

Philanthropy Ireland Presentation

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(They/He)

Transgender Equality Network Ireland,
Chair of Board of Directors

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About Me

Masters in Non-Profit Management

Worked for 4 years in not-for-profits
before transitioning to the public sector.

5 years board experience

Relevant challenges for smaller grassroots & community non- profits

- Ever shifting political climate – a need to be able to shift resources to meet the current need
- Rise in cost of living
- Wellbeing for minoritised staff and volunteers
- Providing frameworks and support for smaller organisations to have impact
- Providing appropriate compensation and benefits
- Funding for core work and to keep up compliance and structures
- Development and retention
- Funding for evaluation and capacity building
- Reliance on public funding can be limiting for the work needed to progress policy
- Prioritising intersectionality
- Protection and security costs

Possible Solutions

Longer term funding

Funding organisational vision, mission and strategy rather than specific projects

Allowing for funding specifically for staff, volunteer and organisational development

Providing centralised support for compliance across multiple organisations which supports organisations to access professional services that would otherwise be cost-prohibitive.

Considerations for how we develop and support staff growth in innovative ways for example cross-organisational secondments that allow for new opportunities for development of staff.