Mama Cash Community Committee 2021
Terms of Reference

Mama Cash’s vision is that every woman, girl, and trans and intersex person has the power and resources to participate fully and equally in creating a peaceful, just and sustainable world. Courageous feminist activists worldwide need funding and supportive networks in order to grow and transform their communities. Mama Cash mobilises resources from individuals and institutions, makes grants to these self-led, feminist organisations, and helps to build the partnerships and networks needed to successfully defend and advance women’s, girls’, and trans and intersex people’s human rights globally.

Mama Cash is transitioning into a participatory grantmaker and in furtherance of this goal of sharing power with the communities we serve, we are recruiting an inaugural Community Committee (COM COM). The COM COM will be Mama Cash’s new participatory grantmaking decision-making body run for and by feminist and women’s rights activists from all over the world. Our Community Committee will enhance our grantmaking with diverse perspectives, a collective and transparent decision-making process, and a mandate of accountability to both donors and movements.

Role of the Community Committee (COM COM)

For this first round, the Community Committee will consist of around 11 members to be recruited via a targeted recruitment process. The Community Committee membership is a 2 to 3 year commitment with the possibility of renewal. Once a year, Committee members will review the shortlisted applications online and select Mama Cash’s new grantee-partners. Community Committee members will also contribute to our grantmaking programme in the following ways:

- Providing thematic, issue, regional, linguistic and other context analyses in case of need that will help Mama Cash ensure our grantmaking is timely, relevant and appropriate.

- Reflecting on the participatory grantmaking programme as we go and provide feedback and learning to improve our processes.

Members of the Committee will receive an annual stipend to cover the costs related to their participation in Community Committee meetings and opportunities to enhance their feminist activism as part of a fellowship program. The Community Committee will also collectively receive a budget to support group-initiated learning, facilitation, travel, special projects and/or additional collaborative feminist work. Additionally, members of the COM COM will have other opportunities to expand their understanding in feminist philanthropy and strengthen their visibility and leadership in activist spaces.

Expectations
• Engage approximately four hours a month on average, starting in January, 2021. The distribution of these hours may not be even over the year. For example, the COM COM members are expected to commit three to four full days during the grant decision-making period.
• Maintain confidentiality by signing Mama Cash’s Code of Conduct, which includes a conflict of interest declaration.
• Communicate in a timely manner with other advisors and the Mama Cash team in order to stay effective and efficient.
• Serve for a two or three year term, subject to renewal and contingent upon committee member endorsement and positive yearly evaluation process.
• Be enthusiastic and committed to creating a collective space driven by Mama Cash’s values including transparency, dialogue, and respect.

Eligibility Criteria for Membership

1. Adhere to Mama Cash’s mission, vision and values.

2. The first cohort of Community Committee members must be former Mama Cash Board members, and/or former/current advisors, and/or former grantee-partners.

3. Three or more years involvement with women’s organisations, movements or feminist initiatives working for women’s, girls, trans people’s or intersex people’s rights.

4. Comfort and familiarity with using online tools, willingness to maintain secure communication or to learn how to use secure platforms.

5. Functional spoken and written English. One or more of the following additional languages is preferred: French, Spanish or Russian.

Recruitment & Retention

• The first cohort of the COM COM will be selected by Mama Cash external advisors and staff based on their experience in activism and human rights, and working with and for inadequately served populations.
• Mama Cash is committed to recruiting an inaugural Community Committee that is inclusive of the diversity of the communities that we serve. We value the expertise and knowledge of those who have directly experienced injustice and are working to create the change Mama Cash believes in. We particularly welcome applications from those targeted by racism, disablism, homophobia, transphobia and classism.
• Only those previously affiliated with Mama Cash will be considered for the inaugural Community Committee (COM COM). These former affiliations include: former Mama Cash Board members, former or current Mama Cash advisors, or former grantee-partners.
• The process includes a target call for new COM COM members, a review of applications, pre-selection of shortlisted candidates, interviews, reference checks.

**Application Process**

To apply, please go [here](#) to fill out a Community Committee application.

The deadline to apply for the Community Committee is 30 November 2020. Applications will be reviewed on a rolling basis, and we expect to announce the committee by January, 2021. Please email Community@mamacash.org for more information or if you have any additional questions.