



FOUNDATIONS 4CHANGE

CASE STUDIES

Organisational Development, Leadership & Governance

Many community partners are led by charismatic founders who hold significant operational knowledge, fundraising responsibility and community relationships. Many leaders express concerns about what would happen if they stepped back, highlighting the need for stronger systems, boards and shared leadership.

Radojunkie Combat Academy

Foundations 4Change Support

Introduced operational planning, regular review processes, delegated responsibilities to young leaders, developed handbooks and strengthened organisational systems.

Impact

Evidence of transition from founder-led delivery towards sustainable organisational leadership.

"The support I have received over the past couple of months has been amazing. Our constant check-ins mean I always have a point of contact, which helps both my individual progress and the operational changes within the organisation. The introduction of SOP's to help standardise session delivery and staff expectations is showing progress."

Fundraising, Sustainability & Financial Growth

Community partners remain heavily dependent on short-term grants, HAF funding, council contracts or a small number of funders, with restricted income diversification. Many are founder-led with limited fundraising capacity and lack the confidence to develop strategic long-term approaches to fundraising.

Dost Centre

Foundations 4Change Support

Facing the loss of a significant three-year funding award in 2027, the Dost Centre has been supported to develop a more strategic fundraising approach focused on securing larger, longer-term funding opportunities and diversifying income streams.

Impact

Through targeted bid-writing support and a refreshed fundraising pipeline, the Dost Centre has strengthened its long-term financial sustainability.

"The opportunity to regularly discuss ideas, receive constructive feedback on funding bids, be directed to funding sources, and learn how to use AI appropriately has been incredibly valuable. As a lone Director, the support and collaboration offered through Foundations 4Change has made a real difference."

Innovation, Youth Development & Community Impact

A major barrier to innovation is the tension between delivering existing programmes and finding the time, resources and expertise to develop new ones. Leaders often carry multiple responsibilities, creating capacity pressures and reducing their ability to pursue strategic growth or new partnerships.

Big Smile Collective

Foundations 4Change Support

Supported with the development of a Youth Art Factory model, integrating arts, wellbeing and physical activity, enhanced by partnerships and evidence gathering.

Impact

Strong example of innovation and diversification beyond traditional sport delivery.

"We have accessed lots of highly relevant fundraising training, met other organisations and had 1-1 help producing a Funding Plan and support with individual grant applications. Being part of Foundations 4Change feels like a giant step forward in our grant writing and bid readiness, which has helped us achieve over £120k in grant funding already this financial year."



FOUNDATIONS 4CHANGE

CASE STUDIES

Organisational Development, Leadership & Governance

Despite strong community impact, many community partners struggle with organisational development, leadership and governance issues, including difficulties recruiting trustees, limited strategic capacity, and a lack of robust governance systems needed to support sustainable growth.

Trapped in Zone One

Foundations 4Change Support

Supported trustee recruitment and strategic re-alignment. Helped develop a fundraising pipeline and increased delegation to staff for programme delivery to help free up time for leadership.

Impact

Example of capacity building to support strategic realignment and leadership transition.

"This programme has provided our organisation with support to recruit board members, enhance our governance and help towards looking at alternative funding opportunities to be more sustainable."

Fundraising, Sustainability & Financial Growth

Many community partners struggle to achieve financial sustainability due to constrained fundraising resources, dependence on project-based funding, and limited capacity to develop long-term income generation strategies.

Weavers Adventure Playground

Foundations 4Change Support

Reviewed fundraising pipeline and helped focus on multi-year and diversified funds. Strengthened fundraising systems and helped identify capital funding opportunities.

Impact

Demonstrates progression from project-based delivery to strategic operational development.

"We've accessed one-to-one support focused on developing a clearer fundraising strategy, as well as targeted training. This has helped us work more confidently, plan more sustainably and improve how we approach future funding opportunities."

Innovation, Youth Development & Community Impact

While community partners are highly effective at engaging young people, many face barriers to scaling innovation and deepening community impact due to limited strategic capacity, difficulties evidencing outcomes, and the challenge of diversifying into broader youth development and leadership opportunities.

Girls United

Foundations 4Change Support

Helped develop a more sustainable dual-income model, expanded coach development opportunities and strengthened partnerships.

Impact

Innovative combination of earned income, social impact and women and girls' development.

"I found the day at the GB offices really positive and hearing from the leads within Street Games and the ideas linking to the wider community strategy to improve healthy lives."



KEY LEARNINGS SO FAR...

Organisational sustainability is a greater challenge than programme delivery

Community partners consistently demonstrated strong outcomes for young people, but many lacked the governance, systems, leadership capacity, infrastructure and financial resilience needed to sustain and grow their work over the long term. The primary barriers were organisational rather than delivery-related.

Personalised 1:1 support delivers the greatest impact

The most successful interventions were tailored, practical and across a timescale suited to the partner. Community partners benefited most from bespoke fundraising support, strategic planning and governance advice rather than generic training sessions.

Fundraising and financial sustainability remain the most pressing needs

The most common challenge across the cohort was securing sustainable income, with organisations often relying on short-term project grants and lacking capacity to develop diversified funding streams. Fundraising support was identified as the most effective form of capacity-building intervention.

Peer learning and collaboration are underdeveloped opportunities

Whilst individual support was highly valued, the programme currently relies heavily on one-to-one relationships and would benefit from including structured opportunities for organisations to learn from one another, share practice and develop partnerships.

Community partners need support to move from survival to strategic growth

Many community partners are looking to expand into wider youth development, employability, wellbeing and leadership programmes but lack the strategic capacity, evidence systems and infrastructure needed to scale effectively. Similarly, organisations often struggle to evidence impact, navigate the system change landscape and communicate outcomes to funders.

YEAR 2 DELIVERY MODEL

based on year one learnings...

RETAIN

- High-trust, personalised 1:1 support
- Tailored fundraising and organisational development advice
- Flexible, relationship-led delivery

ADD

- Peer learning groups based on organisational maturity
- Greater focus on governance, leadership and succession planning
- Review the format of training offers to improve engagement
- Opportunities for collaborative funding and shared specialist support

