

<p><b>Name of your Organisation:</b></p>	<p>Luminary Ltd</p>
<p><b>Name of the project TFN funded:</b></p>	<p>Empowering Disadvantaged Women</p>
<p><b>Date Funded by TFN:</b></p>	<p>12/05/2020</p>
<p><b>Were you able to undertake your project as planned?</b></p>	<p>Yes</p>
<p><b>If no, please outline how the project has changed.</b></p>	
<p><b>Can you describe and/or demonstrate the specific impact that TFN funding has had against your initial objectives?</b></p>	<p>Appointing this strategic programmes manager role has been transformational for the way our organisation operates.</p> <ul style="list-style-type: none"> <li>- She has taken on the Line Management of frontline workers, who are reporting higher levels of morale and better quality work as a result. It is too early to report on improvements in staff retention as a result, but staff are reporting feeling more supported, valued and equipped to do their roles. She has continued to lead excellently on this as team have had to adapt to covid restrictions, working from home and a hybrid of onsite working and Covid risk management - she has held the leadership of this for our team to do their frontline roles safely.</li> <li>- She has overseen the introduction of a new phased approach to our programmes, tracking impact indicators and adapting the programmes to ensure needs are met. We aim for women to reach a 'threshold of independence' by the end of 24 months working with us, and the current cohorts have all reached this with 6 months still to go. This will likely have a lot to do with the way we adapted our support during the pandemic, and we may not see the same rate with cohorts going forward, but our Programmes Manager has been the key player in adapting the programmes accordingly to ensure these results despite Covid19.</li> <li>- She has enabled the smooth facilitation of our externally/volunteer lead services such as our counselling offering, wellbeing workshops, and guest speakers in the areas of housing, money management etc, ensuring these were still possible remotely throughout the pandemic.</li> <li>- Employing this Programmes Manager has also given us more capacity to delve into best practice, she published a literature review of the guidance around tackling unemployment among disadvantage women. And lead on our contribution towards the government review of domestic abuse in the workplace, as well as leading a team review of research around BAME women's experiences of VAWG services and took on the recommendations to improve the inclusivity of our programmes.</li> <li>- She has conducted a review of all of our policies &amp; protocols to</li> </ul>

	ensure we are compliant, and have all the necessary documentation required to be able to set up a Luminary training centre in a different location when we expand.
<b>What portion of the project did TFN fund?</b>	75%
<b>How many direct beneficiaries did the TFN funded project reach?</b>	62
<b>How many indirect beneficiaries did the TFN funded project reach?</b>	52
<b>Were you able to leverage further funding as a result of TFN support?</b>	No
<b>If yes, how much were you able to raise?</b>	
<b>Did you receive any pro-bono support, volunteer offers or introductions as a result of the event?</b>	No
<b>If yes, please can you provide details of the support you received?</b>	
<b>Has the training you received from TFN better prepared you in pitching your organisation to potential funders?</b>	Yes
<b>Has TFN increased your capacity to raise further funds?</b>	Yes
<b>How important was TFN funding in helping you achieve your objectives?</b>	We would have found it difficult to achieve our objectives without TFN funding
<b>Since presenting at TFN, has your organisation undergone any other significant changes?</b>	Yes, our Chair of Trustees passed away suddenly in February 2021, the Chair position is currently rotating amongst our group of very engaged trustees.
<b>Do you have any other comments or feedback on the experience of the TFN process?</b>	As mentioned, this was a really unique opportunity and the strategic nature of the funding shows such great awareness of what small growing charities need to invest into.

<p><b>Can you tell us any personal stories to highlight the value of the project?</b></p>	<p>As a part-time founder &amp; CEO I had been trying to navigate strategic growth in addition to managing the frontline work, as we grew this was no longer feasible and I was aware I was spread to thin! This role has been transformational for our frontline work and also to release me to focus on fundraising, safeguarding, governance &amp; growth. Strategic funding is really rare, so we had grown our frontline team but they require support to do their roles safely &amp; to the best of their ability, so this has strengthened our organisation dramatically and it was such a unique opportunity to invest in setting Luminary up for sustainable growth.</p>