

Pam Judson

Fundraising Consultant and Trainer

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Philosophy and work undertaken:

I believe fundraising, capacity building and resource development is a long-term strategic process, not just an activity to engage in only when an organization has immediate needs. It should ideally involve the whole organization, from the management committee and trustees to the administrative secretary. There also have to be links between the general organizational planning processes and creating the business plan, project development, profile raising and marketing of the organization for fundraising to be successful. **I work towards creating sustainable funding solutions for organizations, not just one off funding or short term resourcing. I also work with funders to support grantees.**

This work can be done through **workshops, training in specific skills, mentoring of staff and board development as well as general advice, consultancy and research.** In all my work, I strive to make the learning as 'active' as possible with hands on activities and participatory methods. This is so when the training and or consultancy work is completed, organizations can then continue with the work themselves in a structured and directed manner.

A selection of training and course delivery - 1994 to present

- **Resourcing Scotland's Heritage - (4 year HLF Catalyst Programme)** Including Train the Trainer, bespoke capacity building courses, locations throughout Scotland
- **Voluntary Action Fund** - support training/capacity building for equality group grant holders
- **Arts and Business Scotland**- Fundraising courses for Arts Organisations
- **Scottish Council for Voluntary Organisations (SCVO)** Edinburgh/Glasgow/Inverness

Regular courses on: Foundation in Fundraising, Funding from Trusts, Strategy and Sustainability

Speaker and workshop leader at conferences for a range of organisations including:

The Institute of Fundraising Scotland, Comic Relief, NIDOS, Reforesting Scotland, Policy Officer's Network Scotland, Edinburgh Festival Fringe, Scottish Executive- Family Support Scotland, LearningLink and the Community Land Unit- The Scottish Land Fund

A selection of clients include:

- **Women's Aid Orkney** – strategy, management committee training
- **Royal Botanic Gardens Edinburgh** - Feasibility study for fundraising from the USA
- **Amina**- Muslim Women's support organisation - proposal research and support
- **Learning for Sustainability Scotland**- capacity building/training
- **Glasgow Women's Library** - Membership development, legacy programme and strategic planning for fundraising, training volunteers for fundraising
- **Scottish Womens' Aid** - training, strategic planning
- **Church of Scotland** - **'Go for It' grants programme** - capacity building for grant holders
- **RSPB** – funder research, proposal support, training support for volunteer fundraising
- **Findhorn Foundation** - live broadcast interactive webinar with live audience - fundraising workshop for remote rural participants
- **BEMIS** – training courses and consultancy for a range of Scottish BME organisations

Publications include :

"How to Raise Funds" A Guide for Scottish Voluntary Organisations – SCVO **"Diversifying Your Income—Making your organization more sustainable"** E-Learning course SCVO-**'Friends and supporter schemes'** Maximizing the benefits for your Community Land Initiative-The Land Fund, **ICT Funding Guide** SCVO, **"Getting Funds from Trusts"** SCVO, **"Giving without Strings"** Report to Scottish Government on Individual Giving in Scotland

Education

M.A. Arts Administration 1979-81 London England, A degree programme in conjunction with City University of London, the Arts Council of Great Britain and Antioch University

B.Sc. Early Childhood Education 1974-76 Wheelock University, Boston USA-Primary Teaching Certification