importance - to the individual, the company and society as a whole - of employing women who have had experience in the criminal justice system. We are so grateful to our esteemed panel for sharing their valuable perspectives. Over 100 people attended the event and it was moderated by one of our founding members, Edie Lush.

Edie Lush, Moderator and Founding Member

"I cover stories of people achieving sustainable development goals all over the world and am excited to be part of a group making a difference to women and girls within 5 miles of my home."



GIVING BEYOND THE FUNDING

Extra benefits that the collective model facilitates

Our Annual Grants Award Event is crucial but it is just the beginning of what our members have to give. Through additional individual donations, pro-bono services, valuable introductions and social media exposure, we are making an even bigger impact.

"I always find the leadership team to be keen to understand what would help Working Chance; it's clearly important to them to add value beyond the actual grant, which is great from our point of view! There is a real spirit of partnership." Natasha Finlayson OBE, CEO, Working Chance

"Debevoise & Plimpton LLP has been working with several of the grant finalists from the last two cycles to provide pro bono legal support on a wide range of matters. It has been a pleasure to help these charities navigate the legal complexities associated with their future plans, knowing that our support helps these organisations, in some small way, amplify their impact." Debevoise & Plimpton LLP - Vera Losonci & Martha Hirst, Founding Member

"After learning about Woman's Trust during our 2020 grant cycle, I immediately saw that by offering my skills as a career and business coach, on a volunteer basis, I could create a personal connection with our chosen charity and amplify the benefit to Woman's Trust of their relationship with Impact 100 London. It has been a great pleasure to support the effectiveness and progression of a member of their team over the past year." Sally Dyson, Firm Sense Ltd and Founding Member

Additionally, members enhance our impact by getting involved directly with the operations of Impact 100 London as a member of the Grants Team, with events and communications, or as a member of the Leadership Team.

"I volunteered on the grants team last year and had a fantastic experience. I currently sit on the board of two charities and being part of the Impact 100 grants team enabled me to deepen my knowledge of the charity sector, to better understand what funders look for in a charity and to see some great examples of best practice in action. The due diligence process is very thorough and the grant team members really get under the skin of the charities they are reviewing." Olivia Gillan-Bower, Founding Member, Grants Team 2021



**"THERE IS A REAL SPIRIT OF
PARTNERSHIP WITH
GRANTEES"**

NATASHA FINLAYSON OBE, CEO, WORKING CHANCE

2021 MEMBERS

Tamala Anderson | Jenny Anderson | Kitty Arie | Staci Arnovitz | Elisabeth Ayvazian | Anthea Bamford | Daniela Barrera | Carolyn Barshall | Charlotte Bavasso | Susannah Behr | Emilie Bellet | Claire Bens | Vinni Bhandari | Rebecca Birk | Chandrima Biswas | Sejel Bodereau | Ghada Boudouvas | Isabelle Bourrette | Suggen Bower | Vanessa Boz | Monique Branchmoore | Ginanne Brownell | Inge Cajot | Coco Campbell | Michele Campbell | Kate Campbell | Melanie Cassoff | Sabine Chatin | Catherine Chattwell | Imogen Chopra | Vathany Chrishan | Patrizia Cozzoli | Laura Cyzer | Laura Davies | Emma Davies | Paola De Carolis | Benedicte de Nonneville | Colette Delaney-Smith | Brooke DiNatale | Sally Dyson | Catherine Ehrke-Taddei | Gabriella Espinosa | Harriet Evans-Lombe | Sally Faiz | Diane Feeney | Graziella Ferrari | Annie Fitzsimmons | Liz Forgash | Kat Foster | Chrysanthy Fox | Amber Freeth | Lynn Frieda | Noriko Gallagher | Nancy Gardiner | Olivia Gillan-Bower | Sarah Gonzalez | Betsy Gottlieb | Astrid Gouilliard | Lisa Gozali | Lauren Gross | Stephanie Guyett | Martha Hirst | Saira Howe | Annick Huber | Britta Jacobson | Evadney Keith | Zipporah Kissi | Alice La Trobe Weston | Lilly Ladjevardi | Amanda Lambert | Laurence Le pan de ligny | Nicole LeClair Wartchow | Dee Lehane | Berlin Leiman | Maria Leoni-Sceti | Edie Lush | Louisiana Lush | Jouja Maamri | Fiona Mactaggart | Carly Madhvani | Micaela Maguolo de Souza-Girao | Nadia Mahmud | Mary Marsh | Lani Martin | Claire Maxey | Janet McClaran | Niamh Mesch | Karen Millen | Carrie Morgridge | Aliya Nedungadi | Lisa Noel | Kasey O'Connell | Sotonye Oye-Somefun | Caroline Paduch | Dorothee Parayre | Allison Pehle | Michelle Pinggera | Juliana Polastri | Anna Prag | Stephanie Rackind | Kavita Raj | Louise Read | Joanna Riley | Claudia Rimington | Bari Shaffran | Aniela Shuckburgh | Maureen Smith | Bonita Smith | Carolyn Soning | Nancy Standwill-Warren | Barbara Sulzberger | Diana Swartz | Saloni Thakrar | Irina Phelps | Lisa Thomas | Stacey Towfighi | Devon Turner | Tugba Unkan Haiman | Nicola Osborne | Neena Vaswani | Varsha Venugopal | Deborah Wastell | Noel Wax | Erica Wax | Jenny Weden | Efrot Weiss | Kirsten Westlake | Dodi Wexler | Ellecia Whiu | Emily Wilkie | Samantha Wilson | Leanne Wood | Sarah Woolfenden | Jeanne Work | Elizabeth Zimdahl

SPECIAL THANKS

2021 GRANTS TEAM

Isabelle Bourrette

Diane Feeney

Olivia Gillan-Bower

Selected Leadership Team Members

GIVING OF THEIR TALENTS

Rushanara Ali MP Bethnal Green & Bow

Doug Miles of Comspec

Clare Hester of Neon20

Edie Lush of Edie Lush Communications

Vera Losonci and Martha Hirst of Debevoise & Plimpton LLP

Sam Powick, Jen McGratton and Devon Rose Turner



2021 LEADERSHIP TEAM

Erica Wax*, co-Founder
Lani Martin*, co-Founder
Staci Arnovitz*, Impact Manager
Elisabeth Ayvazian*, Grants Lead
Vanessa Boz, Communications Lead
Michele Campbell, Events Lead
Sabine Chatin*, Finance Lead
Liz Forgash, Membership
Joanna Riley*, Grants & Communications
Aniela Shuckburgh*, Membership Lead

*Leadership members participating on the 2021 Grants team





WHAT MAKES IMPACT 100 LONDON UNIQUE?

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

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

Focus on local women and girls charities supports an underserved sector.

Open dialogue with charities creates a partnership relationship.

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

Championing grantees and engaging members facilitates greater impact beyond the funding.

CONGRATULATIONS TO OUR GRANTEEES

November 2021, **Women@theWell** was selected to partner with the Camden Local Authority to open a new 15-bed facility in Camden for women in prostitution.

September 2021, **Tender Education & Arts'** Youth Board and Development Manager were interviewed for BBC Radio 4's "[Bringing Up Britain](#)" series highlighting the challenge of preventing abuse amongst teenagers - especially in the wake of the Everyone's Invited movement.

July 2021, Charity Times Awards 2021 shortlisted **Working Chance** for "Charity of the Year" with an income of less than £1m.

Summer 2021, **Woman's Trust** added three top-flight new Trustees to their Board, further enhancing their governance and leadership capabilities.

June 2021, Charly Young, CEO of **The Girls' Network** was awarded an MBE in the Queens' Birthday Honours.

March 2021, **The Girls' Network** launched the pioneering girl-led mentoring programme where young women from the least advantaged communities in London mentor senior Met staff.

Sept 2020, Navjeet Sira of **The Change Foundation** wins "Supporting Leader of the Year" in the 2020 Charity Times Awards.

The cost of designing, printing and posting this Annual Review was entirely paid for with a generous contribution from several Impact 100 London Founding Members.



THE POWER OF COLLECTIVE PHILANTHROPY

Impact 100 London is a collective fund operated under the auspices of Prism the Gift Fund. Our Registered Charity number is 1099682.