



Terms of Reference: *END FGM EU NEW regranting scheme – building resilient survivor-led, grassroots, and community-based initiatives to End FGM in Europe*

Implementation Period: *December 2025 – September 2026*

Annual Budget Allocation for the whole project: *€120,000 per year (€360,000 total/3years)*

Number of Sub-Grants: *4–5 organisations per year (12–15 total/3 years)*

Eligible Applicants: *END FGM EU Members (regardless of the type of membership) that fulfil all criteria of this call*

Grant Range: *€24,000 – €30,000 per organisation per year*

1. CONTEXT & STRATEGIC FRAMEWORK

1.1 Programme overview

The End FGM European Network (End FGM EU) is launching a new regranting scheme that focuses on strengthening and shifting power and resources directly to grassroots, survivor-led organisations across Europe. This scheme is designed to survivor-led organisations, grassroots or community-based organisations, operating in European countries with highest prevalences on FGM and are in under-resourced contexts. This scheme operationalises our commitment to feminist financing, community ownership, and systemic change. Unlike project-based funding, this initiative provides semi-flexible support to strengthen organisational resilience, amplify survivor grassroots, community leadership, and drive sustainable social impact at local and national levels.

1.2 Strategic plan and alignment

This regranting scheme is anchored in End FGM EU's Strategic plan (2023-2027) and Theory of Change. End FGM EU operates under a five-year Strategic Plan (2023–2027), around two core priorities:

1. Advance the end FGM agenda in Europe, ensuring a coordinated, human rights-based, child- and community-focused approach: By promoting a coordinated, community-rooted, child-centred and rights-based approach, we aim to shape European and national-level policies. We work to counter negative narratives and elevate survivor voices within relevant institutions both at the national level through members and at the supranational level with a focus on European Union (EU) and Council of Europe (CoE) ensuring survivor voices are central in all spaces.

2. Consolidate the Network and strengthen its role as a sustainable, impactful collective force driving systemic change: We invest in member and ambassador capacity, care-centred leadership, and a flexible funding environment to ensure the resilience of grassroots organisations. Our goal is to be a long-term engine for change, driving systemic transformation with and for FGM-affected communities.

Our Theory of Change positions community ownership, survivor leadership, and structural transformation as interdependent levers of long-term change. This is operationalised through a logical framework guiding all programmes. When grassroots organisations receive flexible funding paired with

capacity-building support, they become powerful agents of systemic change shifting narratives, influencing policy, and creating protective environments for women and girls affected by FGM.

1.3 Strategic Objectives focus for the regranting

Objective 3: Enhance END FGM EU movement resilience and sustainability through diverse funding and strengthened structures

2. ELIGIBILITY CRITERIA

2.1 Organisational eligibility

Applying organisations **MUST** meet the following criteria:

- Be Full or Associate Members of the End FGM European Network
- Have the capacity to deliver a proposal that includes realistic plans and a budget aligned with the applicant's capacity
- Have financial management skills and/or willingness to learn.

2.2 Target groups

This regranting scheme is designed for survivor-led organisations, grassroots or community-based organisations that are:

CRITICALLY UNDER-RESOURCED: Facing national government funding cuts or chronic underfunding, operating in countries/regions with limited anti-FGM infrastructure.

GEOGRAPHIC FOCUS: Operating in European countries with highest prevalences of FGM (please refer to the latest data on [FGM in Europe](#)) and/or where support for survivors is hard to reach or non-existing, working with underrepresented FGM-affected countries and communities, working to bridge urban-rural gaps or reaching isolated FGM-affected communities

3. FUNDING INFO

3.1 Grant size & duration

- Amount: €24,000 - €30,000 per organisation
- Duration: 10/12 months each cycle
- Payment schedule:
 - 70% upon signature of sub-grant agreement
 - 30% upon satisfactory mid-term review (Month 6)

3.2 Eligible activities

Semi-flexible funding model: this means you have flexibility to define your priorities within The END FGM EU strategic priorities,

Grantees define their own priorities within one or more of these strategic areas:

1. Local/National advocacy (policy influence, institutional engagement, coalition-building)
2. Community leadership & mobilisation (survivor leadership programmes, youth engagement, grassroots organising)
3. Organisational resilience (governance strengthening, staff capacity)

Non eligible activities

- Capital expenditures (building purchase, renovations)
- Activities outside Europe or unrelated to FGM
- Regranting to other organisations
- Profit-generating activities

3.3 Eligible costs

- **Personnel costs** (staff salaries, activities, stipend including for survivors/community experts,...)
- **Travel & subsistence** (advocacy meetings, training, community outreach)
- **Programme activities** (workshops, materials, research)
- **Capacity-building** (training, professional development)

4. SELECTION PROCESS

4.1 Timeline (Year 1 - dec 2025- sept 2026)

Phase	Timeline	Responsibility
Call for publication/launch	9 Dec 2025	Secretariat
Application process deadline	13 Feb 2026 23:59 CET	-
Assessment & Scoring	20 Feb 2026	Selection Committee
selection committee Final Decision	23 Feb 2026	To be submitted to the Board
Notification to Applicants	24 Feb 2026	Secretariat
Sub-grant Agreements Signed	27 Feb 2026	Secretariat
Implementation Start	27 Feb 2026	Sub-grantees
Report submission	30 Sept 2026	Sub-grantees

4.2 Selection committee composition

End FGM EU Director, Operations & Governance officer, Program officer

- Final approval of the sub-grantees list by the Board

4.3 Assessment criteria & Scoring matrix

IMPORTANT!!!! Please carefully review all eligibility criteria in the Term of reference and in the application form before starting your application to confirm that your organisation is eligible. If you are unsure about meeting a criterion, you can reach out to the point of contact at the Secretariat.

STEP 1: Eligibility and administrative screening

IMPORTANT NOTE This scheme is specifically designed for survivor-led organisations, grassroots or community-based organisations, and those operating in high-prevalence or under-resourced contexts, addressing key gaps identified by the Network.

STEP 2: Full proposal review and selection

TOTAL SCORE: 100 points

Criteria	Weight	Scoring guidance
1. Organisational Profile, Capacity & Financial Health	20 pts	Evaluation of financial stability, financial management systems, staffing capacity, and safeguarding policies.

Criteria	Weight	Scoring guidance
2. Strategic alignment with End FGM EU Objectives	15 pts	Proposal contributes to Network-wide advocacy, capacity-building, or movement resilience.
3. Community leadership & target group engagement	20 pts	The proposal outlines a clearly defined target community and robust strategy for their meaningful involvement in both the project's design and execution.
4. Implementation plan & risk management	10 pts	The timeline and activities are realistic and achievable within the grant period. Roles and responsibilities are clearly assigned, and there is a sound analysis of risks with appropriate mitigation strategies.
5. Feminist, intersectional & rights-based analysis	10 pts	The proposal explicitly details how the initiative embodies feminist and rights-based principles, centres affected communities, and addresses intersecting forms of discrimination (e.g. racism, migration status).
6. Innovation & transformative Potential	5 pts	The project proposes creative approaches, tests new models, or scales proven practices. Potential for social impact beyond immediate beneficiaries..
7. Monitoring, evaluation & learning (mel) plan	10 pts	Clear indicators for success are defined. There is thoughtful learning questions proposed, and a solid commitment to knowledge-sharing with the wider Network.
8. Budget realism & cost-effectiveness	10pts	The budget is within the eligible range (€24,000–€30,000), detailed, justified, and aligns logically with the activities.

Minimum threshold: 70/100, Only the proposals with the best overall scores will be retained for funding.

5. NON-FINANCIAL SUPPORT PACKAGE

Every sub-grantee receives comprehensive accompaniment:

- Kick-off session (1 hour) - clarify expectations
- Bi-monthly check-in calls (30-45 min) - Progress monitoring,
- Mid-term learning conversation (Month 6) - Reflective evaluation, adaptive management
- Final peer learning session (Months 11-12) - Collective feedback, cross-organisational learning

6. MONITORING, REPORTING & ACCOUNTABILITY

6.1 Reporting requirements

Mid-term (Month 6):

- 1-hour virtual learning conversation
- Discussion guide shared in advance covering: progress, challenges, adaptations, learning
- Budget update (simple format)

Final (Month 11):

- **Narrative report** (max 5 pages):
 - What did you set out to achieve?
 - What actually happened? (successes, surprises, setbacks)
 - What did you learn?
 - What will you do differently next time?
 - How has this grant strengthened your organisation?

Sub-grantees will evaluate their own social impact using some aspects of the tailored framework, ensuring measurable outcomes that contribute to the Network's collective goals while respecting their unique context and expertise.

- **Financial report with supporting documents** (receipts, invoices,)

7. RISK MANAGEMENT & SAFEGUARDING

7.1 Financial risks

Risk	Mitigation
<i>Weak financial management capacity</i>	<i>Assess with the member, phased payments</i>
<i>Ineligible expenses</i>	<i>Clear guidelines, examples, FAQs; proactive communication</i>

7.2 Programmatic risks

Risk	Mitigation
<i>Activities not aligned with End FGM EU strategic plan</i>	<i>Selection, ongoing dialogue;</i>
<i>Safeguarding incidents</i>	<i>Mandatory Child Protection & Safeguarding policies</i>

8. KNOWLEDGE MANAGEMENT & LEARNING

Collective learning approach

*This scheme is not just about funding it's about **building a learning community on feminist funding.***

Mechanisms:

- **Regranting logbook** - Secretariat documents lessons learned, challenges, innovations
- **Annual Learning report** - Sub-grantees exchange experiences, co-created synthesis of impact, trends, recommendations

9. GOVERNANCE & DECISION-MAKING

9.1 Roles & responsibilities

End FGM EU selection committee:

- *Approves annual selection results*
- *Ensures strategic alignment with Network priorities*

Secretariat (Director + Operations & Governance Officer, Program Officer):

- *Designs and manages call process*
- *Coordinates Selection Committee*
- *Provides capacity-building support*
- *Monitors compliance and learning*
- *Reports to the Board*

Sub-grantees:

- *Implement agreed activities*
- *Participate in MEL and learning processes*
- *Contribute to Network advocacy and knowledge exchange*
- *Comply with financial and narrative reporting*

9.2 Unsuccessful applications process

Unsuccessful applicants will receive feedback within 10 days of notification.

10. COMMUNICATIONS & VISIBILITY

All sub-grantees are invited to:

- *Acknowledge End FGM EU in publications, events, social media*
- *Use provided logos*

Complete the application form [here](#)

CONTACT & SUPPORT Email: abah@endfgm.eu

All applications must be sent with the following subject line: **END FGM EU Regranting 2026 - [YOUR ORGANISATION NAME]**

This TOR is a living document. It will be reviewed annually based on learning from implementation and feedback from sub-grantees, the Board, and the Members.

December 2025.