



SUPPORTING THE COLLABORATIONS

ACCOMPANIMENT

When the collaboration process gets underway, unanticipated problems can arise. Support for these issues helps the group continue on its way, so accompaniment plays an important role in addressing challenges and barriers that might otherwise derail the work.

In many ways, the end of the Collaboration Labs was the beginning of the collaboration process. For many of the women's funds in the Prospera International Network of Women's Funds, this was their first time collaborating with another fund. For others who had previous experience collaborating, they were entering a collaboration with women's funds they had not worked with before. And for those working with long-standing relationships, the opportunity was to leverage the resources to deepen their ways of working together.

Even with the most thoughtful preparation and well-laid plans, many of the collaborations required adjustments in order to accommodate changing conditions and meet their intended objectives. Staff transitions sometimes meant a new group was taking the work forward, and in some cases, moving from a road map to a work plan required additional support. Committed to the success of the women's funds, Fenomenal Funds provided accompaniment and additional resources in meeting the evolving needs of their collaborations. In some cases, we made sure facilitators could work with the women's funds for a few more sessions as they moved through a particular problem. In others, we provided translation support. In some cases, the team showed up and provided informational or technical support. Whatever the need, our approach was to provide accompaniment support as requested and appropriate to the needs of each Collaboration Group.

Guidance

- As the Collaboration Groups implement their work, maintain open lines of communication in order to understand what challenges they face and what support they need.
- When requested, connect the Collaboration Groups to knowledge or technical expertise that will help them overcome a particular challenge.
- In other cases, identify and provide the necessary resources to help Collaboration Groups navigate specific challenges. This could include providing facilitation services to work through a particular process, interpretation and translation support to facilitate language justice, documentation to reduce the burden of work, or creating linkages to support them in moving money due to unanticipated barriers.
- In some cases, all that is needed is a conversation or dialogue to support the group as it tries to problem-solve a given challenge.
- Words of support and encouragement go a long way for the group to achieve its vision.

Practice

Accompaniment is a deep relational process rooted in trust. It is knowing that our success is interdependent, and thus, the ways we show up for each other move us toward a shared vision. When we show up with mutual respect, the partners can ask for what they need and the funder—being part of the journey—can support with shared visions and values

Tools and Resources Index

Preparation And Planning Guidelines
Collaboration Grant Parameter
The Collaboration Labs Guidelines: Discover, Define, Refine Phases
Women's Funds Survey to Identify Collaboration Topics
Women's Funds Participation Guidelines
Advisory Committee Review Discussion Guide
Discover Phase: Collaboration Topic Description
Define & Refine Phase: Collaboration Grants Plan
Define & Refine Phase: Collaboration Grants Budget Guidelines
Facilitator And Documenter Guideposts
Facilitator Orientation
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Discover Phase Documenter Template
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Supporting The Collaborations
Fishbowl Session Example
Reflecting And Learning
Learning Conversation Example

Please visit the Fenomenal Funds website for more tools and resources:

<https://fenomenalfunds.org/grantmaking/collaboration-grants/tools-resources>