



Environmental  
Funders Network



Clubhouse Paradise

# Annual Report 2025

EFN is a charity registered in England and Wales (no. 1181318) and Scotland (no. SCO50579).



# Contents

- 1** Welcome letter
- 2** About EFN
- 3** Highlights of 2025
- 4** Who we support
- 5** Justice, equity, diversity & inclusion
- 6** Our finances
- 7** Funders
- 15** Fundraisers
- 23** Research
- 26** New givers
- 32** Advisors
- 35** Our team
- 36** Our trustees & advisors
- 38** Our supporters

# Welcome letter

The global environment community has had to be nimble, adaptive and determined in recent years. The work of this incredible and diverse community consistently inspires and energises us. A few success stories include the growing Rewilding movement across Europe, the rapidly increasing use of renewable energy globally and the long-term coordinated campaigns that kept momentum moving on the UN Oceans Treaty, which came into force in January 2026.

We're also encouraged to see greater space being given to Indigenous and local community voices in environmental decision-making – though more remains to be done to ensure that those most impacted by environmental degradation really sit at decision-making tables. Through our work, we continue to see many examples of organisations delivering meaningful outcomes for people and the planet.

Nonetheless, the environmental crisis is a lived reality shaping communities, economies and ecosystems across the world. From record-breaking temperatures, floods and wildfires, to growing pressures on food systems, public health and biodiversity, the consequences of climate and nature breakdown are becoming more visible, more interconnected and more urgent. At the same time, geopolitical instability, rising inequality and economic uncertainty are creating additional strain on societies already struggling to adapt.

**Yet moments of disruption also reveal moments of possibility.** Across the UK and globally, communities, campaigners, researchers, businesses and policymakers continue to demonstrate extraordinary resilience, creativity and determination. **Solutions exist.** What remains uncertain is whether we can mobilise the scale, speed and coordination needed.

**This is where philanthropy has a vital role to play.**



Environmental philanthropy has always been about more than responding to crises. At its best, it helps society look beyond electoral cycles and short-term pressures, backing the people and ideas capable of delivering long-term systemic change. Philanthropy can move quickly, take risks, support underfunded voices and build bridges across sectors. It can help create the conditions for ambitious climate action, a thriving natural world and a fairer, healthier future for all.

**The need now is not simply for philanthropy to continue, but for it to step up:** to increase funding levels, deepen collaboration across all philanthropic issues (health, education, poverty alleviation, the arts etc), support justice-led approaches and invest in the systems change needed to address root causes rather than symptoms alone.

At the Environmental Funders Network, we continue to see encouraging signs of momentum. More funders are recognising the centrality of environmental issues to their wider missions, and more are seeking to learn, collaborate and act together. Throughout this report, we share wonderful examples of that growing movement – and of the people and organisations making it happen. In times like these, philanthropy matters not because it can solve every problem alone, but because it can help unlock the courage, imagination and collective action that transformative change requires.

Catherine Bryan  
Chair of Trustees

Nick Gardner  
Executive Director

# About EFN

The Environmental Funders Network works to transform environmental philanthropy in the UK: increasing funding levels, improving effectiveness and supporting people and organisations helping to create a thriving planet.

We provide tailored support across the funding community to strengthen their work – whether that's within our membership network for funders and advisors, or in our forum for fundraisers. We share knowledge, expertise and research and foster connections. We also work to motivate and inspire those not yet funding environmental causes to give.

The need for strategically-deployed environmental philanthropy has never been greater. Our aim is to give the funding community the knowledge, networks and agency they need to address these key challenges of our time.

# Highlights of 2025

**46**  
events for  
funder members

**98%**  
of funder members surveyed  
agreed that:  
*"EFN helps me learn about key  
environmental philanthropy issues"*

**1<sup>st</sup>**  
online conference  
for funders and  
fundraisers

**26**  
events for  
green  
fundraisers



**98%**  
of Green  
Fundraisers  
Forum (GFF)  
members  
surveyed agreed  
that:  
*"The GFF makes  
me feel welcome  
and as though  
I belong"*

**60** Senior environmental  
leaders in Scotland  
took part in bespoke  
leadership programme

**1,700+**  
people now  
signed up to  
Green  
Fundraisers  
Forum

**£8.1**  
million raised for  
Earth Raise -  
we supported  
the Big Give to  
raise the  
campaign's  
highest amount  
ever



**3** retreats -  
one in  
England, one  
in Scotland  
for members  
and one for  
green  
fundraisers



**2<sup>nd</sup>**  
phase of the  
Environmental  
Impact Investing  
Group launched



**1<sup>st</sup>**  
Stepping Up  
event series  
featuring top  
climate leaders

# Who we support

## Funders

We help environmental funders make sure their giving is as effective as possible. Through events, research and networking, funders learn about key issues, approaches and best practices, connect with other funders and better understand the landscape of environmental funding.



## Advisors

More and more wealth-holders want to use their resources to take environmental action and be part of solving the environmental crisis. We can help support advisors and their clients to get started with funding environmental initiatives or develop their existing giving.



## Fundraisers

We support fundraisers and environmental groups to be as effective as possible. Through our Green Fundraisers Forum, learning programmes and research, we help those in the environmental sector bring in more funds, strengthen their communications and improve their resilience and wellbeing.



## New givers

We help those new to green giving to get started. Whether new givers want to start funding environmental initiatives or want to develop their existing giving, we can provide support, make connections and share knowledge and resources on effective approaches to tackling environmental issues.



# Justice, equity, diversity and inclusion

At the root of environmental degradation is injustice and inequity. Without addressing them, we cannot support transformational change, whether on climate, biodiversity, nature loss, or any other environmental issue. Within the UK environmental sector and philanthropy, we also see a chronic lack of diversity, which severely limits the sector's effectiveness.



Dipayan Bose, Climate Visuals, CC BY-NC-ND 4.0

We published our racial diversity data with the [RACE Report](#).

We provided speaking opportunities for environmental organisations and initiatives led by people from marginalised communities to explore structural inequalities, for example online events like *Planet repairs and reparations* and in-person events like *Abolitionist principles for radical imagination*.

We continued to give a platform to people from Most Affected People and Areas (MAPA) communities to present to funders via events, publications and other communications.



Karen Toro, Climate Visuals, CC BY-NC-ND 4.0

We showcased how to integrate issues around neurodiversity and gender justice at our *One-day Funder-Fundraiser conference* and through a recent [blog](#) on our website on neurodiversity.

We employed an external consultant to help the team to set justice, equity, diversity and inclusion (JEDI) goals, which has invigorated our JEDI working group and laid out clear goals for 2026.

Our team undertook training to improve our knowledge and understanding of JEDI issues – specifically on colonialism and environmental crises, and on neurodiversity.

Our recruitment processes for recent roles aimed to reduce bias through application style, anonymisation and specialised scoring systems.



Abir Abdullah, Climate Visuals, CC BY-NC-ND 4.0

# Our finances

## Income

**£321.8k**

income from membership

**£408.8k**

income from grants

**£67.3k**

other income

**£851.9k**

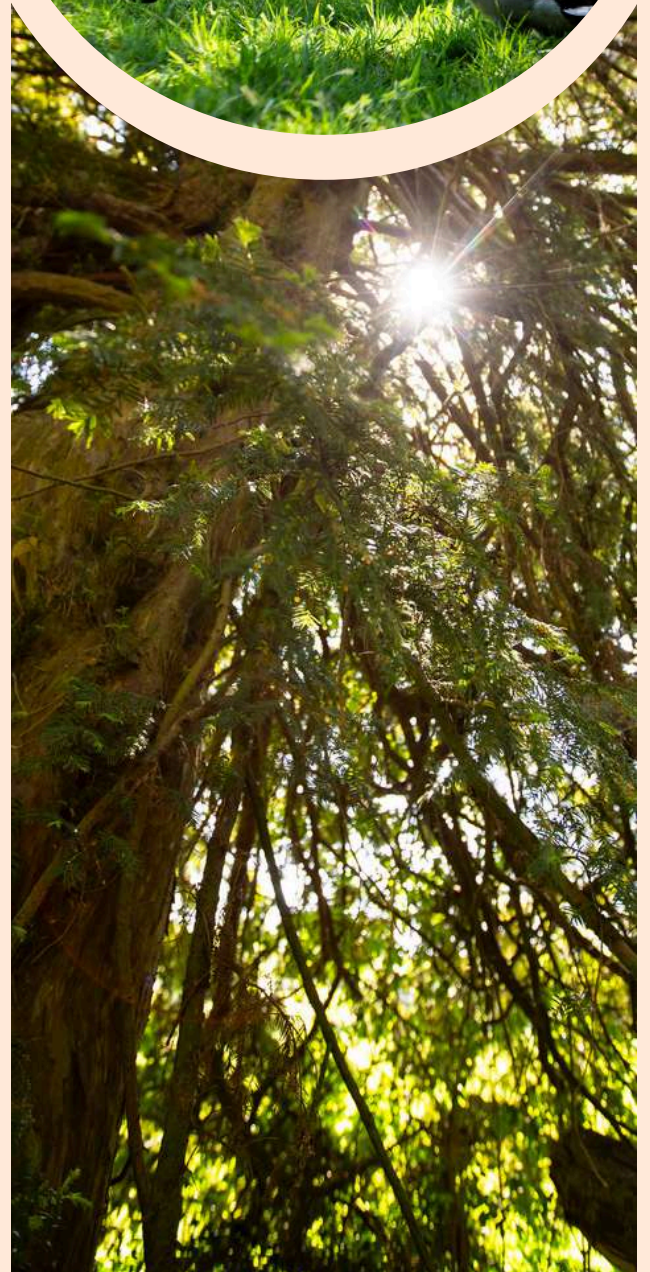
total expenditure

**£56.6k**

drawdown on free cash

**£495.7k**

free cash balance carried forward  
(of which £275k are Reserves)



01

# Funders



# How we work with funders

1,129

member subscribers

150+

new member subscribers

£321.8k

raised in membership contributions

130+

funding organisations represented within funder membership

150+

individual donors represented within funder membership

Who are our funder members?

53% Staff grantmakers

20% Trustee grantmakers

14% Individual donors

12% Advisors

We help environmental funders to make their giving as effective as possible. Our research, publications and resources share insights on key issues, solutions and best practices across the landscape of environmental funding. We also help funders connect with one another, collaborate and build new working relationships.

Our membership network includes unique, funder-only events, spaces and programmes that allow funders to learn from each other, as well as experts on key issues and solutions, and understand best practices to deploy their funding. Members represent over 450 different foundations, trusts, individual donors and advisors working to build a thriving and sustainable future. Our members have diverse interests, from the protection of species and habitats to tackling systemic drivers of environmental degradation and climate change to clean air, other pollution issues and more. Most of our members support their participation in the network through a voluntary donation.

In the following pages, we show how we served our members over 2025 and the impact of bringing together funders to learn, connect and act effectively.

98%

of funder members surveyed agreed that:

*"EFN helps them learn about key environmental philanthropy issues, approaches and gaps"*

57%

of funder members surveyed agreed that:

*"EFN contributed to an increase in their environmental funding over the past three years".*



# Funder events

Our funder events serve as a space for trusts and foundations to connect, share learnings and gain insights from environmental leaders and organisations on a wide range of issues and approaches. We aim to go beyond sharing new knowledge, specifically exploring what the role of philanthropy is within these issue areas, including funding gaps, what effective funding looks like and possible opportunities or actions for funders.

Our research helps us to curate events. Our ongoing series, *Where the Green Grants Went*, informs us where funding gaps and needs are, including 'Cinderella' issues and approaches, which tend to be overlooked and have received relatively little funding. Alongside these insights, our events often respond to concerns and ideas from our membership and the wider sector, allowing us to meet emerging needs.

- We covered a wide range of topics across our events, including youth activism, gender, data analysis, biodiversity, anti-climate populism, climate migration and more.
- We launched a new series, *Stepping Up*, which responds to the growing desire for funders and philanthropy to step up to the moment. Speakers included Indy Johar, Chris Packham, Ruth Davis and Emma Pinchbeck.
- Field trips included a tour of ZSL's London Zoo followed by a panel on species reintroduction.

## 34

online sessions

## 12

in-person meetings, visits and field trips

## 46

member events

## 615+

attendees across funder member events

## 570

organisations represented across events



*"Chris, thank you for being courageous, bold and outspoken and using your platform for the benefit of increasing life. EFN team, thank you for making this happen."*

– Event attendee, *Stepping Up Series*

*"Thank you for the honesty and openness that all the speakers have brought today in how you talk about your work and the challenges you face. It has been very thought provoking."*

– Event attendee, *Planet Repairs*

*"Thanks for organising the session which has helped me on my learning journey, with much more to explore in this area."*

– Event attendee, *Payments for Ecosystem Services*

# Members' retreat

*"[I liked] the opportunity for multiple conversations with people in different contexts over the few days - you can get more insight into people and their organisations and form relationships in a way you can't in the break of 1-day events."*

**– Member retreat attendee**



The annual Members' Retreat continues to be one of the highlights of our calendar! In 2025, we hosted over 100 people in May at Wortley Hall near Sheffield. Over the three days, we offered members a chance to come together and consider how they could meet this challenging moment.

We welcomed over 25 speakers to discuss issues from the state of UK politics, the rights of nature, justice-led conservation technology, the international context of environmental funding and much more. We also offered members a chance to visit a live environmental project. This year we enjoyed a guided tour of Ughill Farm with Sheffield and Rotherham Wildlife Trust, where they explained their landscape restoration and regenerative farming work, supporting local farmers to explore new ways of working. Across the three days, the role of storytelling, the importance of relationships, and the critical need to re-imagine our future emerged as key learnings for funders to consider moving forward.

*"[I enjoyed] the free time to connect with others, the trip to the pub, the walk, and I also liked that the first session in the garden started with everyone introducing themselves. The two stand out sessions for me were the one with Amy Mount, and the one with Joycelyn Longdon."*

**– Member retreat attendee**



# Funder Interest Groups

Our Funder Interest Groups (FIGs) are a chance for funders to explore specific issue areas in more depth than they normally could in our general event programme. The groups also offer a chance for funders to collaborate on specific interventions or ideas. In 2025, we supported five groups:

## › Climate Funders Group

The Climate Funders Group is our longest running FIG. We ran three events this year, covering preparations for COP30, climate and tax justice and the shifting frontline of activism. Each session is created in collaboration with Gower Street and Global Greengrants UK, who ensure that the sessions are relevant and offer members a chance to take a deeper look at climate-related topics, grant making and systems change approaches.

## › Food and Farming Group

Responding to demand from funders working towards fairer, more sustainable and healthier food systems, we began work on a new FIG and have been developing a proposal for greater collaboration amongst funders working in this space. In Autumn 2025, we had a successful working day with around 20 stakeholders and funders to discuss the potential of this group. Our hope for 2026 is to secure the funding needed to bring this work to life.

## › UK Overseas Territories Funders Group

We have been bringing together a working group of funders and re-granters involved in the UK Overseas Territories (UKOTs) to grow, and improve the coordination of, funding of all types for these unique areas. We also helped to relaunch John Ellerman Foundation's UKOTs Fund, which will see seven funders deploying funds together in 2026. These efforts build on our work in 2024 to raise awareness of the need for greater environmental funding in the UKOTs

## › Environmental Impact Investing Group

Phase two of the EIIIG sees us working with impact investing experts to offer tailored support for funders interested in impact investing. While phase one was focused on building knowledge of impact investing, phase two is focused on "getting started" and tackling ongoing barriers to impact investing that trusts and foundations face. In Autumn 2025, the group relaunched, offering one-to-one consultations with foundations and investors to better understand the barriers and opportunities for impact investing so that the programme could effectively address challenges.

## › Freshwater Funders Group

Our Freshwater Funders Group is an informal space for a group of funders to explore issues facing freshwater initiatives with the hope they could coordinate some action around these issues. This year we built on the work of 2024 and ran two events, covering freshwater fish and legal strategies. This group enabled funders to connect, learn about each other's priorities and explore the funding needs within the freshwater space together.

# Earth Funding Lab

Initially launched as the Philanthropy Lab, the [Earth Funding Lab](#) was developed as a place for philanthropic funders to connect, develop new forms of strategy, and work towards greater impact together. In partnership with the Bio-Leadership Project and Teal Collective, we spent the year helping funders to set broad goals together, working across silos to help bring about more systemic change.

The Lab's guiding star was established as 'supporting economies in service to life', with three workstreams focusing on investment, tax and the legal rights of nature. A third cohort of participants went through the basecamp learning programme in autumn 2025, which included a beautiful, two-day, in-person retreat.

Various activities were run across the year in the three workstreams, including webinars, a full day event on tax justice, an action-learning series to help other funders align with the 'Beyond ESG' investment approach and the development of the UK Rights of Nature network. The funders involved in the tax workstream disseminated £40,000 in grants through their pooled fund.

We are very proud of the work of the Lab, however, in late 2025, we decided to close the Lab. Our focus in 2026 is to ensure that key learnings from the Lab can go on to help other projects and organisations across the sector through the publication of a report. The Rights of Nature workstream will continue independently in 2026.



# Environmental Finance and Learning Fund

The Environmental Finance and Learning Fund (EFLF) was a three-year collaborative programme launched in April 2022 by Esmée Fairbairn Foundation and EFN. The EFLF aimed to unlock significant new funding for nature recovery and to build the environmental investment market by increasing the number and volume of investors offering impact-first investment to highly impactful environmental initiatives.

## 83%

of participants survey agreed:

*"I increased my confidence and skills in environmental investing through the learning programme"*

The programme consisted of two elements: a funding pot and a three-year learning programme, designed to help participant funders to 'learn by doing' environmental investing alongside Esmée Fairbairn Foundation. Participants donated a combined total of £679k which Esmée matched 3:1 to provide a total fund of £2.7m to invest.

In March 2025, this successful programme came to an end. The group built an investment portfolio of six environmental impact pioneers: The Sheffield and Rotherham Wildlife Trust, The Real Farming Trust, Kindling Farm, Common Nature Recovery, Ooooby, and Câr-y-Môr. These were impact-first, flexible investments to enable innovation in community-led nature restoration, small-scale regenerative farming practice and farm to fork initiatives. Discover further information about the EFLF [here](#). Our thanks go to Jenny Sansom for leading on this programme on behalf of EFN.

*"My understanding of the green investment world has grown immensely through the Environmental Finance and Learning Fund. My confidence at analysing investments has grown and this has enabled me to make several investments during the time. I'm now an active philanthropic investor with a focused understanding of where I want to invest."*

– EFLF Participant



# Supporting funders in Scotland

Making up 61% of the UK's total marine area and home to the world's first peatland UNESCO World Heritage site, The Flow Country, Scotland remains a biodiversity hotspot in need of significant investment to protect and restore its environment. EFN supports funders, fundraisers, and senior leaders in environmental organisations who focus on restoring nature and combatting the impact of climate change in Scotland. Our bespoke Scotland programme is a microcosm of our wider work with a dedicated member of staff and advisory group.

Similar to our wider membership offering, we help funders in Scotland to make sure their environmental giving is as effective as possible. We build relationships and connections with Scottish funders, helping them connect and often coordinate action. Whether it's for smaller funders like The Mushroom Trust or nationwide bodies like the Scottish Marine Environmental Enhancement Fund (SMEEF), EFN provides expert insights and support.

*"It was positive to hear that the proportion of environmental funding in Scotland is increasing and to be in a room with so many people motivated to support positive change."*

– Scottish Funders Reception attendee

*"The field trip last week was such a triumph of content and organisation... By speaking with the many interesting, knowledgeable people that we encountered and seeing their work at first hand, I gained a greater appreciation and understanding of the issues and some rich material to explore over the coming weeks and months."*

– Scotland Field Trip attendee



## Scotland funder events

### Scottish Funders Reception

66 attendees including several new funders and three MSPs, joined us for our largest annual gathering to date. This year's Scottish Funders Reception was held at the Scottish Parliament and brought together funders and those interested in environmental philanthropy in Scotland. The evening also marked the launch of *Where the Green Grants Went 9: Scotland edition* (see pg. 25 for more) - which was very well received.

### Scotland Field Trip

Our third Scotland field trip for funders visited the 'best in class' environmental work across Argyll & Bute. On day one, we focused on marine ecosystems with visits to Kilchoan Melfort Trust and the Scottish Association of Marine Science. On day two, we focused on Celtic (temperate) rainforest with visits to Appin Community Development Trust, Alliance for Scotland's Rainforest, Loch Lomond & the Trossachs Countryside Trust and Cove Park.

### Scotland Lunch

Our annual, in-person Scotland lunch focused on marine restoration efforts. We brought together 19 funders and stakeholders from a range of thematic areas and approaches to map out what everyone was funding and why. We helped funders to identify where there might be significant gaps, opportunities and/or barriers to more impactful marine restoration efforts. We are delighted to see attendees planned to meet again to continue collaborating.

02

# Fundraisers



# How we work with fundraisers

We help environmental fundraisers and groups to be as effective as possible. Our research, publications and resources are publicly available and provide advice and recommendations on best practices for fundraising, including helpful insights on the landscape of environmental funding.

Our membership forum for fundraisers, the Green Fundraisers Forum (GFF), provides events, spaces and programmes that help GFF members bring in more funds, strengthen their communications, connect with one another and improve their resilience and wellbeing. GFF members work across a wide array of environmental issues and thematic areas, creating a rich tapestry of knowledge and expertise across the forum. GFF membership is free and open to UK and overseas individuals and not-for-profit organisations who have environmental work at the core of their mission.



## 1,700

members of the Green Fundraisers Forum by the end of 2025

## 1000+

number of organisations represented in the Green Fundraisers Forum, including national charities, grassroots community groups, independent activists and more

## +463

Green Fundraisers Forum members in 2025 (+37%)



# Green Fundraisers Forum



## Connection & Support

We also regularly meet with individual Green Fundraisers Forum (GFF) members to offer advice and signposting. These conversations help us to develop a deeper understanding of the day-to-day challenges of fundraisers and broaden our knowledge of the environmental sector – all insights we feed back into the GFF programming more widely.

Another way we support GFF members is through our popular monthly newsletter and 'living' online resources. The newsletter shares events, funding opportunities, job opportunities and resources. Our various, 'living' online resources include updates on funding opportunities and curated lists of useful tools, resources, webinars and trainings to share best practice in fundraising.

All of these tools for knowledge sharing and connection are well-received by GFF members - for instance, we regularly get messages from environmental groups saying that our funding opportunities database led to a new grant.

🌿 1,133

active GFF members in the online Slack community at the end of 2025

🌿 +369

new active GFF members in the online Slack community over 2025 (+48%)

*"The advice and guidance you gave our fundraising group was invaluable and has given us a real boost and sense of direction. We feel less isolated thanks to the support of your Green Fundraisers Forum and look forward to seeing you and your colleagues at future events."*

– GFF member

*"What a wealth of information and positivity. I really do appreciate EFN and the GFF. It's also great to get regular reminders of all the different resources available."*

– GFF member



## Events & training



### Virtual coffee mornings

Every month we hold an informal coffee morning online to help fundraisers connect and build rapport.



### Issue-specific events

We curate events that address specific issues or challenges facing fundraisers, for instance the free research support available from the Movement Research Unit and behind the scenes of WWF's philanthropy journey.



### In-person events

We ran three in-person events for GFF members across the year including Climate Fresk training with our Executive Director, Nick Gardner, a Scotland GFF meet-up kindly hosted by the Carnegie Dunfermline Trust, and a GFF Away Day at the National History Museum in London.



### Seed & Share

This new subgroup is facilitated by Laura Perratt, a GFF member, to provide a space for environmental fundraisers to come together each month and share their top tips and practical skills on a specific topic. Recent topics include setting strategic targets, the funder perspective, fundraising and AI, CRM databases and more.



### Training

A core part of GFF is providing training to help upskill fundraisers and spread best practice in fundraising. We ran a number of training sessions across the year on topics including 'Next Gen' major donors, corporate fundraising, using LinkedIn for fundraising and more.

*"Thank you so much for organising the day - I have recently re-joined the environmental sector after 3.5 years away and found it really lovely to be back amongst environmental fundraisers again, and the venue and curator-led tour was amazing!"*

*– Event attendee, GFF member*



Karla Gowlett

*"Thank you so much for all your work organising a fantastic day of connection and learning. All the sessions were fascinating - feel we could have spent a half day exploring each one."*

*– Event attendee, GFF member*

## Nature Retreat

Over two days at Hawkwood College in Stroud, we hosted a Nature retreat for a group of 11 fundraisers to reflect, connect, and explore purpose in the face of planetary crisis. Facilitated by [Change in Nature](#), the retreat offered space for gratitude, wellbeing, and creativity, recognising the unseen but vital work of fundraisers. Rather than over-engineering outcomes, we focused on four intentions - appreciation, connection, clarity, and alignment - trusting that time in nature would spark what was needed.

Part of why we ran the nature retreat is because 2025 has been a pivotal year for the GFF. Our membership has grown substantially, the programme is well established, and engagement is high – reflecting the need for this support. We now have a strong voice in the sector and the retreat felt like the right moment to gather, take stock, and look ahead.

Every single participant said they left feeling inspired, creative, connected, and more like themselves. People spoke about lightbulb moments and fresh perspectives, as well as feeling genuinely seen and appreciated. In just a few weeks after the retreat, new collaborations and campaign ideas surfaced and two spin-off sessions were run in the Autumn for the wider GFF membership. In 2026, we hope to build on the success of this nature retreat with another retreat and/or similarly designed away days.

*“What did the nature retreat give me?: An appreciation for what we do as fundraisers and celebration of our ambition and mission. Space to think and feel valued. A chance to reconnect with the why and my own purpose and commitment to the natural world. A lightbulb moment on leadership that leads with purpose.”*

– GFF retreat participant



## Wellbeing support for fundraisers

The GFF aims to support fundraisers' wellbeing and resilience. Burnout in the environmental sector is common and we believe it's important to acknowledge the reality that many fundraisers face and provide resources and signposting for wellbeing support. Early in 2025, we ran an event focused on fundraiser psychological wellbeing which produced a fundraiser wellbeing toolkit for the GFF to use and collectively add to.

We continued our work with The Working Well Network and helped them start identifying organisations that might benefit from the 'crisis support' - a model we hope The Working Well Network can build on going forward.

*“I wanted to tell you what an incredibly awesome Green Fundraisers Forum session that was. The first time I have seen fundraiser wellbeing acknowledged in a group setting like this. So, so necessary.”*

– Event attendee, GFF member

# Scotland

## Supporting fundraisers and environmental groups

Our Scotland programme aims to support funders, fundraisers, and senior leaders in environmental organisations who focus on restoring nature and combatting the impact of climate change in Scotland. We help environmental groups and GFF members from across Scotland to build relationships, signpost them to resources and provide bespoke advice. Often, we connect with other environmental networks in Scotland, providing helpful advice and strategic insights, for example with the Council for Ethnic Minority Voluntary Organisations (CEMVO) and Climate Ready Leaders.

A highlight of the year included the first-ever, in-person meet-up of Scottish members of the GFF in Dunfermline in the summer. It was a wonderful opportunity for GFF members to meet EFN staff and each other and build meaningful relationships and connections.

## Leadership Lab for environmental leaders in Scotland

Introducing the Leadership Lab: a free, six-week leadership programme to provide 60 senior Scottish leaders with the skills, connections and confidence to take their own careers, as well as the sustainability and impact of their organisations, to the next level.

In partnership with [I.G. Advisors](#), we successfully launched the Leadership Lab in Autumn 2025 and the first two cohorts (40 people) completed their programme. The Leadership Lab was made possible thanks to The National Lottery Heritage Fund and National Lottery players.

The programme is aimed at senior leaders within the climate, environment and natural heritage sectors to build capacity and resilience and addresses the growing need in the sector to invest in senior leaders in Scotland. The feedback from the first two cohorts has been very positive and we are excited to build on the momentum and demand for the programme in 2026.

"This Leadership Lab gave me the opportunity to take time to reflect on my organisation as well as myself. I've met some incredible leaders in Scotland and am delighted to be part of this dynamic network!"

– Leadership Lab Participant, Cohort One

# 96%

of participants feel a greater sense of solidarity with other environmental leaders

# 91%

of participants developed their personal brand

# 91%

of participants feel more confident in their leadership

Source: Leadership Lab - Evaluation Report

# Inter- Narratives

From 2023 to 2025, we housed Inter-Narratives, a community for people who work on (or are curious about) narrative change and the role it plays in system change. The community and event programme was led by narrative strategy experts, Ella Saltmarshe and Paddy Loughman.

In 2025, Inter-Narratives ran three public events, curated by experts in the field. These included: *An intergenerational inquiry on AI, complexity, computation and collapse*, *Narrative and wealth inequality* and *Hood futures: looking at narrative reclamation and self-determination*.

Over the two years of the programme, expert curators hosted 11 sessions and featured leading thinkers and practitioners, both international: including Vanessa Andreotti, Ashanti Kunene, Tony Patrick, and Gathoni Blessol, and local: with Gary Stevenson, Amahra Spence, Funmibi Ogunlesi and Alex Evans, to name a few. The size of the Inter-Narratives mailing list has also increased five-fold to 1,500 from 312 people in 2023. The newsletter receives around 5,000 monthly views on average.

Going forward, Inter-Narratives will no longer be housed in EFN, but we look forward to supporting the community and its event programme in the future.



## 98%

of survey respondents agreed that

*"I have shared learnings from the Inter-Narratives programme with a community, network and/or colleagues"*

*"[The Inter-Narratives newsletter] is brilliant as it is, provocative, sense-making, inspiring and gives me a sense of kinship with others who might see and feel the same way I do. I value it and am very glad to have found it"*

– Survey response, Inter-Narratives

*"[Inter-Narratives has] helped me increase my own strategic understanding of how the field works and is evolving. I've also woven several of the pieces into the programme I run"*

– Survey response, Inter-Narratives



# Impact Story

## What Nature can teach us about fundraising

We've included an excerpt from one of our blogs, [What Nature can teach us about fundraising](#), to reflect the magic of the GFF and the impact of bringing fundraisers together to connect and reflect.

### Taking risks together from Steve Jones, ORCA

*"In some ways, as fundraisers we're gamblers. We're not taking our charity's money and putting it all on black in a Monte Carlo casino, but we are investing our time – our organisation's resources – in the hope that it will pay off. That's not to diminish the skill, creativity, and resilience fundraising requires, but it does involve an element of luck. Risk-taking is an integral part of what we do, especially in today's challenging landscape.*

*Risk wasn't something I expected to be thinking about when I jumped on a train from Portsmouth to Stroud for the Green Fundraisers Forum retreat – but after two days connecting with Nature and inspirational colleagues, it came sharply into focus. In charities, unlike in business, risk can be uncomfortable. We tend to focus on value for money and protecting every penny. Yet, as I heard from others at the retreat, many of us are now being pushed to innovate, diversify, and try things that feel uncertain.*

*That can be daunting, but the calm, open atmosphere of the retreat helped me realise that collaboration is the key. The retreat created a space with no expectations, where we could share experiences, ideas, and even potential partnerships – making risk-taking feel less risky.*

*On the train home, I found myself thinking the fundraising landscape might feel less intimidating if we remembered we're not alone. Networks like the Green Fundraisers Forum hold a wealth of knowledge and support. When you're facing something scary, sometimes all you need is someone to hold your hand on the way down."*



# Research

Our research and publications reveal the landscape of environmental philanthropy, its gaps and how the environmental funding ecosystem can act more effectively.

Whilst some of our research may focus on specific themes, audiences or challenges, all of our research informs our programming and how we can support our stakeholders more effectively. In 2025, our research focused on how we can support funders and fundraisers to work better together and trends in environmental philanthropy in Scotland.

# Where the Green Grants Went 9

## Scotland Edition



# 727

foundation and lottery grants

# 55

funders

# £25.1

million in grants

# £10.6

million in foundation grants in 2021/22 - an increase from £7 million in 2018/19

# 53%

increase in funding from foundations to environmental work in Scotland in 2021-2022

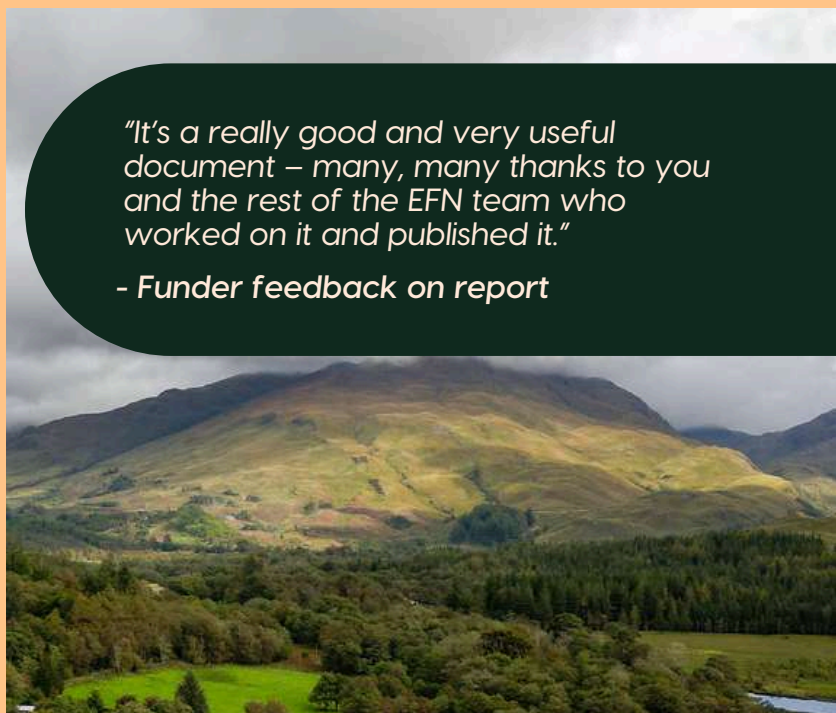
Our *Where the Green Grants Went* series helps funders understand the environmental philanthropy landscape and highlights trends, gaps and recommendations for funders to consider. This year, we were delighted to create a new snapshot of funding in Scotland.

*Where the Green Grants Went 9: Scotland Edition* provides an overview of environmental giving in the year 2021/22 by UK foundations and lotteries in Scotland. In total, we analysed 727 grants made by 55 philanthropic funders, comprising of 52 foundations and three lottery sources. Overall, £25.1 million in grants went to environmental work in Scotland in 2021/22.

This snapshot of funding in Scotland gives an insight into how environmental philanthropy has developed in the three years since our [last report](#) and helps Scottish funders and fundraisers to better understand their place in the funding landscape.

*"It's a really good and very useful document – many, many thanks to you and the rest of the EFN team who worked on it and published it."*

*- Funder feedback on report*



# Supporting funders and fundraisers to work better together

Building on our publication in 2024, [Increasing the effectiveness of environmental funder-fundraiser relationships](#), we wanted to explore the challenges funders face when trying to implement changes to their grantmaking practices. Our aim is to bring environmental funders and fundraisers into shared dialogue about the systems we operate within and how we might transform them together.

The early findings from the new research on challenges facing funders reveal a huge appetite for transforming grantmaking processes to be more effective for everyone. We are excited to launch the final report in 2026 and to continue supporting funders and fundraisers to work more harmoniously and efficiently together.

## A one-day online conference on funder-fundraiser relationships

At the end of 2025, we brought together over 100 funders and fundraisers to explore the current funding ecosystem and how we might do things differently. It was a unique opportunity to share, learn and explore current grantmaking practices and build trust beyond the usual power dynamics within grantmaking.

*"Thank you for organising and hosting a truly inspiring event with great sessions and speakers. It's so helpful to have this informal dialogue of fundraisers and funders."*

**- Fundraiser attendee**

*"Keep up the good work, it is great to have you working with us all."*

**- Funder attendee**

*"Thank you so much for organising this and in a fully online setting - as someone who works in Europe and is so often excluded from this kind of gathering, I really appreciated the way you levelled the playing field and enabled everyone to participate on the same basis."*

**- Fundraiser attendee**

We covered important topics like reimagining the future, the challenges funders face in implementing changes, and asking what 'good' looks like when funders and fundraisers pulled in the same direction. After such a successful conference, we feel energised to continue these important conversations into 2026.

04

# New to green giving




# How we work with new givers

Our research reveals that environmental giving in the UK has never been higher – environmental grants from UK-based foundations have almost tripled from £204 million in 2018 to £606.5 million in 2021/22. Yet, this is still relatively low, representing 8.5% of total UK foundation giving, and for context, less than the annual expenditure of large charities like Cancer Research.

We want to grow the amount of funding available from UK philanthropy for environmental action. We work with “new givers” to help them start funding environmental issues, or to increase their current level of funding. These new givers range from individual donors and wealth advisors to organisations like trusts, foundations and family offices.

Whatever stage new givers are at, EFN is well placed to support their funding journey. Our bespoke support, events and resources share insights on how the environment links with their existing funding, what impact they could have and how EFN, our members and our partners can help.



*“Your work is indeed invaluable to us, helping us explore, understand, and participate in environmental philanthropic giving in ways we never could do alone. Thank you for all you do for people and planet!”*

– New EFN member



## Connection & support

We meet “new givers” where they are at and meetings can range from advising national funding bodies on how they can incorporate the environment into their funding strategies to one-to-ones with philanthropy advisors exploring their individual clients' questions.

We also work collaboratively across the environmental philanthropy sector and will regularly signpost and introduce new givers to our peers, such as Impatience Earth, New Philanthropy Capital (NPC) and Active Philanthropy.

Our membership includes some of the most experienced and strategic philanthropists in the UK and we connect new givers with them so that they can learn more about funding environmental issues from their peers.

Overall, these conversations help us to develop a deeper understanding of the common barriers that new givers face and how we can use our influence and strategic communications to help new givers overcome these.

## Events & networking



### Climate funding webinars

We partnered with our friends at [Impatience Earth](#) to run three webinars for funders who are interested or new to climate philanthropy. These relaxed events focused on: *Ask me anything*, *A day in the life of a climate funder* and *Solving everyday problems in climate grantmaking*. Two of these were part of London Climate Action Week and New York Climate Week to help increase the reach.



### Field visit to Elvis & Kresse

We brought a group of new givers together to learn more about the circular economy and regenerative agriculture from the luxury brand at its farm in Kent.



### Networking & speaking engagements

Staff members regularly attend and speak at events to raise the profile of environmental giving. In 2025, some highlights include speaking on a panel for The Fore, advising and speaking to Rebel Restoration's board and leading a webinar for the Yorkshire Funders network.

*"I learned about your Environmental Funders' Network event through Impatience Earth, who are supporting us. [They] told us about the nature finance event which you organized, and it was exactly what we needed at this stage of deepening our understanding of the nature finance focus area. Thanks for that!"*

*– Marjukka Porvari, Relex Foundation*



*"We had a lovely evening and it was brilliant to hear the stories of the three panellists. I am in touch with [one of the panelists] and will be sure to keep the conversation going. I will also register for the monthly newsletter - thank you for sharing"*

*– New giver event attendee*

## Supporting “Next gen” givers

Building on an initial gathering in 2024, we recognised that the rising generation of new givers are particularly concerned about climate change and keen to be part of the solution. We helped facilitate two events to enable next gen givers to connect with one another, share information and encourage them to fund environmental causes.

In the summer, we held a small, informal networking event to introduce next gen givers to EFN and support them in their funding journey. In the Autumn, we partnered with dara5, a next gen private investment community, to host an evening event attracting more than 50 guests. We shared stories about environmental philanthropy, featuring a speaker from Langland Conservation. Our thanks goes to Becky Holmes for leading this informal group of next gen givers and helping to build this new community.

## Resources


Whilst many of EFN’s resources and research are helpful for new givers, we are always keen to help create resources that speak more directly to those new to green giving or wanting to increase their current level of giving.

In 2025, we worked collaboratively with EFN members Stephanie and Stuart Mills to produce a guide for individuals ‘of some net worth’ to take climate action. [Wealth with a Why: How to Invest, Give and Live for a Sustainable and Thriving Future](#) aims to help individuals connect their money with their personal values to create a sustainable future. Impatience Earth and EFN worked on the philanthropy section of the book and also spoke on a panel inspired by the book during Good Money Week. The guide is now available to order and download.

## Support for new givers in Scotland

As mentioned previously, our Scotland programme aims to support funders, fundraisers, and senior leaders in environmental organisations who focus on restoring nature and combatting the impact of climate change in Scotland. Similarly we directly support new givers who have an interest in environmental funding in Scotland – whether they are entirely new to environmental giving or giving small amounts to environmental issues.

Our team offers bespoke support and signposting and introduces new givers to other Scottish funders and partners that can support their funding journey. Our Scotland events for funders include inviting new givers to help them learn about environmental issues in Scotland and showcase how environmental philanthropy has made an impact. We also supported Scottish eNGOs and potential match funders to get more involved in the Big Give’s Earth Raise, noting there was a gap in representation from Scotland both in terms of charities joining the campaign and match funders championing Scottish causes.



*“Thanks for a great day. I really enjoyed it and made some good connections. I wish I could have stayed. I will know for next year!”*

**- A new giver who joined the Scotland retreat**

# Big Give & Earth Raise

A collaboration between the Big Give and EFN, **Earth Raise** (previously named Green Match Fund) is a seven-day online match funding campaign dedicated to helping charities playing a vital role in tackling pressing environmental issues.

Starting on World Earth Day (22 April) for a week, Earth Raise allows both funders and members of the public to double their funding through matching funding. That means for every £10 a match funder provides, that £10 is then matched by a public donation, meaning the charity receives £20 (plus Gift Aid!).

Charities involved vary from household names like Client Earth and Rewilding Britain to smaller charities like Cornish Seal Sanctuary and Global Ecovillage Network. Issue areas vary widely, such as biodiversity, conservation, human rights, health, education, regenerative practices, arts and much more. You can see the full list of 2025 charities [here](#).

Looking forward, Big Give is planning a live event blending live music, art, and environmental activism: Earth Raise Live. This will raise awareness of the need for environmental action and funding, and drive more people to donate. Their soft-launch of Earth Raise Live in 2025 included features and performances by DJ and radio presenter, Annie Mac, musician, Jacob Alon, and presenter and zoologist, Megan McCubbin, to name a few. We hope to launch Earth Raise Live as a large-scale, live event in 2027.

## Earth Raise 2025

**£3,936,723**

provided by match funders in 2025

**£8,173,257**

raised in total

**307** organisations  
took part

**£23 million**


raised for environmental  
charities since 2021

*"[Earth Raise] is an important source of income for us, especially as a smaller charity with limited resources. The opportunity to be a part of this campaign allows us to grow as an organisation, develop innovative solutions, and expand our impact. Every contribution feels meaningful."*

*– Renewable World, Charity Partner for Earth Raise*



# Impact Story



*"The Environmental Funders Network's work has been invaluable in helping us shape our Climate Justice funding offer. This is a new programme designed to support Londoners who are disproportionately impacted by climate and environmental harms, as London adapts and responds to the climate crisis."*

*- City Bridge Foundation*

## Supporting a major grant maker to develop their climate funding

We've been working with the [City Bridge Foundation](#), London's largest independent funder, after they contacted us to get some help applying a climate lens to their funding. We've supported them in various ways to grow their climate knowledge, bring along their staff and to lay the foundations for the development of a Climate and Environmental Justice funding programme. This has included calls with staff to give advice, providing bespoke data from our research, recommending consultants and of course including staff in our programme of meetings and events.

05

# Advisors



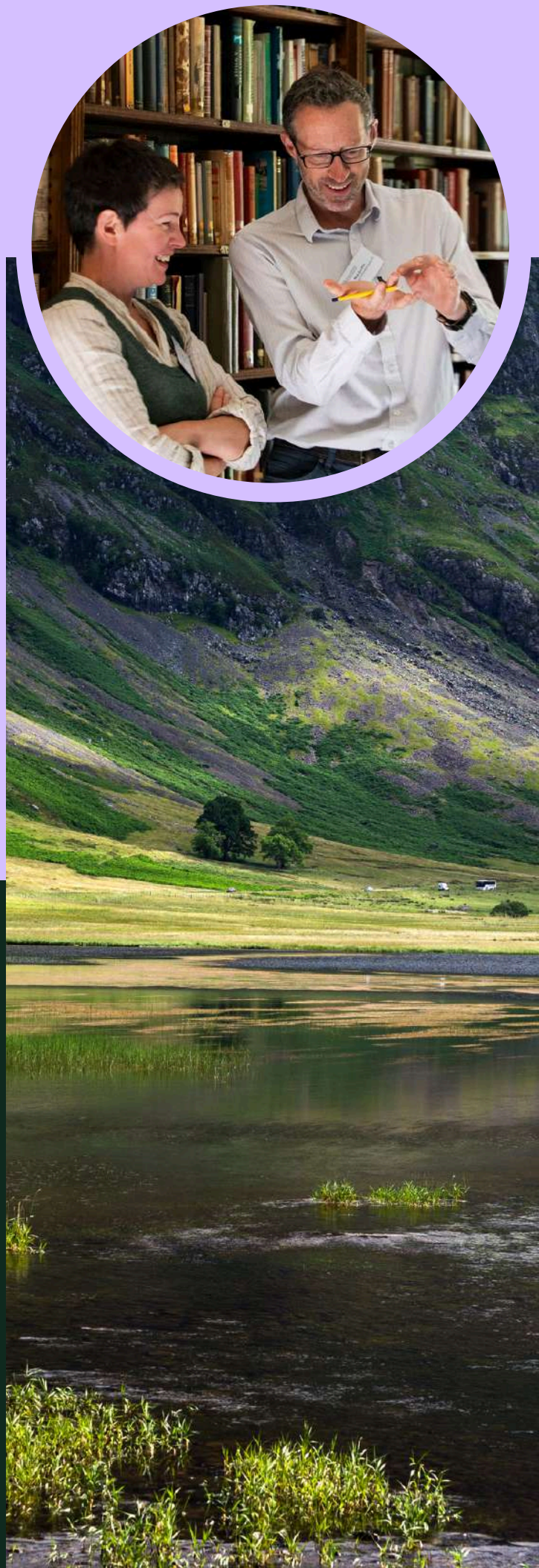
# How we work with advisors

We offer advice and resources to wealth and philanthropy advisors so that they can support their clients to start giving to environmental causes, or to give more. Our resources provide inspiration and guidance for advisors and their clients, and we provide bespoke one-to-one advice to help advisors meet their clients' needs.

Our funder and new giver events regularly attract advisors to learn more about environmental issues and best practice in environmental philanthropy. We also regularly signpost advisors to partners working across the philanthropy sector, such as Philanthropy Impact and Pro Bono Economics.

## Events for advisors

Following advice from our report in 2024, [Exploring the role of wealth advisors in green giving](#), in 2025 we focused on raising the profile of the support and resources available to advisors and their clients. For example, we ran an in-person lunch and panel discussion followed by a tour of the Foundling Museum on the theme of: *How can wealth and philanthropy advisors tackle clients' big questions about people, planet and philanthropy?* The event gave us a chance to connect further with this audience, whilst showcasing some different perspectives on how we can tackle client needs.



06

# Our people





**Jane Cabutti**  
Growing  
Philanthropy Lead



**Julie Christie**  
Scotland Lead



**Sophia Cooke**  
Projects Manager



**Tara Cooper**  
Communications Manager



**Patricia Cremona**  
Research Manager



**Emma Clyde**  
Operations Manager



**Liz Gadd\***  
Interim Director from  
Sep 2024 - Feb 2025



**Nick Gardner**  
Executive Director



**Aliyah Green**  
Communications  
& Network Coordinator



**Helen Mian**  
Finance &  
Governance Manager



**Natasha Ratter**  
Environment Sector  
Programme Lead



**Oscar  
Brennecke-Dunn**  
Events Programme Coordinator

**Our  
team**

Thank you to the EFN  
team for their hard  
work in 2025.

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**Catherine Bryan**

**Chair of Trustees**

Co-Chair of Trustees,  
Synchronicity Earth & Co-Chair  
of Trustees, Shoal Initiative



**Nick Addington**

**Chair of the Finance &  
General Purposes Committee**

Chief Executive,  
William Grant Foundation



**Fiona Napier**

**Chair of  
Programme Committee**

Senior Adviser, NatureFinance



**Richard Elliott**

Co-founder,  
The Pickwell Foundation



**Ashley Erdman**

Grants Manager,  
Farming the Future



**Liz Gadd\***

Consultant & Trustee,  
Eating Better Alliance



**Hugh Mehta**

Director of Partnerships,  
Climate, Children's Investment  
Fund Foundation



**Eva Rehse**

Network & Ecosystems  
Director, WINGS

## Our trustees

Thank you to our trustees for their hard work in 2025.

A special thank you to Eva Rehse who stepped down in 2025.

\*Liz kindly stepped down as Trustee in September 2024 to act as EFN's Interim Director until February 2025.

# Our advisors

## Growing Environmental Philanthropy Advisors

**Dahlia Dana**

Finance professional, Trustee, Design Museum & Co-founder, Entrepreneurs Hub

**Cindy Forde**

Founder, Planetari

**Anna Guyer**

Founder, Greenhouse Communications

**Rachel Harrington**

Executive Director, Coutts Family Office & Coutts Institute

**Becky Holmes**

Trustee, The Helvellyn Foundation & Deputy Head of Analysis, Langland Conservation

**Edward Mallinckrodt**

Trustee, Mallinckrodt Foundation

**Nick Marple**

Co-founder, Gower Street

**Arizona Muse\***

Model & Founder, DIRT

**Bianca Pitt**

Co-founder, SHE Changes Climate

**Hugh Raven**

Chair of Trustees, Highlands & Islands Environment Foundation

**Jessica Sweidan**

Co-founder, Synchronicity Earth

\*A special thank you to Arizona Muse who stepped down in 2025.

## Scotland Advisors

**Nick Addington**

Chief Executive, William Grant Foundation

**Rory Gordon**

Trustee, William Grant Foundation

**Julie Hutchison**

Technical Director, Charities, LGT Wealth Management

**Tom Murray**

Founder, CharityFlow

**Hugh Raven**

Chair of Trustees, Highlands & Islands Environment Foundation

**Mary-Ann Smyth**

Environmental Consultant

**Celia Tennant**

Chief Executive, Inspiring Scotland

## Co-founder & Strategic Advisors

**Jon Cracknell**

Founder, The Hour is Late & Trustee, Ariadne Network

**Ben Goldsmith**

Chair, Conservation Collective, Trustee, Children's Investment Fund Foundation & Chief Executive, Menhaden Resource Efficiency Plc.

# Our supporters

Thank you to all our supporters in 2025, who provided grants, in-kind donations and membership contributions. Your support makes EFN's work possible.

22 North  
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Badur Foundation  
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Becky Holmes  
Big Give  
Bradley Mason Charitable Trust  
Brian Mercer Trust  
Calouste Gulbenkian Foundation  
Carman Family Foundation  
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Children's Investment Fund Foundation  
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Claire Jones  
Co-op Foundation  
Cobalt Trust  
Dixon Foundation  
Drawing Matter Trust  
Dunlossit and Islay Community Trust  
EQ Foundation  
Ernest Cook Trust

Esmée Fairbairn Foundation  
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Foundation for Integrated Transport  
Frederick Mulder Foundation  
Friends Provident Foundation  
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Global Greengrants Fund  
Golden Bottle Trust  
Gower Street  
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Highlands and Islands Environment Foundation  
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Simon Gibson Charitable Trust  
Stephanie and Stuart Mills  
Susan Mackenzie  
Synchronicity Earth  
T&J Meyer Family Foundation  
The Castansa Trust  
The Flora Fund  
The National Lottery Community Fund  
The National Lottery Heritage Fund  
The Robertson Trust  
The V & G Fund  
Tim Stumpff  
Tim Yetman and Catherine Bryan  
Tinsley Charitable Trust  
Treebeard Trust  
Waterloo Foundation  
Wates Family Enterprise Trust  
William Grant Foundation



# Environmental Funders Network

Registered and postal address: 124 City Road, London, EC1V 2NX  
[info@greenfunders.org](mailto:info@greenfunders.org)  
[www.greenfunders.org](http://www.greenfunders.org)

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