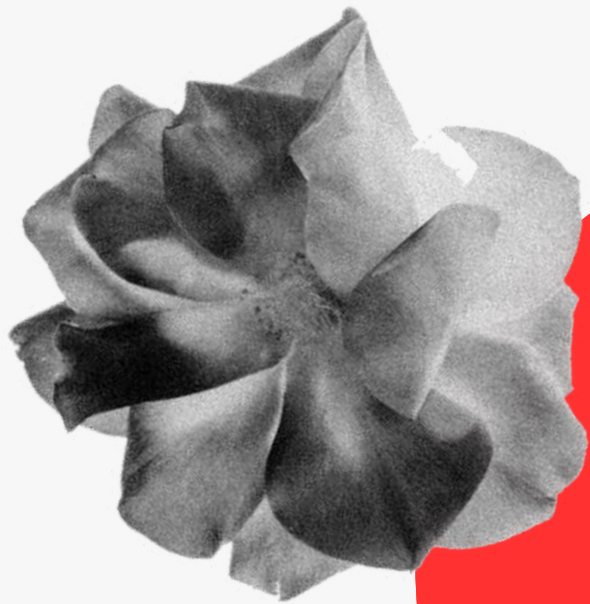
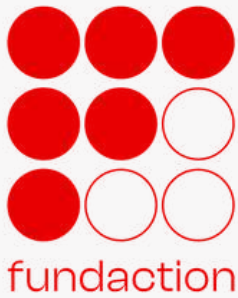


# FundAction Annual Report 2023

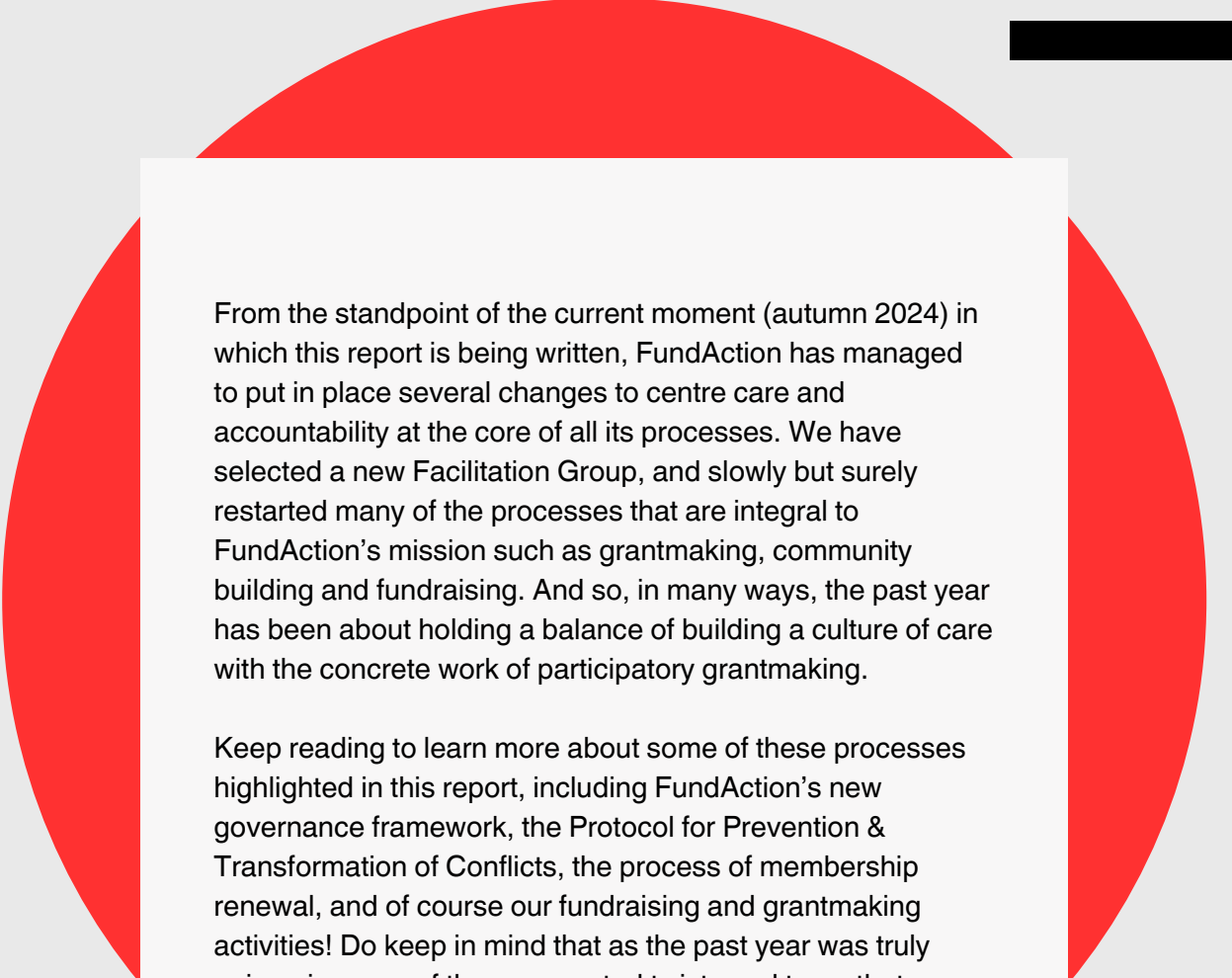




# 01


## A year of Reflection, Learning, & Revival!

The year 2023 was an exceptional one for FundAction as its internal resiliency was tested by internal challenges affecting the Foundation organs, which led to the resignation of the Facilitation Group and brought to light some deep structural and systemic challenges. Given some of the core values of the Fund such as mutual trust and respect, inclusivity, openness, transparency, and peer-to-peer learning, those of us experiencing these challenges and those of us who stepped up to find solutions did not take for granted the need to reflect upon these issues that had emerged and thus, we took a slow approach to addressing it. Operations were put on hold in the summer and a Task Force was designated to assess the situation, propose next steps and facilitate the selection of a new Facilitation Group according to existing procedures. And while there was harm that needed to be repaired from mid-2023 until now, FundAction has in many ways succeeded to address and recover from the existential threat it found itself in for the past year. For this to happen, a number of critical changes had to be made in the way FundAction functions, including internal rules but also the internal culture, to ensure that we can continue our work and last for many more years to come.



From the standpoint of the current moment (autumn 2024) in which this report is being written, FundAction has managed to put in place several changes to centre care and accountability at the core of all its processes. We have selected a new Facilitation Group, and slowly but surely restarted many of the processes that are integral to FundAction's mission such as grantmaking, community building and fundraising. And so, in many ways, the past year has been about holding a balance of building a culture of care with the concrete work of participatory grantmaking.

Keep reading to learn more about some of these processes highlighted in this report, including FundAction's new governance framework, the Protocol for Prevention & Transformation of Conflicts, the process of membership renewal, and of course our fundraising and grantmaking activities! Do keep in mind that as the past year was truly unique in some of the unexpected twists and turns that FundAction experienced, so is this report. And in order to tell the full story of how we got here today - autumn of 2024 - we had to delve into some part of the year 2024 to paint a complete picture. As such, you will find that this report focuses much more on the internal processes and transformation that FundAction underwent in the past year and less on aspects that we have traditionally reported on in the past. But fear not! Amidst much of the slowing down we had to do in order to reflect, learn and revive in 2023 into 2024, we continued to do what FundAction is here to do in terms of grantmaking along with implementing our new care structures. In this way, we ensure that FundAction can continue to thrive as an activist-led participatory grantmaking fund driven by a mission to shift decision-making power over funding from funders to affected communities and activists working on the frontlines.



# FundAction Members Identify What Sets Us Apart!



Despite all of the challenges faced by FundAction last year, the FundAction community was able to identify a number of strengths of the fund at the 2023 Annual Assembly, which brought together 28 old and **new members** at Maison des Utopies et Expérimentations. These strengths, outlined below, are a testament to how FundAction continues to practise its values in advancing its mission and staying true to its vision.

A large yellow graphic consisting of a thick circular arc at the top and a smaller solid yellow circle below it, partially overlapping the arc.

### **Practising Our Values**

We are a fund and community deeply grounded in and practising our values. According to the FundAction community, the values of democracy, horizontality, inclusivity, flexibility are coded in the DNA of the fund.

### **Flexible & Adaptive Grantmaking**


We support actions that can't be funded elsewhere through flexible and adaptive funding. According to the FundAction community we play an important role within the funding ecosystem through our experimental nature.

### **Diverse & Connected Community**

The FundAction Community is a community of diverse people with all kinds of professions who are doing great activism and are really connected to movements in their contexts. Thus, there is a plurality of knowledge, new ideas, creativity and innovation within our community.

### **Shared Purpose & Commitment**

FundAction has non-bureaucratic processes, which make it easy to engage and participate in the fund's development. According to the Fund Action Community, the shared purpose and commitment of community members is felt in person.

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# Starting 2023 Strong

06

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## Rejuvenating the FundAction Community



The year 2023 started off with a new community membership proposal (initially discussed in the 2022 Annual Assembly and presented in the online Assembly in early 2023) that sought to define minimum requirements and different levels of engagement in the community, in addition to clarifying what community members can expect to get out of their commitment. A major effort was made in early 2023 with the support from several FundAction community members through the Community Building Working Group to implement the new proposal by refreshing FundAction Community's membership in the following ways:

- Reaching out to inactive community members one by one to check if they wanted to continue being part of the fund. All those who wanted to leave were deleted from the online platform;
- Inviting people who had expressed an intention to join the fund in the past through our website to present an application. These applications were internally reviewed and 30 new community members from underrepresented struggles and geographies joined the fund;
- Conducting an Online Community Information Session for all community members (new and old) in March, 2023;
- Asking old and new members to update their profiles, including the working groups they would be interested to join as a way to engage the community in FundAction's work at a deeper level. All community members that did not react after one month were considered inactive and removed from the platform;
- Encouraging new community members in particular to apply and take part in the 2023 Annual Assembly.
- Documenting the demography of the fund's membership. Seeing the representation of FundAction members across Europe has given us a better sense of geographies that we can prioritise in upcoming iterations of open calls for new members to join. Some of those geographies include: the Western Balkans, Eastern Partnership, and Turkey.

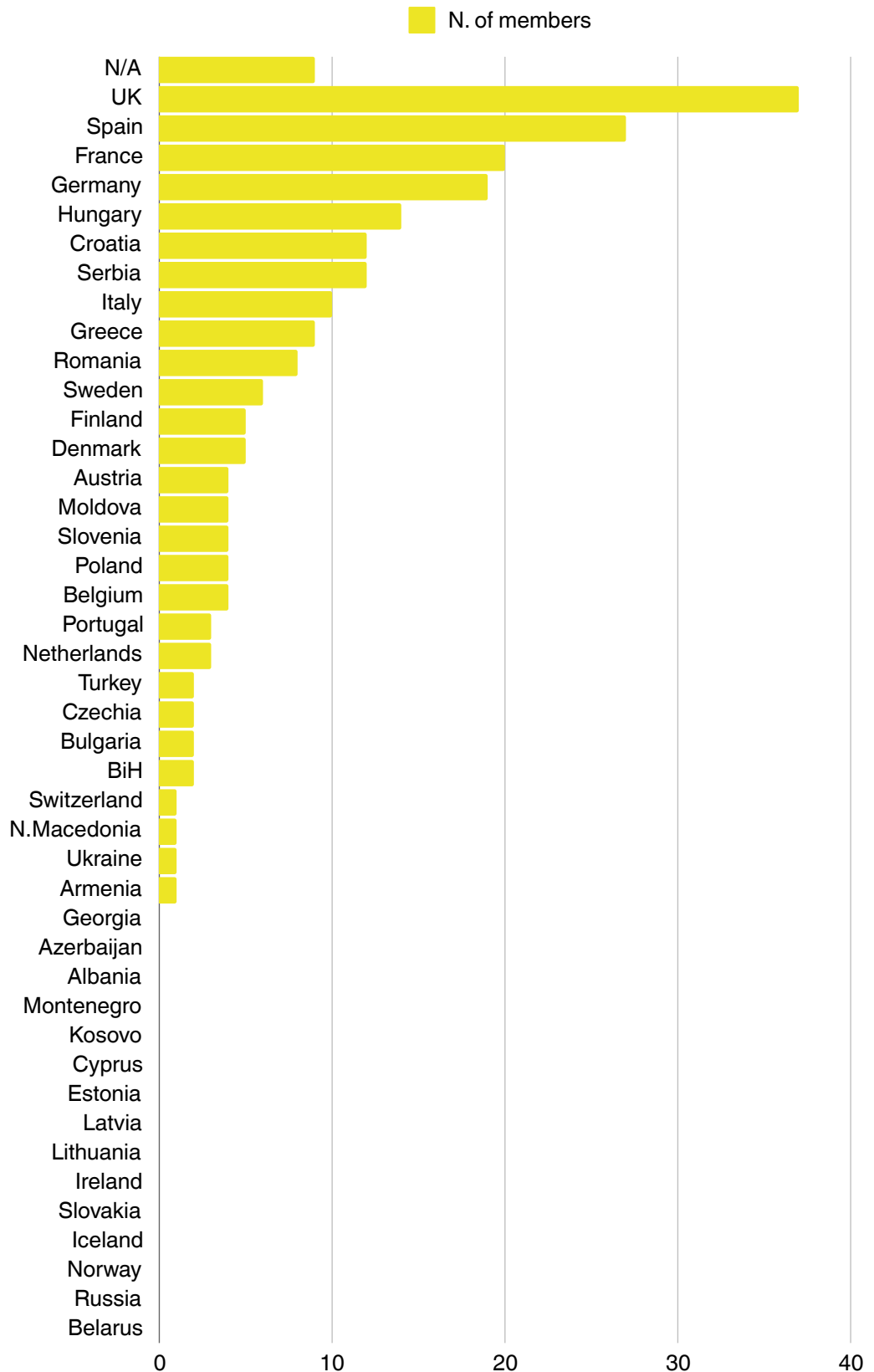
### Questions that we continue to grapple with

How to accommodate the language we use and the way we communicate to all members' needs/interests so they can feel that the fund speaks to them? What are some different models of democratic systems we can experiment with to affirm and bring forth voices, needs and ideas that have not been centered thus far? What are the barriers to participation faced by members of diverse communities and how can we address them?

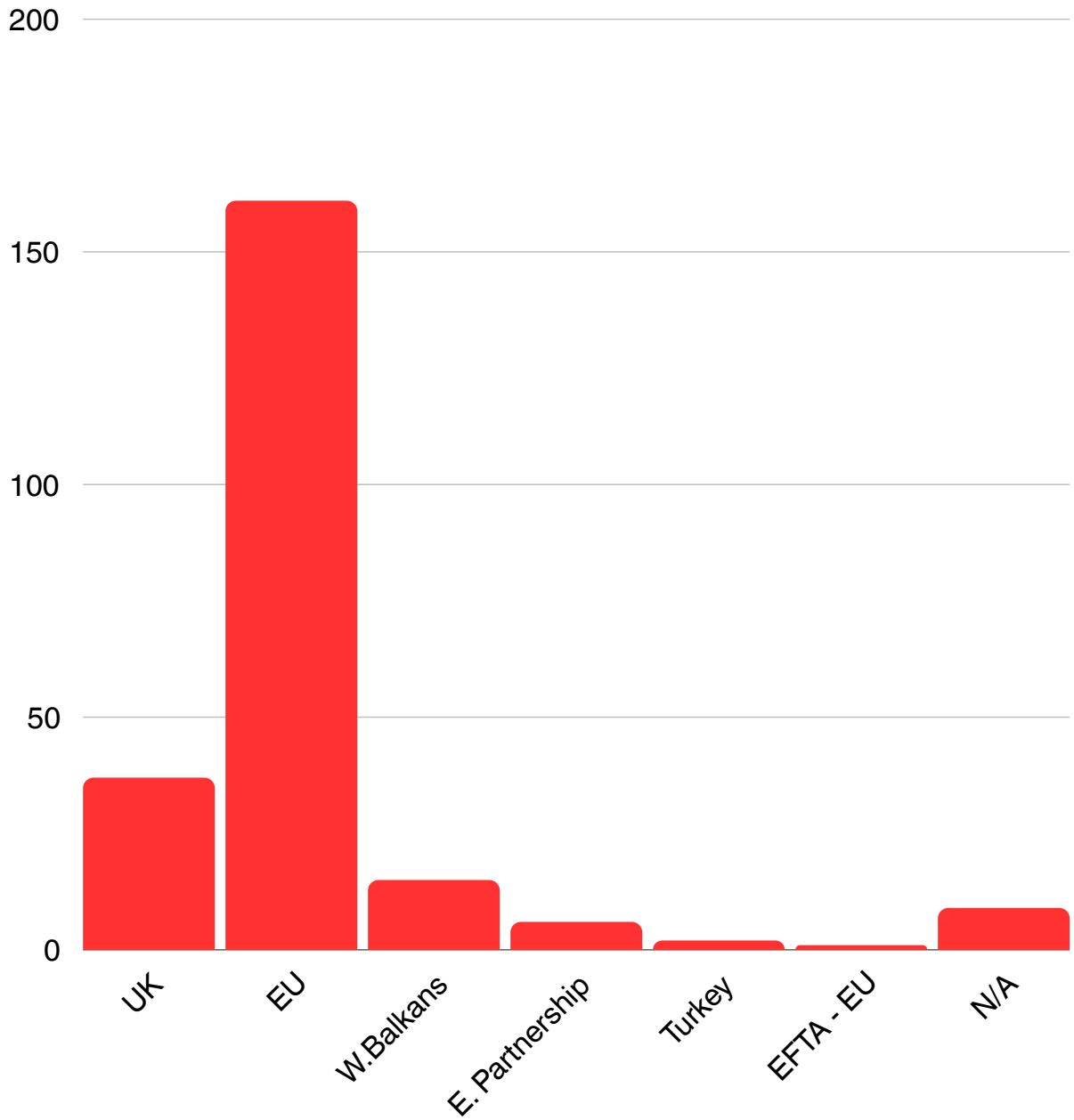




# countries of residency



# Total



# Transition into an Autonomous Legal Entity

The trajectory of FundAction's process to become an autonomous legal entity has been a long and challenging one. Since initiating this process in 2021, FundAction has:

- launched a Transition Working Group in 2021 and an internal Legal Working Group to support the legal transition over the year 2021;
- started an ongoing collaboration with a pro-bono legal advisor Dentons in the Netherlands through which FundAction's statutes have been drafted and approved by the community in early 2022;
- officially registered as a Foundation (Stichting) with the Chamber of Commerce in the Netherlands in August 2022, including Board members and Supervisory Board (Community Council) members;
- signed an agreement with a fiscal sponsor based in Germany (Änderwerk) to run operations until the new structures of the foundation were up and running and the bank account was open;
- applied for ANBI status in 2023 and got rejected because of practical obstacles with the postal communication (basically, we missed a deadline because our mail was lost by the shipping agency).
- opened a bank account in 2023. The account was closed in late 2023 (due to the lack of activity) and reopened in early 2024.
- updated our policy plan after the changes proposed by the Taskforce to the governance framework



Although some steps were taken in 2023 to continue the process towards full autonomous management of our funds, the process was put on hold due to the internal challenges we experienced and FundAction has not re-applied for ANBI status yet, but will do so in early 2025. Our internal organs (Board and Community Council/Supervisory Board) were still fully active, but we lacked the operational roles and it was the Taskforce's role to get things back on track.

We have reported on this process in two of our prior annual reports, emphasising both the challenges and achievements in finding the best solutions for moving forward with the legal transition and staying true to our core values as a participatory fund. From the beginning of this process it was clear that FundAction would need to find a balance between the benefits of becoming an autonomous legal entity and the additional work of setting up and running all administrative, fiscal and legal operations of the fund. As FundAction took on this transition process from 2021, we learned that - with each step forward - additional work kept emerging and being required of us in order to continue the process. As this process moved along, it became clearer in mid-2023 that the roles of the Facilitation Group members were changing from mere activists to more formal roles: some of them were becoming members of the Board, while some would keep the task of running operations in the future. Something similar happened to those community members who joined the Community Council (Supervisory Board). This is quite a big change and it had an impact on how roles were perceived and exercised, as people had to reconcile more informal/horizontal organising styles with a more hierarchical and formal framework. And as the administrative, fiscal and legal responsibility of operating an autonomous fund was slowly transferred to the new organs, a number of needs started to emerge with regards to our internal systems and structures. As mentioned in the beginning of this report, these needs were not met in time, leading to internal challenges.

## Questions that we continue to grapple with

How do we ensure a growingly sound and clear governance for the Foundation while keeping ourselves coherent with our participatory values? How do we ensure a smooth cooperation between the organs? How can the governance of our Foundation stay open to new needs in the FundAction community?

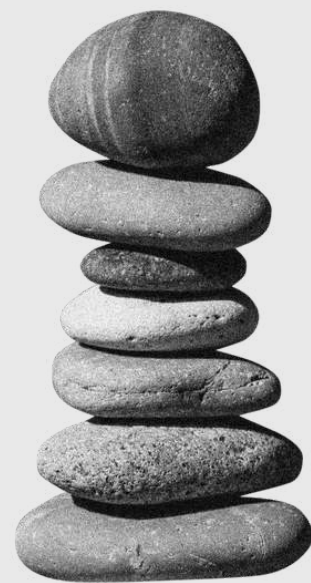
# Internal Challenges

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In 2023, with the transition process taking up additional time and energy from the Facilitation Group to do more administrative and bureaucratic work, and without proper systems in place for clarity with regards to distribution of tasks, time and compensation for this work, members of the Facilitation Group started to burn out. Given the pressure to complete the task of finalising the transition process, which had started two years prior, the Facilitation Group decided to go on and try to finish the task without involving more people from the community to support this work. This led to even more burnout, which was exacerbated by harmful, discriminatory behaviour within the organs of FundAction, for which there were no systems yet in place to address.

Eventually, FundAction experienced a deadlock over the summer of 2023 given that these issues had reached a critical point: the whole Facilitation Group resigned, one member was expelled from the fund and one member of the Supervisory Board/Community Council suspended their participation. This situation made it impossible to continue functioning until certain harms were acknowledged, reflected upon and addressed, and certain structural changes were implemented.

Although the demands, urgency and challenges of the transition process added an unbearable burden to the people in charge, we also want to acknowledge that we have seen these dynamics in the past.





We are all part of a capitalist, patriarchal, racist, classist system where efficiency, hierarchy and discrimination are consuming us and it is hard to put a limit to these dynamics. Also, we know that conflict is unavoidable, but as a fund we did not have any mechanisms in place to address and transform them. And we had to learn the hard way.

The following section outlines the critical work that has been taken on by members of the FundAction community in the past year. This work centres care, feminism and anti-oppression as our approach in the work that we do and also in the process of finalising FundAction's legal transition process in 2024.

## Focus on Care

In many ways, the internal challenges that FundAction went through in 2023 has brought on a new chapter in our history as a fund. After the Facilitation Group was dissolved in the summer of 2023 and different community members declared their intention of resigning from the Board or to suspend their participation in the Community Council (Supervisory Board) as a result of burnout and harmful behaviours that were not being addressed due to lack of systems to support such processes, there was no organ able to continue daily activities. After the annual assembly of 2023, the decision was made to create a Taskforce in charge of leading a deep organisational transformation from a care perspective. Given that at the time there were no active organs, a group of community members had to step forward out of solidarity to lead the process of hiring the Taskforce members. Various discussions with ex-Coordinators,

Community members who have been involved since day one and new Community members took place, and a process was designed to appoint the Taskforce and clarify its functions. The Taskforce had two tasks: to restart the Facilitation Group using the systems and processes already established to recruit them, and to propose next steps for building a meaningful culture of care at FundAction.

In the past year, with the support of the TaskForce, FundAction has been on a journey of learning the importance of stopping and slowing down to acknowledge the causes of these challenges, reflecting on harms to understand root causes, and seeking ways both to address and transform them, as well as to prevent them from happening again.

## The work of the Taskforce

In October 2023, five FundAction community members were selected for the Taskforce role through a Peer-to-Peer (P2P) Panel organised by the volunteer group mentioned in the previous section. The work of the Taskforce extended until mid-2024 as the new Facilitation Group was being onboarded. The following are some of the key achievements that the Taskforce reached during their mandate:

**Processing the Conflict** (*November, 2023 - January, 2024*): To understand the previous conflict (the experiences and the needs of those affected as well as its root causes), but also the organisational problems, Taskforce members conducted a series of interviews with all the Facilitation Group and Supervisory Board/Community Council members involved in the internal challenges that emerged in 2023.

The results of these interviews informed an internal report (published in 2024, by the end of the Taskforce's mandate), which describes the conflict, illustrates and explains the issues underlying it (as structural and governance related), acknowledges the harm and details all the implemented measures, as well as desirable next steps. Before the report was shared with the FundAction community, the text was shared with all interviewees and received positive feedback from those more closely involved.

**New Governance Framework** (November 2023 - January 2024): Before restarting the Facilitation Group, the Taskforce observed that under the current arrangements the problems from the past were going to surface again unless some structural changes were made. These changes do not refer to the basic governance structures, but to the distribution of roles, time dedication, compensation and some additional roles related to care. The TaskForce organised two P2P panels to receive input from randomly selected community members and the final proposal was shared with the community in December 2023 and January 2024 for feedback. The new governance framework was approved in January, 2024. These are some of the key changes:

- Previously, **the Board** and the Facilitation Group were in the process of becoming the same organ, and its members were going to be in charge of coordinating the working groups, in addition to the legally established roles of managing and representing the fund. The new governance structure separated the Board from the Facilitation Group, leaving the first one with its legal roles and the second with the coordination of the working groups, in addition to running daily operations.

- Previously, **the Community Council/Supervisory Board** only had the legal role of supervising the decisions of the Board. Because there was no organ in charge of processing conflict (which led to the previous deadlock), the new governance framework stipulates that the Supervisory Board/Community Council would have a role in conflict transformation, in addition to the legal role of supervising the decisions of the Board. As such, the organ now has the responsibility to implement the Protocol for Conflict Prevention and Transformation (see below). Because the number of members was going to be increased according to the statutes (3 members in 2024 and 3 more in 2025, reaching a total of 9), the decision was to appoint people with a background related to care/feminism/anti-oppression and to offer training to those who stayed from the initial configuration. Community Council members receive 250 EUR monthly symbolic fee for their dedication in this role.
- As mentioned above, the new governance framework separated the roles of the Board (management and representation) from the **Facilitation Group** (operations). Instead of the operations being in the hands of permanent staff, we got back to the framework where Facilitation Group members were selected by the community and appointed by the board and renewed periodically in order to ensure that people working for FundAction stay accountable to the community. In order to balance this need with the need to keep stability and institutional memory, the mandate of the new Facilitation Group was extended from two (old Facilitation Group) to three years (with rotation beginning in year two for the current members), and people are still encouraged to keep their activism and/or professional work. The time dedication was increased from ½ day per week (old FG) to two days per week, with a proportional increase in compensation of 2,000 EUR per month.

- The new governance framework has created an additional **Administrative role** as a permanent consultancy role, which will support the daily administrative work and the institutional memory on the practical operational aspects of FundAction.
- Previously, there were no clear rules or mechanisms through which Facilitation Group members could raise sensitive issues and address conflict and/or violence. Regular meetings did not allocate enough time to discuss issues related to mental health, burnout, or unacceptable behaviours. The new governance framework has created the role of an External Care Facilitator to guide collective monthly care meetings with the Facilitation Group and Admin person and engage in deeper open discussions, including how workload is shared and how psychological wellbeing needs can be met within the group. The external care facilitator's role also includes providing individual counselling sessions if/when requested.

### **Selection Process of new Facilitation Group and Community Council members**

*(December, 2023 - April, 2024):* A Community call for Q&A on the roles and processes took place in January prior to the last day to apply for these roles. In order to choose the new Facilitation Group, the pre-existing mechanisms were used: a P2P panel came together composed of one member of the CC (with no voting rights), one member of the former Facilitation Group (with voting rights) and three randomly selected community members of the community. The panel sessions and the process were facilitated by a member of the Taskforce (usually the Facilitation Group would take this role, but there was no active member at the moment). The panel reviewed the applications and invited the participants to an online interview. The new FG started in their role in March-April, 2024. The 3 new Community Council members were selected by the same panel.

After the modification of the conditions within FundAction organs, roles and positions in the governance framework, 17 people applied to the new Facilitation Group role, six applied to join the Community Council, and 17 people applied to the new Administrative position, showing that there's more optimism in the community about the future of the organisation. At the moment of writing this report, the new Facilitation Group consists of three queer members of our community from diverse backgrounds and with substantial experience in care, feminist and anti-oppression practices. In the process of implementing the new governance framework and bringing new members to the Community Council, one CC member resigned and one person who was selected for the role didn't want to assume it in the end, showing that the situation is not yet safe for everyone. However, some positive shifts have taken place within this organ in the past several months with the Community Council currently consisting of six members, of which four are new members with diverse backgrounds and experiences in care, feminism and anti-oppression.

- Discussions with regards to creating a Care Working Group had already started in the 2022 Annual Assembly and was being followed up on in 2023. In early 2024, these discussions took a more concrete form as the Taskforce took the initiative to launch a Care Working Group in order to involve more members in thinking about ways to build a culture of care at FundAction and to create opportunities for learning and action with regards to practising care in our work and within our community. The Care Working Group decided to conduct a series of meetings throughout the spring of 2024 to focus on hard care (rules and structures) and soft care (learning and sharing) activities. Thus far the hard care component has included drafting, discussing and leading a participatory process that led to the approval of the Protocol for Prevention & Transformation of Conflicts, which you can learn more about later in this report.



The soft care component has included the Care-full Sessions on self-compassion for activists, data feminism and non-violent communication.

- Before the new Facilitation Group and Community Council/Supervisory board members joined, a temporary protocol for conflict resolution was drafted by the TaskForce. Later on, the process to draft the final **Protocol for Conflict Prevention and Transformation** was led by the members of the Taskforce in collaboration with the Care Working Group and the new Facilitation Group. The document includes an initial part on conflict prevention that lists the basic rules that need to be followed by all organs in the distribution and organisation of work (such as how to keep records of decisions, how to distribute work, how to organise meetings, etc.) and also some basic provisions in case of sickness, parental leave, excess of workload, etc. In the second part, the Protocol addresses the issue of conflict transformation through a Restorative Justice approach on the basis of four pillars: harmful conduct, context, collective discussion and action. This part also details the process that needs to be followed in case a conflict arises and who is responsible for each task.

The Care Working Group organised two online Care Assemblies to engage more community members in shaping this protocol. 16 community members participated in these online assemblies. The sessions aimed to engage the community in a discussion around two main questions:

- What does restorative justice mean in FundAction when it comes to addressing unacceptable conducts?
- Which conducts do we want to consider unacceptable in FundAction? Can we distinguish between different levels of seriousness? What should be the consequences for each level?

The output of these sessions were incorporated into the text, and they were organised into four elements: 1) a list of conducts that we consider unacceptable, 2) a set of questions that help understanding the (immediate and systemic) context of a conflict, 3) the elements of a safer space for the restorative justice process to take place and 4) examples of concrete actions that can result out of these processes.

Questions that we continue to grapple with

How can we ensure that we learn from past mistakes but at the same time look into the future with a fresh attitude?

# Grantmaking

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Prior to the internal challenges we experienced at FundAction in 2023, several community members who were actively engaged through the Grantmaking Working Group spent quite some time reflecting on the Rethink grant process in particular - based only on a voting system - alongside our general grantmaking approach. As such, no Rethink grants were distributed in 2023 and before restarting a new round, our community will be building on some of the critical questions and proposals posed. The key question is how to ensure equality, diversity and access in the process of applying and deciding on all grants

Some of the proposals that have been made to this end include: regular evaluation of grant schemes, catalysing new collaborations during annual assemblies and encouraging collaborations between old and new community members/organisations, ensuring equality in the application phase by increasing accessibility, ensuring equality in the voting process, proactively reaching out to underrepresented communities and centering awareness of power dynamics and the dynamics of exclusion.

Given that 2023 was a special year in terms of all the transformations that FundAction was going through, an intentional decision was also made to wait until the fund was in a better state following the internal challenges we had been going through to reopen Renew grants. At the time of this writing (autumn of 2024), a new Renew grant round has already been implemented and will be reported on in the next annual report.

As such, only Resist grants were open throughout 2023 with parts of the Resist 2023 budget being spent in early 2024 as the budget cap for Resist was not reached in 2023.

In this section we share some highlights from the Resist 2023 grants. In our last report, we shared the names of the groups that had received Renew grants in 2022. However, given that their projects were implemented in 2023, we are happy to share highlights of their achievements in this report as well.

# Resist

The Resist grant (up to 2,000 EUR per grant) opened on a rolling basis in February 2023, with an annual cap of 50,000 EUR. From March through December 2023, 26 proposals were submitted for the Resist 2023 grant before the budget cap was reached. Implementation extended also into the first half of 2024 with some few grants being paid out in the second half of 2024.

These grants are aimed at supporting grassroots and activist groups directly affected by issues caused by unforeseeable crises. They are intended to react quickly to political developments and unforeseen events in their area and assist in reinforcing the FundAction community.

Resist offers funding for timely and specific outcomes taking place within three months, as part of a longer-term goal to achieve systemic change.



## The following groups and organisations received support through Resist 2023 grants:

- BCfm Radio - More than hot air, hosted by Bristol Community FM in the UK
- Health: not for sale, hosted by OWID Organisation for Workers' Initiative and Democratisation in Croatia
- Fight back anti-immigration in France oversea territory, hosted by Mwasi Collectif in France
- No milk for the wicked, hosted by Latra Innovation Lab in Greece
- Feminist Hiking Healing Retreat 2023, hosted by Feminist Hiking Collective ONLUS in Italy
- Feminist AI for a global justice future, hosted by Asociación Digitalfems in Spain
- No Ponte, No-Bridge: Campaigning and advocacy against the Messina Bridge, hosted by Associazione sociale e culturale "InMovimento" in Italy
- Commoning education. L'Asilo and its neighbourhood, hosted by Zefiro APS in Italy
- Improving safety in A.casă social center, hosted by Asociația Orizontala in Romania
- Trans Community Emergency Fund Romania, hosted by Transcore in Romania
- Completing Policy Lab's Website: Empowering Degrowth Advocacy Online, hosted by Enabanda in Slovenia

- Support for Open Studios at Zspace independent culture center in Chisinau, hosted by A.O. ATA Oberliht in Moldova
- Mapping and building a community of local creatives, hosted by Stowarzyszenie Badawczo-Animacyjne Flaneur in Poland
- Campaign for a neighborhood movement, hosted by Association Next Planning in France
- Is it safe?: Combatting- Sexist and Queerphobic Dynamics in Our organizations, hosted by Mwasi Collectif in France
- Protecting Freedom of Speech and Artistic Expression in Germany - Support Oyouun Cultural Centre, hosted by Kultur NeuDenken gUG
- On the road: inquiries into self-run venues focused on transnational solidarity, hosted by Maison Culturelle Franco-Syrienne in France
- IDA.MD - a podcast on labor and labor rights in Moldova, hosted by Center for Policies, Initiatives and Research Plataforma in Moldova
- Handling unexpected rent increases and grief in a socially committed student organization, hosted by TEK Baráti Kör Egyesület in Hungary
- Workshops, synergies and campaigns for social and political awareness in Thessaloniki, hosted by Pervolarides Thessaloniki in Greece
- Bosque Comestible, hosted by Ecologistas en Acción in Spain
- Global China in Eastern Europe: preparing Hungarian environmental and labor movements for conflicts of reindustrialization, hosted by TEK Baráti Kör Egyesület in Hungary
- Securing the future of biodiversity education center in Sokobanja, hosted by Sokobanjsko ekološko društvo, acronym: SED in Serbia
- Supporting migrant workers' struggles in Budapest's industrial zone, hosted by Solidarity Economy Center in Hungary
- Trans Health Platform Sweden, hosted by Nordic Climate Justice Programme in Sweden
- Supporting refugees in navigating the competitive Viennese housing market, hosted by SolidarityPlus - Verein für ein solidarisches Miteinander in Austria



# Renew

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Renew grants (up to 20,000 EUR per grant) are aimed at funding projects that generate systemic change by addressing the causes of injustice and promoting a better vision of the future. In last year's report we shared the names of the grantees for Renew 2022. Their projects were implemented in 2023 and we are happy to share some of the highlights from what these amazing groups were able to achieve as a result.



# Center for Cooperative Housing Acceleration - towards permanent community ownership

## Ko gradi grad association

Belgrade, Serbia

Grant: 20.000 €

The Centre for Cooperative Housing (Цentar) Acceleration, initiated by Ko gradi grad, is a collective, community-driven initiative aimed at transforming the housing landscape in Belgrade and Serbia. Through a learning-by-doing approach, Цentar seeks to address the urgent housing crisis that leaves many without access to affordable, safe homes.

After securing a temporary space, the community quickly realised the need for long-term sustainability. With the support of the Renew Grant from Fund Action, Цentar is now working towards creating a permanent, community-owned space.



A working group has been formed and has come together to explore inclusive pathways, community investment models, and collective ownership strategies. They have organised training sessions to deepen their understanding of ethical investment and sustainable financing structures. The group has also identified potential spaces for acquisition and is building a community investment fund to lay the groundwork for future ownership. With a clear roadmap, they are tackling challenges to ensure this project is driven by and for the community, creating lasting change.

## Taking down big pharma - Patient-led organising for health justice

### NEON

UK

Grant: 19.930 €

The unchecked power of the pharmaceutical industry affects nearly everyone, with corporations prioritising profits over lives and denying access to essential medicines. The "Taking Down Big Pharma" project is a bold, patient-led initiative challenging the industry's grip on health and politics in the UK and Europe. Through this project, NEON exposed how Big Pharma and their allies in government manipulate democratic systems to maintain control, using their financial power to co-opt key stakeholders, shape political discourse, and skew consultations in their favour. This research was published in a public report, revealing the extent of their corruption. At least ten patients directly affected by this system were trained to raise their voices for democratic reform. Together, media attention was secured, public debate sparked, and pressure for change mounted. The aim of the project was to win a commitment to legislative reform from at least one political party, demonstrating that collective action can dismantle corporate control and reclaim our health systems for the people.

# Food for systemic change Pervolarides

Thessaloniki, Greece

Grant: 20.000

Pervolarides operates within the ongoing political, economic, and social crisis in Greece, which began in 2010 and continues to impact living conditions for much of the population, straining relationships and testing citizens' resilience.

Pervolarides operates within the ongoing political, economic, and social crisis in Greece, which began in 2010 and continues to impact living conditions for much of the population, straining relationships and testing citizens' resilience.

The project "Food for Systemic Change" is built around four main pillars. First, providing emergency relief through hot meals, fresh produce, clothing, hygiene items, and medicines. Second, promoting a social-solidarity economy through informal education and community empowerment, enabling people to self-organise, make inclusive decisions, improve nutrition, and address resource scarcity. Third, running workshops and campaigns to raise political and social awareness. Lastly, focusing on community education by teaching open, horizontal decision-making that respects collective decisions.

To bring these pillars to life, regular activities include food rescues, meal distribution, urban cultivation, empowerment workshops, and group meetings. These efforts foster ongoing community support, contributing to shared growth and advancing collective goals.



## **A law made by the people! A Citizens' legislative initiative to lower the rents and stop evictions Habitat 65**

Portugal

Grant: 19.930 €

This project launched a Citizens' Legislative Initiative (CLI) to foster a bottom-up policymaking mechanism addressing one of the most urgent issues currently affecting Portugal: the escalating housing crisis. Designed by the people and supported by the collection of 20,000 signatures nationwide, the CLI is a tool for direct democracy, allowing its promoters to present a law proposal to parliament, which is then obliged to analyse and vote on the bill.

Through this project, the CLI is actively shaping an alternative policy framework aimed at enhancing rent control, promoting long-term contracts, halting evictions, and curbing speculative practices. However, far from being merely a law proposal, the CLI is also driving mass mobilisation, supported by extensive alliance-building and public campaigning, which underpins the bill's creation and the collection of signatures.

# From farmers to caregivers: Building a direct solidarity food distribution system

## Közelito Egyesület

Hungary

Grant: 20.000 €

The project “From Farmers to Caregivers,” organised by the Association of Közelítő and SZGK (Centre of Solidarity Economy), aimed to establish a non-profit, self-sufficient, community-powered solidarity food distribution system in Hungary that is both financially and ecologically sustainable. The goal was to support medium-scale farmers by providing them with predictable turnover and stable, above-market income, while also helping low-wage social sector workers access healthy, local products at affordable prices and with efficient logistics.

The project was built on three main pillars: developing a network with producers and trade unions; creating a legal, financial, administrative, and logistical model; and organising the actual deliveries.

# Renewing a 40-year old organisation of critical education through community-based housing

## SZaKi



in cooperation with College for Advanced Studies in Social Theory (TEK) & Alliance for Collaborative Real Estate Development  
Budapest, Hungary  
Grant: 20.000,00€

The project aims to secure a safer future for the Budapest-based College for Advanced Studies in Social Theory (Társadalomelméleti Kollégium, or TEK) by preserving and revitalising this grassroots student organisation. TEK has been providing training in critical thought and action for 40 years. The project’s goals include developing a solidarity housing programme, which creates affordable, community-based housing for the college and its members, as well as establishing a transferable model that other student communities can adopt.

At the start of the project, legal consultations were undertaken to review various legal structures, along with an international exchange of experiences with other student cooperatives in Geneva. Additionally, a sustainable financial plan for the TEK pilot project was created, which served as a basis for seeking potential investors. Participatory planning, architectural consultation for potential buildings, and fundraising events and campaigns were also organised to support the development of the student housing project.



# Fundraising

In 2023 we started a process of looking collectively at potential funders, which wasn't done before because our original funders were involved in launching FundAction and most of them continued supporting us and are closely observing the transition that FundAction is going through. For the first time, we started considering applying to open calls that require written grant applications. This shifted the focus of the fundraising and grantmaking working groups and we engaged in discussions about the alignment of those opportunities with the values, mission and participation within the FundAction Community. The possibility to apply for a grant from Luminare around the theme of "harms of social media" arose and a working group with 14 people signing up formed to discuss the call and engage the community in the design process for the grant. Eventually, this working group created a draft proposal for the entire community to engage with, discuss and vote on.

Although the timing of this opportunity created great obstacles for us to ultimately apply for the grant, the donor nevertheless provided a smaller grant for the labour of preparing this grant with 27,000 USD to be paid in 2024. Nevertheless, the community engagement and discussions around fundraising, which emerged in the process, provided a lot of learning for FundAction community members to take forward into future funding applications. In particular, the community engaged in transparent and open discussions on the challenges of working on systems change while accommodating (or choosing not to accommodate) donor agendas. Great effort was placed in trying to understand the extent to which FundAction community members could benefit from such a call and to find creative approaches for making the call meaningful to the work they were already doing.

Even though the Fundraising Working Group had a low level of engagement in 2023 because of the emergence of internal challenges within FundAction, some members managed to organise the regular online talks with funders, keep contact with them and support the Board in keeping track of grants and signing new grant agreements (see the fundraising figures below in this report).

In two donor update calls in 2023, all existing and former donors were updated on our work and activities, including the internal challenges and transformation that FundAction has been going through. This transparent and open communication with donors is a core value of FundAction where relationships between stakeholders within the larger philanthropic ecosystem are built on trust, respect and authenticity. We openly shared that we were putting most grantmaking operations on hold to focus on strengthening the new foundation before things could go back to normal. The feedback we received from donors was very positive and they ensured the continuity of their support in spite of our circumstances. They encouraged us to take the time for this internal care-based process and we even received a specific grant from Guerilla Foundation to partially pay for the consultancy work of the Taskforce members.

In relation to the disbursement of funds, two factors influenced the reallocation of some committed grants to 2024 instead of 2023. On the one hand, while some funders were happy with operating through our fiscal sponsor Änderwerk, some others explained that, for internal reasons, they preferred to wait until our own structures were in place before the committed grants were disbursed. Due to the issues with the Dutch bank account as well as the varying learnings and roles to be taken, this has proven to be a rather slow process that is concluding in 2024. On the other hand, because we were slowing down, we were not going to be able to spend the funds in 2023, and moving them to 2024 made more sense.

We are grateful to our current funders who highlight us as an example of participatory grantmaking and who facilitate new connections, which has led to new collaborations and to exchanges with new potential funding partners.

The following are the funds that we received in 2023:

- Individual donors with links to Resource Transformation - 10.000€
- Lush Foundation - 15.000€
- Fondation Un Monde par Tous (UMPT) - 30.000 €

**Total: 55.000 €**

The following are the funds committed in 2023 for 2024 or moved from 2023 to 2024 due to the internal situation of FundAction:

- Two individual donors with links to Resource Transformation - 205.000 €
- OSIFE - 117.626 €
- Porticus - 50.500 €
- Luminate - 24.880 €
- Fondation Un Monde par Tous (UMPT) - 30.000 €
- Guerrilla Foundation - 30.000€ (to support internal care process, transferred in February 2024)

**Total: 458.006 €**



# 2023 budget

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OVERVIEW				
0	STARTING BALANCE			€556,592.49
I	INCOME			€55,117.00
		DONATIONS	€25,000.00	
		GRANTS	€30,000.00	
		OTHER	€117.00	
E	EXPENSES			-€295,686.03
		PERSONNEL COSTS	-€78,982.85	
		MATERIAL COSTS	-€70,374.78	
		RE-GRANTING	-€146,328.40	
<b>TOTAL</b>				<b>€316,023.46</b>

I	PERSONNEL COSTS			-€78,982.85
1.1	EMPLOYED			
1.2	FEE			
		FACILITATION GROUP	-€32,611.95	
		COMMUNITY COUNCIL	-€1,666.00	
		ADMIN	€0.00	
		TASK FORCE	-€30,072.50	
		INDIVIDUAL CONSULTANCIES	-€14,232.40	
1.3	VOLUNTARY AGREEMENTS			
		BOARD		
		COMMUNITY CONSULTATION	-€400.00	
		OTHER		

II	MATERIAL COSTS			-€70,374.78
2.1	TRAVEL COSTS			
		ACCOMMODATION	€0.00	
		TRANSPORT	-€19,281.11	
2.2	SUBSISTENCE			
		PER DIEM	€0.00	
		CATERING	-€35.10	
2.3	RENT		-€2,390.00	
2.4	OFFICE COSTS			
		ÄNDERWERK	-€38,567.74	
		DUTCH INFRASTRUCTURE	-€2,012.96	
		IT INFRASTRUCTURE	-€618.41	
		BANK	-€595.60	
		WORKSHOP MATERIALS	€0.00	
		OTHER	€0.00	
2.5	NETWORKS		-€475.23	
2.6	COMMUNICATION		-€6,398.63	

III	RE-GRANTING			-€146,328.40
3.1	RETHINK		€0.00	
3.2	RENEW*		-€119,930.00	
3.3	RESIST**		-€26,398.40	
<b>TOTAL EXPENSES</b>			<b>-€295,686.03</b>	

Note on expenses:

\*The amount regranted under Renew in 2023 include grant agreements finalised in 2022.

\*\*The amount regranted under Resist in 2023 includes only those grant agreements finalised in 2023, while projects listed in this report include those of early 2024 as well.



# Looking ahead

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*"To build community requires vigilant awareness of the work we must continually do to undermine all the socialisation that leads us to behave in ways that perpetuate domination".  
- bell hooks*

In looking ahead, we are taking into account discussions that have been taking place throughout 2023 into 2024 within the FundAction community. A key learning from 2023 has been to understand collectively that building a community with people coming from diverse backgrounds and lived experiences is bound to lead to disagreements, clashes and sometimes harmful behaviour. We are aware that we are neither the first nor the last group of activists to encounter a crisis in working together. So another learning has been that the work of staying aware of and countering the systems in which we are socialised to perpetuate domination is constant and neverending. In this sense, the internal challenges that FundAction experienced in 2023 brought to light the need for us to have structures and processes in place to continue to stay aware of our own behaviours and practices in addition to addressing potential and/or ongoing harm within our community. This is why in the second half of 2023 and into early 2024, we prioritised and resourced care in all aspects of the work we do, especially within our internal structures.



During the past year, we have observed that the creation of a specific group with the declared intention of addressing the issue of care within FundAction (the Taskforce) has lightened the distrust of some people and nourished the hope for things to improve in the near future. Several people have acknowledged that FundAction is currently in a better place and that it is a much more feminist organisation than before, while some others have declared that FundAction is still not safe enough for them to continue active participation. In looking ahead, we see care as not only caring *for* our community and the work that we do together, but really caring *about* our community with a fierceness that the times we live in demand of us. In the year ahead, this will look like strategizing around ways to engage more members of our community by better understanding, centering and resourcing their needs; inviting more individual donors as well as foundations to join us in shifting power within philanthropy, in addition to supporting our vision and work; designing more participatory and democratic grantmaking processes taking into account power and representation; and continuing to build a culture of care within FundAction by implementing our new Protocol for Conflict Prevention & Transformation, creating peer-to-peer learning opportunities and exchanges, and continuing care-full sessions aimed at deepening our knowledge and skills in feminist, anti-oppression and care praxis.





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