



INVITATION TO SUBMIT

EXPRESSION OF INTEREST FOR A LEARNING PARTNER



OVERVIEW

Fenomenal Funds is a feminist funder collaborative that aims to strengthen the resilience and visibility of women's funds. As a feminist funder collaborative that works to shift power through a pooled fund, shared governance model, and participatory grantmaking approach, **Fenomenal Funds** seeks to document our model, understand the change that results from supporting the feminist funding infrastructure, capture our learning, and share our insights. In support of this ongoing work of learning **we invite Expressions of Interest for a learning partner**. The selected partner will develop a feminist methodology and implementation plan to learn from our participatory grant making initiatives in support of our learning agenda. **We are particularly interested in applicants located in the global south that have a familiarity with participatory methodological approaches.**

Details about the opportunity are outlined in the following sections of this request for Expressions of Interest:

- ✦ Background
- ✦ Opportunity
- ✦ Scope of Work
- ✦ Requirements
- ✦ Contact Information and Deadlines

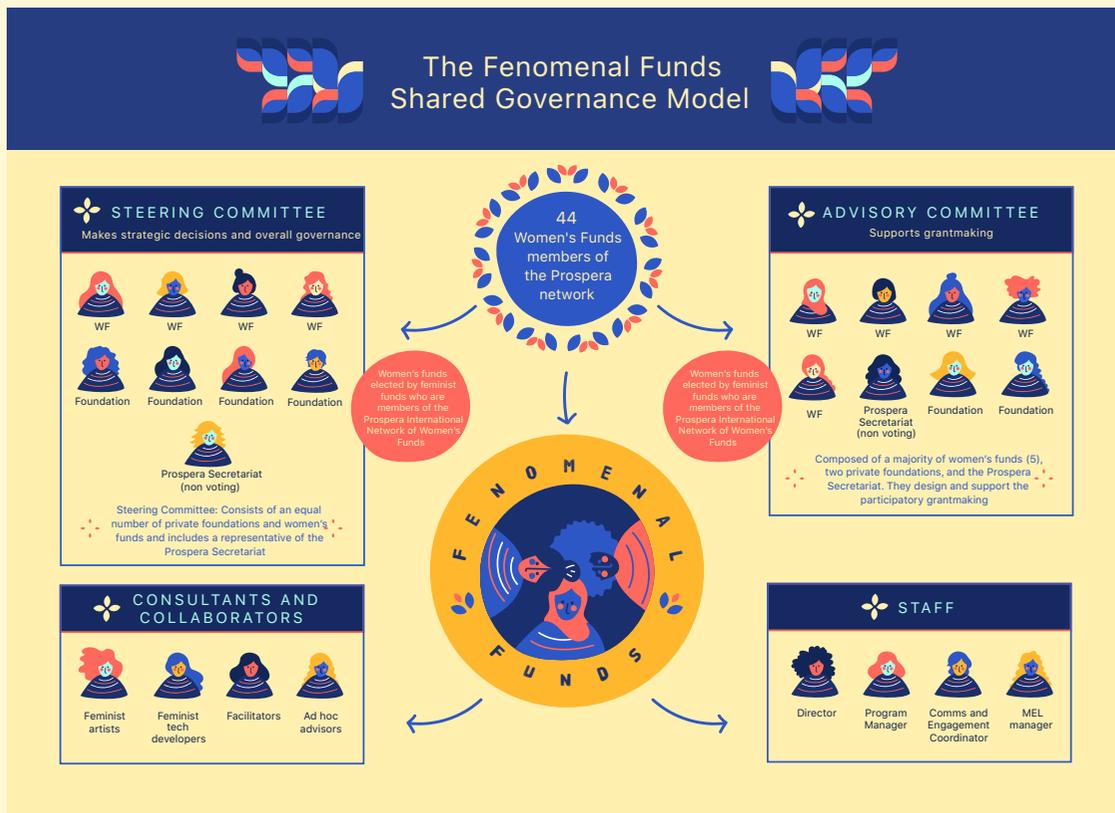
Any **questions** about this opportunity should be emailed to our Feminist Learning & Evaluation Manager by sending an email to hello@fenomenalfunds.org by **January 15th, 2023**.

Expression of interest letters and accompanying documents are due by UTC 13:00 February 14th, 2023. Shortlisted candidates will be notified within a month of submission of letters of interest. Finalists will be asked to further submit a detailed proposal. They will be interviewed by members of the Learning and Evaluation Working Group.

FENOMENAL FUNDS LEARNING PARTNER RECRUITMENT PROCESS



FENOMENAL FUNDS SHARED GOVERNANCE MODEL



Fenomenal Funds (FF) is a feminist funder collaborative established in 2019. This five-year initiative will distribute 20 million USD in pooled resources to women’s funds members of the Prospera International Network of Women’s Funds. Our model centers around the feminist theory and practice of **collaboration** and **power sharing**. We aim to strengthen the resilience of women’s funds by supporting them as a collective through partnership with members of the **Prospera International Network of Women’s Funds (INWF)**, the **Prospera INWF Secretariat**, and **four funding partners: Foundation for a Just Society, Open Society Foundations, the Wellspring Philanthropic Fund, and the William and Flora Hewlett Foundation.**

Our work is based on the premise that women’s funds, particularly national women’s funds in the Global South, are chronically underfunded. They are however, one of the main sources of funding for grassroots feminist movements, and therefore, are key to advancing gender justice. Our model aims to strengthen the feminist funding ecosystem using a unique approach of combining a pooled fund, feminist participatory grant making for organizational strengthening, and a shared governance structure. We take an ecosystem approach to support women’s funds with flexible, non-competitive, multi-year core funding.

OUR OUTCOMES

The collaborative has articulated **four key outcomes** we wish to achieve through our model:

- 1. Women's funds have the resources, systems, and practices to respond to the needs of gender justice movements.** We provide core support that women's funds use to support their organizational development so that they further develop a) the institutional capacity, to remain responsive to the priorities of the gender justice movements they support; b) and strategic capabilities so they can rise to moments of opportunity; and c) the agility to adapt in the face of unexpected challenges.
- 2. Women's funds deepen connection and collaboration within and across geographies, scales, and interests.** They work collectively to co-create strategies that will sustain a resilient feminist funding ecosystem
- 3. Women's funds use their collective voice to influence** the agenda and flow of resources to gender justice movements.
- 4.** We will leverage our model to **engage the wider philanthropic ecosystem** to shift power and resources to gender justice movements.

We see our approach as **a new way for women's funds and private philanthropy to collaborate as peers through a system of shared governance based on feminist principles.**



LEARNING PARTNER

As **Fenomenal Funds** we see learning as an **emergent, adaptive and co-evolutionary process**. It is not separate but an integral part of the grantmaking process both in the design and implementation phases. After much thought and deliberation in consultation with our governing bodies we have decided to work with a Feminist **emergent learning framework** to support this process as it allows us to learn and pivot in real time to meet the needs of women's funds.

Our Learning Agenda is framed by the overarching learning question:

WHAT WILL IT TAKE TO BUILD THE RESILIENCE OF THE WOMEN'S FUNDS MEMBERS OF THE PROSPERA INTERNATIONAL NETWORK OF WOMEN'S FUNDS THROUGH THE FENOMENAL FUNDS MODEL?

The question is supported by the following sub-questions:

- ✦ **What will it take to operationalize the Fenomenal Funds model** of pooled funding, participatory grantmaking, and shared governance based on feminist ethics and values?
- ✦ **What will it take to influence targeted funders to adapt and adopt** funding policies and practices that center the voice and priorities of women's funds?
- ✦ **What will it take to strengthen the individual infrastructure and collective ecosystem** of women's funds members of the Prospera INWF?

OPPORTUNITY

Fenomenal Funds is seeking a learning partner for a contract estimated to last 24 months with an **initial contract of 12 months** starting in April 2023. The Learning Partner will undertake this work with guidance and input from Fenomenal Fund's Learning & Evaluation Working Group and Steering Committee, in coordination with Fenomenal Fund's Learning & Evaluation Manager.

Interested applicants should submit a letter of interest to undertake the scope of work below. The anticipated contract for this engagement is **\$100,000** to **\$120,000** annually with the possibility of renewal. Approved project-related expenses like travel and language interpretation will also be covered.



SCOPE OF WORK

Based on the **Fenomenal Funds** theory of change¹ the Learning and Evaluation Partner will:



Develop participatory tools drawing on feminist research methodology to capture the contribution that the resilience grants, collaboration grants, and narrative power grants have made to women's funds through the Fenomenal Funds model.



Engage in a process of data collection and analysis based on the proposed tools and approach.



Facilitate a participatory learning, sharing, and sense-making process with key stakeholders to draw out insights from the analysis to inform our understanding of what change each funding stream directly and indirectly contributed to women's funds.



Facilitate an additional sense-making process to understand how the combined funding streams may have contributed to building the resilience and the visibility of women's funds, individually and collectively.



Develop a set of knowledge products that tell the story of the contribution that the Fenomenal Funds model made to the resilience and visibility of women's funds.

The scope of work includes **budgeted time for design, methodology & tool development as well as implementation**. We expect the major portion of the work to be completed through online communication and facilitation.

¹ Our Theory of Change is in the final stages of being published and will be shared with shortlisted candidates.

REQUIREMENTS FOR THE LETTER OF INTEREST

Submit a letter of interest (approximately 3 pages) telling us about yourself and **how you would approach the Learning Agenda questions shared in this document.**

Describe the methodology you would choose and why. Tell us how your knowledge and experience would support you taking the approach you are proposing. **Provide examples** of how your previous experiences and learning related projects align to the needs of our initiative. **Share any additional documentation** you think will be useful to demonstrate your innovation and creativity. **Tell us about what you bring to the table that is unique** and why you think you are the right fit to be our learning partner. **A full proposal is not required at this point.**

Please also attach the following as supporting documents:



Your CV / CVs of each member of the team if you are applying as a team (no more than 3 pages)



Two examples of relevant previous work undertaken by you/ or the team



Two References



If you are applying as a team all members should ensure they are available for the **full duration of this project.** Please also note that if you are working as a team, we would like to suggest that there is an established work relationship between the team members beforehand and please explain how you have worked together in the past in your letter.



EXPERIENCE, KNOWLEDGE & EXPERTISE

- ❖ **Knowledge of feminist power frameworks** and an understanding of how power functions and is negotiated in global philanthropy
- ❖ **Knowledge and experience in applying feminist** Participatory Learning & Evaluation principles and frameworks in design and implementation
- ❖ **Ability to adopt a holistic and intersectional approach**, fostering connections and solidarity
- ❖ **Ability to experiment with creative methodological approaches** and using alternative means of knowledge production and dissemination
- ❖ **Experience in coordination and engagement with stakeholders** in virtual spaces across multiple countries.
- ❖ Preference for a **Learning Partner located in the Global South**

ADDITIONAL PREFERENCES

- ❖ **Knowledge of measurement tools** in organizational resilience
- ❖ **Knowledge and networks** in the philanthropic environment
- ❖ **Knowledge of feminist philanthropy** in the Global South
- ❖ **Ability to use different modalities** for sharing lessons learned and engaging in learning with various audiences
- ❖ **Flexible and agile thinking**
- ❖ **Multilingual** and aware of language justice considerations
- ❖ **Strong project management**, coordination & negotiation skills
- ❖ **Interested in innovation** and bringing the learning back to the FF model
- ❖ **Background experience of working with women's funds** and women's movements; multi-funder/multi-organization participatory efforts.



CONTACT INFORMATION AND DEADLINES

Any **questions** about this opportunity should be emailed to our Feminist Learning & Evaluation Manager by sending an email to hello@fenomenalfunds.org by **January 15th 2023**.

Expression of interest letters and accompanying documents are due by UTC 13:00 February 14, 2023. Shortlisted candidates will be notified within a month of submission of their letters of interest. Candidates will be invited to submit a detailed proposal a month after notification of their selection.

The Letter of Interest will be reviewed for feedback by the Learning & Evaluation Working Group. Three candidates will be invited to the next stage of the process, which includes development of a proposal.

The proposal will be reviewed by the Learning and Evaluation Working Group. The finalists will be interviewed by the Learning and Evaluation Working Group. A final decision on the Learning Partner will be reached based on the recommendation of the Learning and Evaluation Working Group and the approval by the Full Steering Committee. See Annex 1 for the proposal outline.

