

ASPIRE Foundation (Barbados) Inc.

2020 Insights Report

ASPIRE's mission is to build the sustainability of the civic sector and non-profits that change lives by 2030. We do this through best practice, organisation development and thought leadership.

Our vision for the next 3 years targets providing \$BDS 3 Mil in support services to 50 high priority non-profits and raising global awareness of social enterprise in the Caribbean.

Barbados Context

Civic Sector (The Good)



Market & Human Capital

Active civil society of over 1000 registered organisations

Well established private sector with over ten registered international professional bodies (human and social capital)

Presence of 1-3 local family foundations 10-20 years old

Rise of middle-class diaspora communities in global hubs (Canada, U.S.A., U.K.)

Barbados seen as entry point to Eastern Caribbean with stable international business infrastructure & systems

Policy

Emerging civil society policy and governance standards

Trends

Emerging private sector awareness of corporate responsibility

Emerging investor awareness of environmental, social & governance impact

Rising research & data availability on civil society & philanthropy

Culture

Rise of social awareness among Millennial population and workforce

Culture of informal, activity-based giving in local companies and SMEs

Barbados Context

Civic Sector (The Challenges)



Financing

Low access to global philanthropy financing (less than 1% of U.S. total)

Shrinking fiscal allocation to social and cultural needs



Workforce

Large, mostly unpaid & financially vulnerable social sector workforce, predominately women

Rising unemployment levels



Ecosystem practices

Low implementation of sustainable governance practices in civil society organisations

'Overhead myth' guiding donor funding practices

Duplication of social impact efforts in civil society & philanthropy



Social Trends

Systemic social, environmental and economic needs

Acute feeling of global crisis and systemic failure

Growing need for infrastructural resilience to emergency

Increased vulnerability to environmental, social and economic disasters

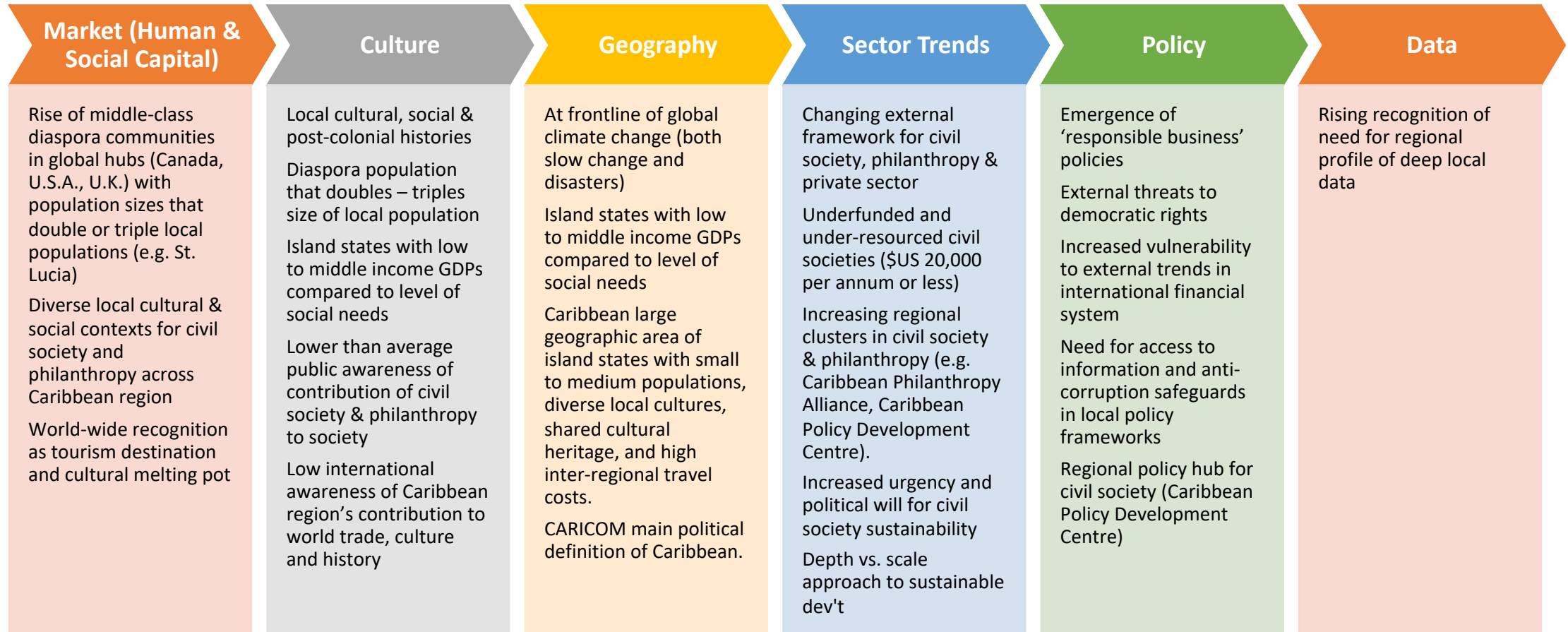


Regulators

Local implementation of external regulatory trends (AML, CT)

External risk profiling and threats to cross-border financial transactions

Barbados Context Civic Sector (Nuances)



Barbados Context

Local Socioeconomic Goals



Note: Above areas are unofficial categories based on research sources and are subject to change.

The Sustainable Development Goals (SDGs)

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



SUSTAINABLE DEVELOPMENT GOALS

A group of approximately 20 diverse individuals are seated in a room, likely for a presentation or meeting. They are arranged in several rows, with some standing in the back. The room features a wall with a large, colorful geometric pattern of squares in shades of red, orange, yellow, green, and grey. A white double door is visible on the right side of the room. The people are dressed in a mix of professional and casual attire, and many are wearing name tags. The overall atmosphere appears to be professional and collaborative.

The Inspiration & Scalable Model


ASPIRE Barbados Incubator Program

- ASPIRE Foundation (Barbados) Inc. Registered Non-profit #39720 founded in 2015
- Founding research identified need and feasibility of a local 'charity support network'.
- Co-created and launched proof of concept of first homegrown incubator program & operating standards for non-profits & charities in a Caribbean small island state.
- Addresses simultaneous challenges of trust, transparency and good governance facing civil society and philanthropy ecosystem.
- Running costs of avg. **\$247,176** per year, with **39%** of cost donated in-kind.
- 2 full-time contracted staff



Impact to date

- \$458,000 avg. pro-bono business support volunteered since 2015
- 14 nonprofits, 50+ people and 50+ independent professionals have benefitting from community
- Proof on concept for leveraging human and social capital of small island states to achieve development aims



**I THOUGHT I KNEW EVERYTHING
EVERYTHING I NEEDED TO KNOW ABOUT
RUNNING A NON-PROFIT UNTIL I CAME TO
ASPIRE.**

**COHORT PARTICIPANT FEEDBACK SURVEY,
GOVERNANCE PILLAR, 2017.**

**RECOGNISING THE CRITICAL WORK AND ROLE
ASPIRE HAS UNDERTAKEN TO AID IN THE
DEVELOPMENT OF THE BARBADIAN NGO SECTOR,
CPDC WISHES TO INVITE THE ASPIRE FOUNDATION
TO JOIN THE THE NATIONAL MAJOR GROUP AS A
REPRESENTATIVE FOR THE NGO SECTOR.**

**OFFICER-IN-CHARGE, CARIBBEAN POLICY
DEVELOPMENT CENTRE, RICHARD JONES, 2019.**

**THIS WAS A VERY INTERESTING
EXPERIENCE AND IT ALLOWED ME
TO SEE VOLUNTEERISM FROM A
DIFFERENT ANGLE.**

**GOVERNANCE VOLUNTEER & LEGAL
PROFESSIONAL, ARLENE ROSS,
2018.**

Emerging impact: National resilience & good governance

Social Sector Sustainability & Innovation

14 high-potential non-profits, charities and social leaders benefitting from improved governance, management and access to funding
50+ people benefitting from business training and coaching
1 incubator program model tested (and re-tested) with core group to build capacity of the most promising social leaders

Good Governance & Regulatory Compliance

6 operating standards specially designed for local NGO sector and international business
1 self-certification standards model developed to improve ease of business, regulatory compliance and governance paucity in social sector
Invitation to International Centre for Non-profit Law/World Bank FATF standards sensitization for Caribbean NGOs
Membership invitations to Caribbean Philanthropy Alliance (CPA), Worldwide Initiatives for Grantmaker Support (WINGS), African Diaspora Philanthropy Advisors Network (ADPAN)

Emerging impact: Sustainable development

Philanthropy, Civil Society & Private Sector Partnerships

\$97,175 per year (\$485,878 over 5 years) in-kind business services and support

40+ local independent and corporate professionals working on standards & business support donating avg. with 90% retention

Three membership invitations to stakeholder groups in private, public and NGO sectors

Local Community Resilience

14 CSOs linking strategic plan to UN 2030 sustainable development goals

Program waiting list of 40 diverse organisations working in priority* human development areas

3 requests for regional replication of program in other SIDS (St. Lucia, Bahamas)

Programme insights: lessons learned

AIM	PRESSURE POINT	LESSON LEARNED	ASPIRE PROGRAM IMPROVEMENTS
Sustainability	Human resilience & wellbeing	Income Stability, Time, Social change happens on an individual level	Participation stipend, hands on support, user-friendly materials, task-based volunteers
Good Governance & Regulatory Compliance	FATF compliance, regulatory compliance & organization protection	Active, well-governed board	Upfront needs assessment & governance clinic
Boosting Philanthropy & Civil Society	Increase of major gifts, in-kind giving and social enterprise	Spreading real news about the social sector, overhead myth perpetuating unsustainable organization models and governance	Focus on advocacy, launch 'donor code of conduct'

Our Solution

Position and test ASPIRE program model to scale
– *a Network for Social Innovation* – the inspiring
hub for the civic sector in Barbados & the Eastern
Caribbean.

ASPIRE: Boosting the Civic Sector



Sustainable Business Model: Improvement of ASPIRE's resources & capacity to deliver effective programming, including introduction of services & products (CSR services, social enterprise educational materials).



Annual Award: Expansion of the incubator program into an annual award for social leaders/boards working on national priority causes & populations



Fellowship: A participation fellowship for financially vulnerable recipients of the award



Governance Standards: Launch of a local, internationally approved standards framework for NPOs & donors – prototype developed 2015-2019




Social Investors Network: Development of a local and diaspora network of social investors interested in giving to social leaders & initiatives in Caribbean countries



Brand Build & Thought Leadership: Publication & promotion of Caribbean social sectors (civil society & ethical philanthropy)



Responsible Business Network: Corporate partner programs to consolidate and grow the professional community of in-kind business support to the social sector. Launch of donor 'code of conduct' to promote sustainable funding practices.



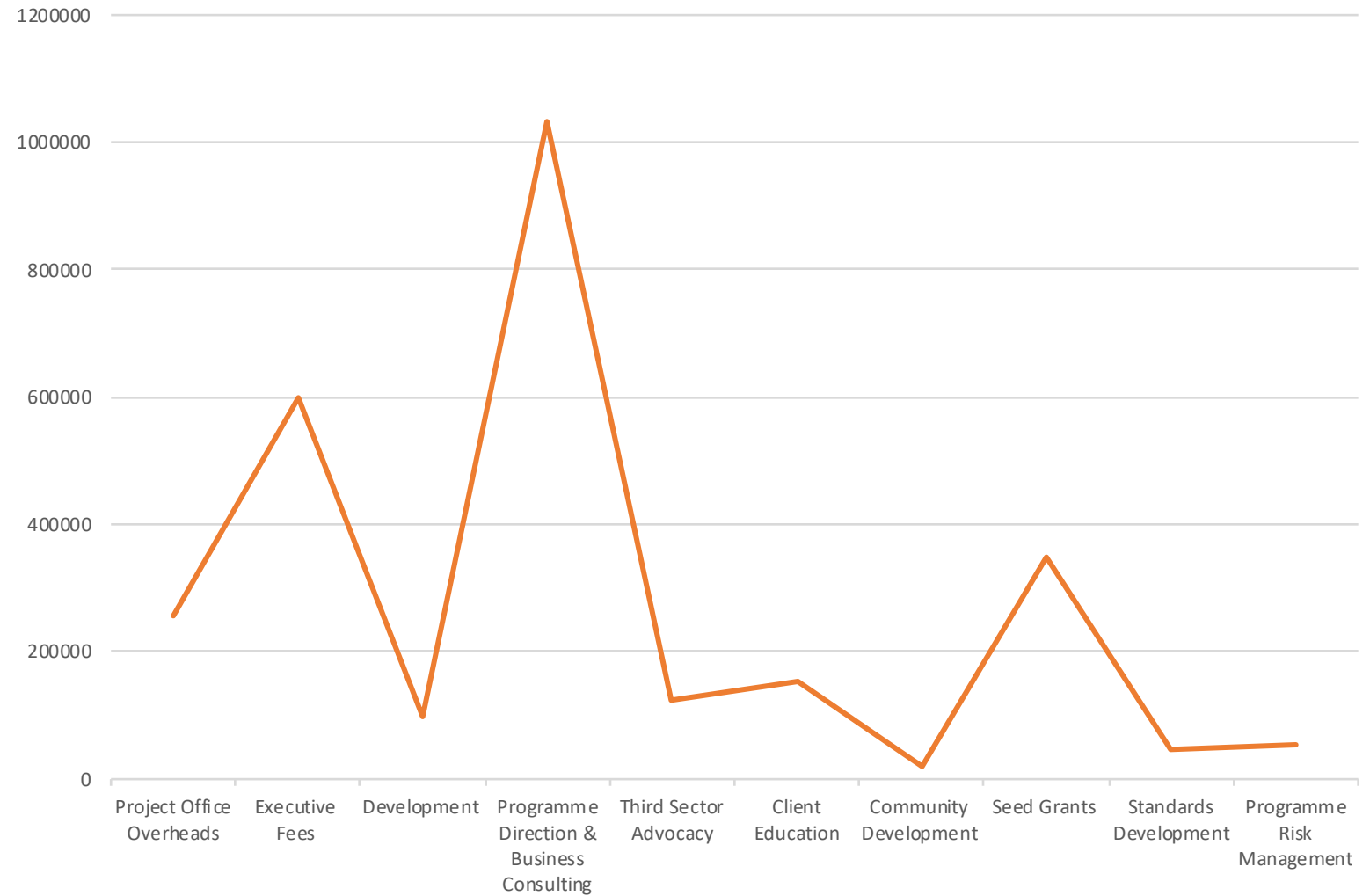
Why it matters

- Achievement of SDGs and LDGs by 2030.
- Climate justice. Community resilience. Citizen security. Economic diversification. Job creation. Income stability. Ease of business. Donor ethics. Partnership for national, regional and global socioeconomic goals.
- Economic autonomy. Lowering local Anti-Money Laundering & Terrorist Activity Regulatory risk profile. Emerging giving trends.
- Improved quality of life for all in Barbados and the Eastern Caribbean through stronger, more resilient communities.

Business Model (Preview)

- \$BBD 100,000 immediate funding target in 2020.
- \$BBD 2.3 Mil (\$460,000 per annum) total cash flow funding target from 2021-2025.
- \$BBD 3.6 Mil in-kind consulting services secured.

Projected costs under review and subject to change. Costs exclude fellowship.



Next Steps

- ASPIRE Brand Build
- Resource acquisition for ASPIRE 2021-2025
- Cohort graduation & funding opportunities
- Consolidate standards model
- Consolidate donor 'code of conduct'

Strategic Objectives 2021-2025

1. Strengthen ASPIRE's operating capacity
2. Scale program model to build sustainability and collaboration of 50 priority, high-potential non-profit leaders & their organisations*
3. Advocate for responsible civic sector economies, including access to sustainable resourcing.
4. Strengthen civic sector ecosystem
5. Raise public awareness about the civic sector and SDGs



Thank you!

Organisation Report January 16 2020

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