

## Report back to The Funding Network

### 1. Name of your organisation and date funded by TFN:

Mazi Mas – April 2016

### 2. What was the project you sought funding for from TFN?

What are its aims and objectives? Have these changed since receiving TFN funding?

We sought core funding to pay staff salaries, specifically to fund a second full-time post to manage operations and free up capacity to develop and secure funding for our training programme. Our aim was to develop a structured, comprehensive training programme to train a new cohort of long-term unemployed migrant and refugee women to become Mazi Mas chefs and servers, with the objectives of widening and deepening our social impact, and growing our catering business to achieve greater financial sustainability.

### 3. Were you able to do this work as you described it in your application and presentation?

Yes. The funding received from The Funding Network enabled us to successfully develop and roll out a structured 6-week training programme with a new cohort of migrant and refugee women, who were selected last week and will begin their training next week. Following training, the women will graduate to become employees in our catering business for a period of 8 months, at which point they will receive support to transition into permanent employment in other businesses. The Mazi Mas programme will repeat again next year with a second cohort of women, and thereafter each successive cohort will offer more places so as to serve a greater number of women.

We were thrilled with the response we received to this first call for applications: 25 women applied for the 10 places available. We have now accepted 9 women onto the programme; four have been appointed as chefs, whose dishes will be on the Mazi Mas menu, and five have been appointed as prep cooks, who will specialise in service. The programme will culminate in a public pop-up dinner event on the 20<sup>th</sup> May, and we would like to extend a warm invitation to all our TFN donors to join us that evening to see what their financial support has made possible.

### 4. If you were not able, please explain what happened and why?

Can you quantify any changes? Eg ...expanding number of employees, number of projects, geographical scope.

See below.

### 5. Can you measure, assess or describe the change that happened as a result of this work?

What actual change did the funded project generate? What proportion of the project/work did TFN fund (eg all/x%)?

TFN funding enabled us to create a full-time General Manager position – filled by Roberta Siao, who presented at TFN – to develop, manage, and recruit women for our new training programme. TFN funded 100% of Roberta's salary for 3 months. This, in turn, freed up the CEO's time to pursue funding to see the project through to completion, and that funding has enabled us to hire two new full-time members of staff, a Culinary Director and a Training Manager, and to create 9 part-time positions for migrant and refugee women in the Mazi Mas catering business. TFN funding was the catalyst for all of this; without it we would not be where we are today.

**6. As a result of presenting at TFN, did you experience any of the following;**

new subscribers to your mailing list  
new volunteers to your organisation  
further funding from individual donors

Yes, indirectly; the funding from TFN enabled us to continue to run events over the summer, and it was at one of those that we met two individuals who are currently our main financial supporters.

further funding from institutional funders

Yes, again indirectly; the funding from TFN allowed us to apply for a grant that is funding our CEO's salary for 2016-17.

an introduction that benefited your organisation (e.g. to an individual, business or other organisation)  
other benefit (please describe)

Confidence and motivation! Presenting at TFN was a very gratifying experience, and the enthusiasm and encouragement of the audience gave us a renewed sense of purpose and motivation.

**7. Could you give us an estimate of how many people have been reached by the TFN funded project/work and by how much?**

Nine migrant and refugee women now have jobs as a result of the TFN funding, which indirectly impacts their families, so in terms of project beneficiaries alone, we estimate that 30 people have been reached. The funding has also resulted in the creation of three new full-time staff positions at Mazi Mas, for a total of 33.

**8. Can you tell us any personal stories to highlight the value of funding from TFN?**

Roberta, our General Manager and one of the presenters at TFN, has this to say about her experience managing the outreach and recruitment phase of our new programme:

"The contact and collaboration with many organizations made me realize even more the necessity to create training programmes for the women we are working with. There is a great number of motivated, hardworking women looking forward to have a chance to have paid work and do something they like. Some of the women I met were very emotional when presented with the possibility of training to become a chef. A wish they had and didn't think could be ever fulfilled. Some of them told me, in tears, we are making their dream come true!"

**9. Since presenting at TFN, has your organisation undergone any significant change(s) which our donors would be interested to know about (these changes do not need to be related to the experience of presenting at TFN).**

We are in the process of restructuring the company in order to incorporate our non-revenue-generating activities (training) as a charity. This will allow us to expand and deepen the support we are able to offer to migrant and refugee women, as it unlocks new funding opportunities; the activities of the charity will be majority-funded by grants, with the remaining funding coming from profit generated by the existing CIC. We are currently recruiting Trustees for the new charity, as well as Directors for the existing CIC.