



Rebuild Partner Workshop

Introductory Module Synopsis Cohort 5

28th February - 1st March, 2024
Dasra, Mumbai

The Rebuild India Fund

The Rebuild India Fund (RIF), founded by Dasra and Tarsadia Foundation, aims to strengthen grassroots NGOs serving marginalized communities by providing trust-based, flexible funding for a period of 5 years along with capacity-building support. It aims to transform the philanthropy landscape by introducing a new way of funding- where NGO leaders and funders collaboratively serve vulnerable communities meaningfully.

About the Partner Workshop

Rebuild's introductory workshop is tailored to offer support to grassroots NGOs that are a part of the Fund to build organizational resilience in the face of unprecedented crisis. It brings together top facilitators, sector experts and facilitates learning through peer discussions, case studies, group discussions and independent work.

Additionally, RIF operates as a platform for our grantee partners that enables value exchange across and amongst stakeholders within the ecosystem. Building the capacity of its partners forms a critical part of this platform approach as it catalyzes interactions, empowers them with data and knowledge, unlocks agency, and enables open value creation, all to align towards better systemic outcomes.

This was the fifth such workshop conducted by RIF to welcome its newest cohort. It was a 2-day workshop that took place at Dasra office in Mumbai followed by Rebuild's Annual Gathering. It brought together 35 leaders from 34 unique organizations working across diverse sectors. It was conducted in two languages- Hindi and English and Tamil support was also provided during the workshop.

The workshop actualized Rebuild's core principles of Gender, Equity, Diversity, and Inclusion (GEDI) through various avenues. This was done through bringing in diverse leaders, facilitating capacity-building sessions, and fostering networking opportunities. Utilizing GEDI intentional communication and engaging in mixed group discussions, the workshop created a safe environment conducive to enhanced learning and exchange of ideas.

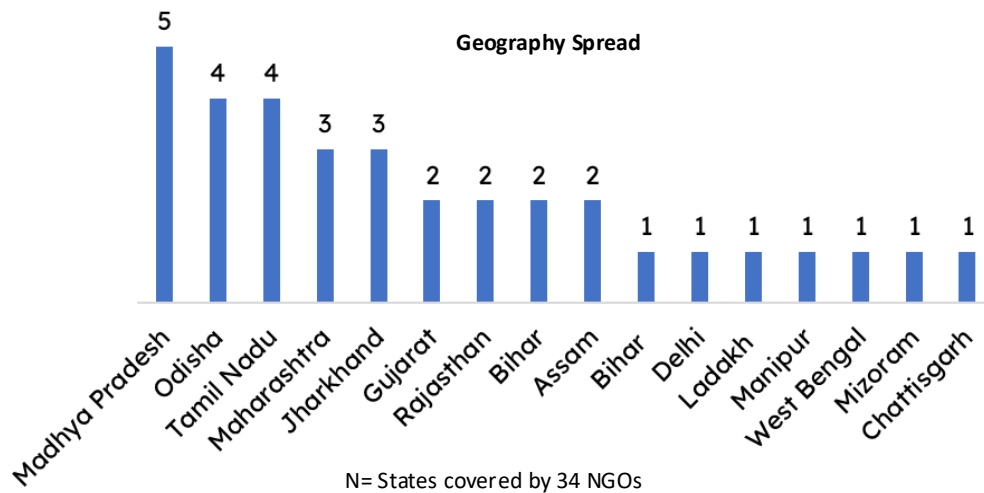
Moreover, the workshop capitalized on the experiences of Rebuild's previous portfolio members. Through case studies, group discussions, and one-on-one conversations, the newest cohort members developed their understanding of Rebuild, flexible funding, and fundraising by unpacking the experiences of previous portfolio members. This approach increased absorption and made the content more relatable and actionable.



Cohort 5 leaders and Rebuild team at the Dasra office

Participant NGO Analysis (1/2)

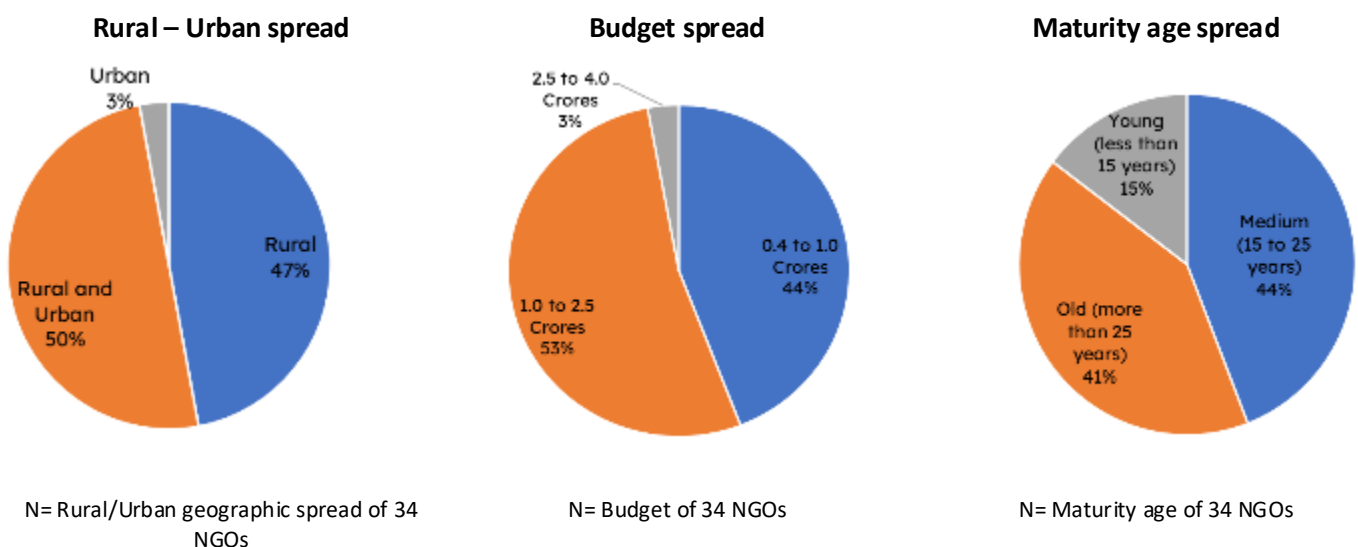
RIF aims to harness the power of proximate leaders to challenge power dynamics and strengthen civil society organizations. Rebuild’s fifth partner workshop had leaders from 34 unique organizations working in remote, conflict-impacted, disaster-prone areas across rural and urban geographies of Maharashtra, Tamil Nadu, Chhattisgarh, etc. The organizations hail from 16 diverse states of India and this cohort explored new geographies like Ladhak.



Rebuild NGOs are spread across the country

The fund places its trust in the leaders who deeply listen to the communities and design interventions that are tailored to their needs. 56 percent of the organizations are led by leaders identifying as women. Overall, 94 percent of the organizations are served by proximate leaders who have lived experiences of the vulnerable communities they serve.

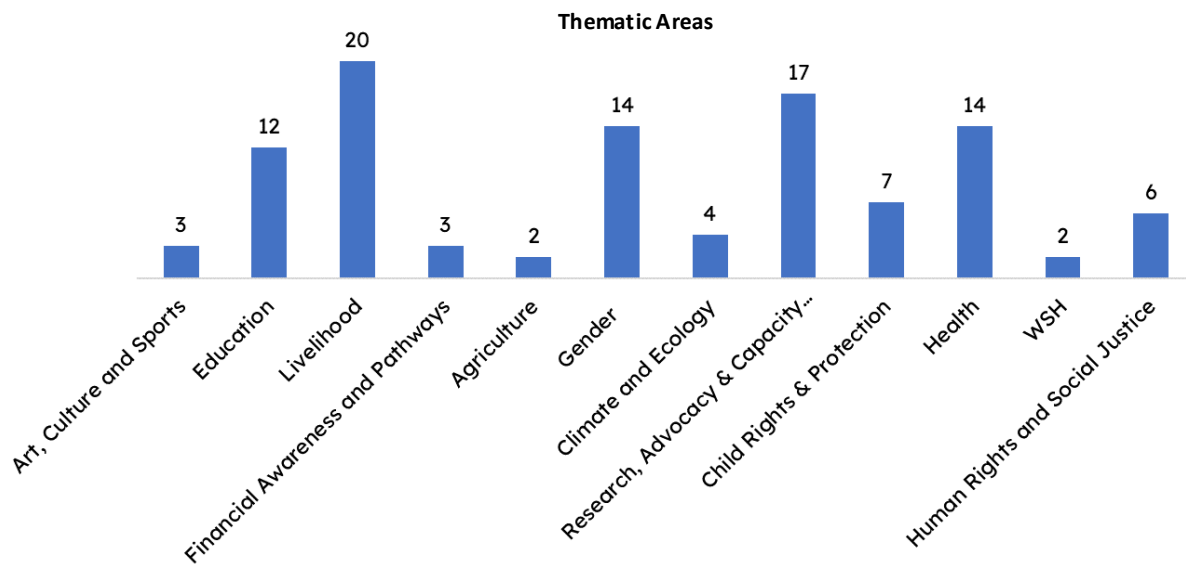
To challenge the power-dynamics in the philanthropic ecosystem, the fund focuses on mainstreaming small-grassroots organizations- whose voices are crucial for development but are often left unheard. The majority of the organizations (ninety percent) have budgets less than 2.5 cr.



The Rebuild cohort constitutes of NGOs that serve a mix of rural & urban areas. Majority of them fall under the category of INR 1 crore to INR 2.5 crores. They primarily constitute of organizations between 15 to 25 years of age closely followed by over 25 years of age.

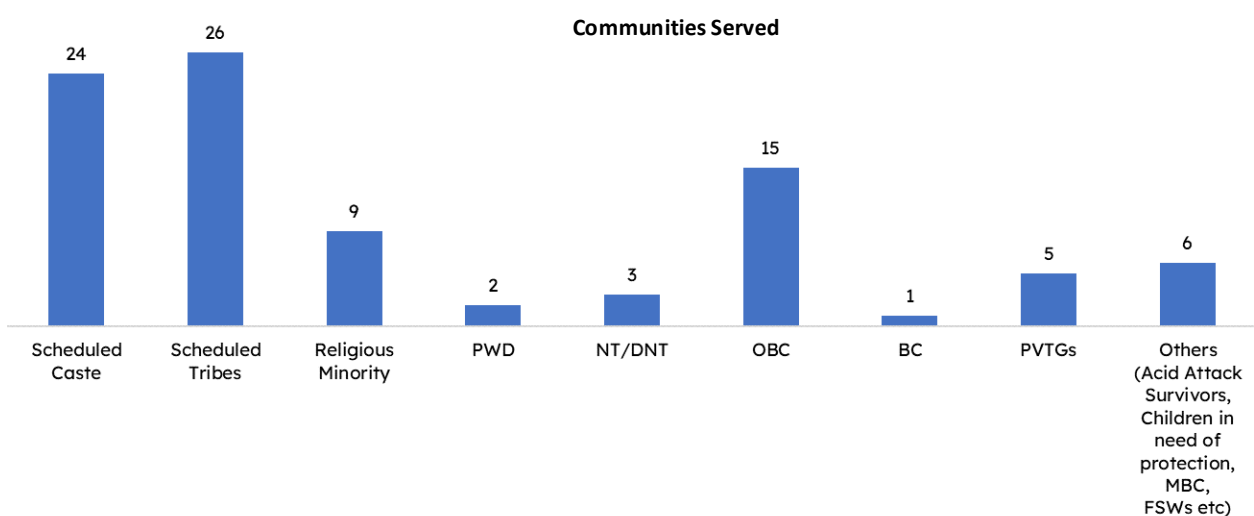
Participant NGO Analysis (2/2)

RIF is a melting pot of organizations that are working to solve the intersectional challenges that cut across sectors and communities. The intersectional approach of partner NGOs' work reflects the nuanced understanding that complex development challenges cannot be solved through a linear approach. Thus, the fund reflects a diverse blend of organizations working across thematic sectors such as livelihoods, gender, education, rights and entitlements, etc.



N= Sectors covered by 34 NGOs; includes NGOs working in more than 1 sector

Rebuild NGOs work across themes, majority of them work in livelihoods, Advocacy, Gender and Health. RIF recognizes that the impact of historical subjugation is long-lasting. Thus, it aims to mainstream and empower the communities that have faced multi-layered challenges over the years. Along with Scheduled Tribe (ST) and Scheduled Caste (SC) communities, it focuses on NGOs serving religious minorities, Particularly Vulnerable Tribal Groups (PVTGs) and acid attack survivors.



N=Vulnerable communities covered across 34 NGOs; includes NGOs serving more than 1 community

Rebuild NGOs serve diverse vulnerable communities. Majority of them serve Scheduled Tribe (ST) and Scheduled Caste (SC) communities

Session: Rebuild- What, Why, How

In this session, participants built an understanding of the Fund, its principles, and its attributes. Through real-life case studies, they deep-dived into flexible funding, its importance, and its applicability in their context. Through group discussions, participants explored ways of leveraging flexible funding and the Rebuild platform.

The key takeaways include A) Leverage Rebuild's unrestricted funding to tailor financial resources according to community needs and organizational priorities. B) Amplify your work through collaborative action by accessing the Rebuild platform to connect with community-based organizations, funders, and capacity-building service providers. C) Challenge power dynamics and change the narrative of funding in the sector by recommending peers for Rebuild and communicating the impact of flexible funds.



Nandita Bhatt sharing her experience with Rebuild as a partner organization
“We work in a very remote area where few NGOs are present. Platforms like Rebuild will help us gain needed exposure to skills, knowledge, and best practices that our peers in other parts of the country might have access to and are practicing. The ‘Rebuild, What, Why, How’ session sparked reflections on how we can leverage the Rebuild platform and flexible funding”– Chotak Gyatso, Leh Nutrition Project



Leaders discussing a case and unpacking learnings for the use of flexible funds
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Session: Creating Safe and Inclusive Workspaces (1/2)

In this session, through survey activities and real-life case studies, participants aligned on key aspects of the Prevention of Sexual Harassment (POSH) policy and discussed how they can effectively implement the policy at their organization. They also discussed their approaches to address POSH cases and explored tools and strategies to establish and maintain safe and inclusive work environments within organizations and the broader community.



Leaders participating in the survey activity, sharing opinions on questions around consent, need for POSH training among others



Session: Creating Safe and Inclusive Workspaces (2/2)

The key takeaways include A) Be abreast of POSH policy regulations, invest in team upskilling, and strengthen implementation to create a safe and inclusive workplace for all. B) Promote accountability and create a safe environment by ensuring transparent documentation and by taking and communicating strong action against perpetrators. C) Acknowledge and address cultural differences and nuances when implementing POSH policies, consider factors such as location, societal norms, and perceptions, to create more effective and inclusive strategies.

“As leaders of organizations, we need to reflect on our stance regarding sexual harassment. We must ensure alignment among all members of our organization before we can effectively make an impact on this issue in society. Thank you for raising these critical questions through the POSH session.”- **Narendra Singh, Gram Vikas Yuva Trust**

Session: Strengthening Fundraising and Elevator Pitch

In this session, participants were able to understand the nuances of funder engagement to build strong relationships and strengthen their fundraising efforts by discussing and exchanging experiences on ways to expand the donor base. They also learnt key principles of delivering an elevator pitch through activities and discussions.

The key takeaways include A) Master concise and impactful communication to engage funders with your organization’s mission, problem- solving approach, and funding needs. B) Strengthen your pitch with data and evidence. Design a compelling, impact-backed narrative to support your ask. C) Explore diverse funding sources to broaden your financial base and adapt your approach to engaging different types of funders effectively. D) Cultivate long-term funder relationships that go beyond funding (such as site visits, and sharing annual reports and updates). Persistent engagement ensures sustained visibility and a lasting impression.



Salena Antulay sharing the key principles of delivering an elevator pitch



Leaders learning about the ways to maintain funder relationships

Session: Wellbeing (1/2)

In this session, participants delved into the significance of mental health for NGO leaders and their communities. Through discussions and exercises, they explored diverse perspectives on mental health's relevance, insights on coping mechanisms, and support strategies within their organizations. The session also emphasized the need for prioritizing mental health as it is integral to effective leadership and organizational sustainability, advocating for continuous practices rather than one-time initiatives.

Session: Wellbeing (2/2)

The key takeaways include A) Prioritize leaders' mental health by investing in self-care practices to mitigate burnout. B) Integrate mental health considerations into organizational policies as well as into daily routines, fostering a culture of prioritizing wellbeing for sustained impact and success. C) Promote understanding and destigmatization of mental health at the workplace, embracing its significance for organizational and community resilience.



Tanuja Babre exploring what 'mental health' means for the leaders



Leaders discussing the challenges they face in their organization for prioritizing mental health

"We have components in our program that are very strongly needed for children in red light areas at the group level and individual level. But as a leader, I don't have anything for me and have not been able to demand it. Wellbeing is a crucial topic and this was an important session for us." – **Paramita Banerjee, DIKSHA**

Session: Why Compliance?

In this session, participants learned about the latest compliance requirements, the role of key stakeholders, and their significance in strengthening the organization's resilience. Through group activity, participants also reflected on the organization's compliance mandates across themes of Governance, Finance, Compliance, and other Legal Statutory bodies, etc.

The key takeaways include A) Recognize the critical role of compliance in ensuring transparency, accountability, and sustainability within the non-profit sector, enhancing trust and credibility with key stakeholders and funders. B) Stay vigilant about evolving compliance regulations. Preserve records from previous years to ensure compliance with the latest mandates. C) Familiarize yourself with certification frameworks and FCRA requirements; leverage tools and resources provided by organizations like GuideStar India to streamline and maintain regulatory compliance.



Pushpa Aman Singh sharing about the role of stakeholders in strengthening compliance



Leader clarifying doubts on compliance regulations

"Through the 'Why Compliance?' session, I got to learn about new and important aspects of compliance within an organization. I hope we get more opportunities to go deeper into this topic to strengthen our organizations." – **Kishori Baruah, Utsah**

Session: Gallery Walk

In this session, participants independently created innovative collaterals representing their organization's journey, work, and impact. Leaders had an opportunity to practice mock pitches and present their collaterals in small groups in a time-bound manner followed by feedback from the group.

The key takeaways included A) Overcome the tendency and pressure of sharing every detail of the organization in your presentation. Keeping it simple and succinct is key; too much information might lead to attention deficiency. B) Build a strong narrative by drawing a connection between your problem, and solution, and ask when presenting about your organization externally; it enables them to connect the dots and relate more to the organization's work and impact. C) Have a "differentiating factor" while communicating impact as many organizations come from the same sectors.



Leaders preparing their gallery walk collateral

"It was the first time I got feedback on how I articulate my organization's journey and learned from my peers as well through the 'Gallery Walk' session. It was a safe space where we got the opportunity to open up, share, and learn." – **Waseem Iqbal, Aim for Awareness of Society (AAS)**



Mary Songate presenting her organization's collateral

Session: Participatory Capacity Building (1/2)

In a structured manner, participants articulated their aspirations, needs, and current capabilities as an initial step toward fortifying their organizational resilience by filling out the baseline survey for the Rebuild India Fund. This survey also acts as a tool for leaders to contemplate their organization's current gaps and future aspirations across the three pillars of Institutional, Programmatic, and Financial resilience. The session involved discussions on capacity building needs, accompanied by insights into Rebuild's perspective and approach to capacity building.



Leaders sharing their perspectives on their approach to capacity building for their organization development in groups

Session: Participatory Capacity Building (2/2)

The key takeaways include A) Prioritize assessing organizational needs and bridging capacity gaps to enhance organizational resilience. B) Evaluate your organization's current level of development across different capabilities and identify gaps to bridge for future growth. C) Leverage Rebuild India Fund's support for your organization's development through opportunities for collaboration and resource sharing to enhance capacity and amplify impact.

"Linking capacity building with an organization's vision, mission, and objectives is crucial for creating maximum impact at both the organizational and community level. I found the baseline survey activity to be very reflective and I will take back learnings to my organization." – **Indramani Sahu (Samarpan)**

Session: Theme-based Discussions to Drive Collaborative Impact

During this session, participants engaged in activities, peer discussions, and reflections to explore synergies with diverse organizations working in similar or adjacent thematic areas. This session also aimed to provide insights into the Rebuild journey and ways to engage with the Rebuild community.

The key takeaways include A) Explore collaborations (share existing resources, and expertise and undertake research) with peers working in similar themes to enhance capabilities and foster co-learning. B) Facilitate cross-community engagement (through dialogues, community visits, etc.) to discuss common issues, experiences/learnings to thereby foster solidarity. C) Initiate policy-level discussions across different states, to catalyze collective efforts for systemic change, thereby fostering accountability in stakeholders.



Udita Shome facilitating discussion on the aspirations of the group's organizations



Leaders discussing about their needs and challenges of working in the sector. These interactions are very fruitful for learning and I hope to engage more with my peers through the Rebuild journey." - Dr. Dilip Barsagade, Society For Peoples Action In Rural Service And Health (SPARSH)

Rebuild's Annual Gathering

The Rebuild community celebrated a key milestone in its journey of partnering with 100+ grassroots organizations through its annual gathering. The gathering saw the participation of 150+ stakeholders-portfolio leaders, Investment Committee (IC) members, key ecosystem stakeholders from capacity-building organizations, and funders showcasing the collective dedication of all the stakeholders towards supporting grassroots organizations in India. A key aim of this gathering was to collectivize diverse stakeholders and create a platform for knowledge exchange and collaboration, all with the shared vision of strengthening grassroots organizations.

The day was packed with activities and discussions designed to delve into various topics crucial for NGO development- including trust-building, driving narrative change towards flexible funding by sharing evidence of the Rebuild movement, making the selection process more participatory by involving Rebuild NGOs and recognizing opportunities provided by the Rebuild platform.

In line with Rebuild's aim to create pathways of access, a key session of the day was 'Rebuild's Marketplace Ecosystem', where we were joined by 15+ experts from organizations like Sattva Consulting, ATMA, Tech4Dev, GuideStar India, Jan Sahas' Grassroots Resilience Initiative, Anubhuti Trust and Dasra. These experts led small group discussions on diverse themes of organization development like-Technology, Reporting, Fundraising, Platform building, Communications, Compliance, etc. The session highlighted the collective dedication and shared vision of the sector which hopefully will be further strengthened in the future.

Key takeaways highlighted Rebuild's significant impact on grassroots NGOs across India, the importance of trust-based giving, and the potential for its model to inspire similar initiatives at a large scale. Overall, the gathering highlighted collaboration, building trust, and working together for a collective impact as key elements of Rebuild's mission.



Portfolio leaders, Dasra team and key ecosystem stakeholders who joined Rebuild's Annual Gathering

Facilitators and Speakers

- **Anantvijay Singh**, Manager, Dasra facilitated the 'Gallery Walk' session where partners shared about their organizational journeys using creative ways in a time-bound manner. He also facilitated the 'Participatory Capacity Building' session where participants filled out the Baseline Survey form along with the 'Theme based discussions to drive collaborative impact' session that aimed at exploring synergies among peers.
- **Deval Sanghvi**, Co-founder, Dasra, and **Nandita Bhatt**, Director, Martha Farrell Foundation, co-facilitated the 'Rebuild- What, Why, How,' session. In this session, participants built an understanding of the Fund, its principles, and attributes. They also learned about the key elements of the RIF and reflected on how can they leverage flexible funding.
- **Nandita Bhatt**, Director, Martha Farrell Foundation facilitated the 'Creating Safe and Inclusive Workspaces' session where participants learnt the importance of the Prevention Of Sexual Harassment (POSH) at workplace act and how they can establish and maintain safe and inclusive work environments.
- **Pushpa Aman Singh**, founder and **Sangeeta Mukherjee**, Deputy Manager of Guidestar India co-facilitated the 'Why Compliance' session where they shared insights on the importance, evolution and future of compliance in India. Through tools and frameworks, they also empowered the participants on how to navigate the current regulatory ecosystem and leverage certifications for establishing credibility.
- **Saleha Antulay**, Manager, Dasra facilitated the 'Strengthening Fundraising and Elevator Pitch' session that focused on developing an understanding of the nuances of funder engagement to build strong relationships and strengthen their fundraising efforts. Participants also learnt key principles of delivering an elevator pitch through activities and discussions.
- **Tanuja Babre**, State Consultant for Mental Health and Psychosocial Support, UNICEF facilitated the 'Wellbeing' session where participants delved into the significance of mental health for NGO leaders and their communities. Through discussions and exercises, they explored diverse perspectives on mental health's relevance, insights on coping mechanisms and support strategies within their organizations.

Participants Speak!



“For the first time in my experience of 25 years within the sector, we received all communication and collaterals in both English and Hindi from the Rebuild team. This made me realize that it's all about the mindset to be inclusive and having the willingness to go the extra mile to support everyone.”

- Dr. Rita Mishra, Patang



“What we have been envisioning and hoping for all this time can now become real and possible with Rebuild’s support. I feel proud and grateful to be a part of Rebuild India Fund. The partner workshop has left me energized.”

- Indramani Sahu, Samarpan



"The content of the workshop was relevant, and the facilitators were very supportive and engaging. I felt very energetic throughout and the workshop felt like it was an actual rebuilding process for grassroots leaders and organizations.”

– Darmiyan Singh, Drishti

Rebuild India Fund: Workshop 5 Participants

Sr. No.	Participants Name	Designation	Organization Name	Thematic Area
1	Anil Pradhan	Member Secretary	Sikshasandhan	Education, Livelihood
2	Bijaylal Mohanta	General Secretary	Centre for Regional Education, Forest & Tourism Development Agency (CREFTDA)	Gender, Climate and Ecology, Research Advocacy & Capacity Building
3	Chandrakala Sharma	Coordinating Director	Ekal Nari Shakti Sansthan (ENSS)	Research, Advocacy & Capacity Building, Livelihood, Gender
4	Chotak Gyatso	Executive Director	Leh Nutrition Project	Livelihood, WSH
5	Darmiyan Singh	Additional Director	Drishti	Research, Advocacy & Capacity Building, Human Rights and Social Justice
6	Dasharathi Behera	Secretary	Seva Niketan	Financial Awareness and Pathways, Livelihood, Research, Advocacy & Capacity Building, Climate and Ecology
7	Dr. Dilip Barsagade	President & Executive Director	Society For Peoples Action In Rural Service And Health (SPARSH)	Financial Awareness and Pathways, Child Rights & Protection, Education, Health
8	Edwin	Director (Programmes)	Human Rights Advocacy and Research Foundation (HRF)	Gender, Human Rights and Social Justice
9	Helan Joyes A.	Secretary	Women's Education And Economic Development Society	Livelihood, Gender, Research, Advocacy & Capacity Building
10	Indramani Sahu	Secretary	Samarpan	Livelihood, Gender, Health, Child Rights & Protection
11	Jeevanandam A.	Executive Director	Integrated Rural Community Development Society (Ircds)	Child Rights & Protection, Livelihood, Gender
12	Kabir	Director Advisor	Brave Souls Foundation	Livelihood, Gender, Health
13	Kishori Baruah	Programmes Manager	Utsah	Child Rights & Protection
14	Kranti Khode	Director	Jan Sahas Empowerment Society	Research, Advocacy & Capacity Building, Health
15	Mary Songate	General Secretary	Cod Nerc	Livelihood, Financial Awareness and Pathways, Gender, Health
16	Meraj Ahmed	Co-founder	Northeast Centre for Equity Action on Integrated Development (NEAID)	Education, Climate & Ecology, Health, WSH
17	Merin Varghese	Coordinator	Tamil Nadu Domestic Workers Welfare Trust	Research, Advocacy & Capacity Building, Livelihood
18	Narendra Kumar Singh	Managing Director	Gram Vikas Yuva Trust	Research, Advocacy & Capacity Building, Health

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19	Neelam Besra	Secretary	Jharkhand Mahila Uthan	Research, Advocacy & Capacity Building, Art, Culture and Sports, Livelihood, Child Rights & Protection, Human Rights and Social Justice
20	Paramita Banerjee	Founder and Chief Functionary	Diksha	Art, Culture and Sports, Education, Research, Advocacy & Capacity Building, Child Rights & Protection, Health
21	Paulomee Mistry	Director	Disha	Research, Advocacy & Capacity Building
22	Pauzagin Tonsin Gin	Director	Centre for Community Initiative (CCI)	Education, Livelihood
23	Rajabhau Jodh	Director/ President	Manav Vikas Foundation	Research, Advocacy & Capacity Building, Health
24	Rajani	Executive Director	Sahyogi	Human Rights and Social Justice, Gender
25	Rajendra Bandhu	Executive Director	Samaan Social Development Society	Livelihood, Gender, Health
26	Rajendra Mewada	Secretary	Yuva Vikas Mandal	Education, Livelihood, Gender, Human Rights and Social Justice
27	Rita Mishra	Founder and CEO	Patang	Child Rights & Protection, Education, Livelihood, Health
28	Rohini Monica	Fundraising Manager	Women's Education And Economic Development Society	Livelihood, Gender, Research, Advocacy & Capacity Building
29	Sangeeta	Director	Udan Women Empowerment Welfare Society	Human Rights and Social Justice, Education, Gender
30	Santosh K. Dewanagan	Program Director	Gram Mitra Samaj Sevi Sansthan (GMSSS)	Research, Advocacy & Capacity Building, Education, Livelihood
31	Satyendra Kumar	National Convener	Gram Jagat	Research, Advocacy & Capacity Building
32	Sourapalli Bheemaroo	Executive Director	Voluntary Integration for Education and Welfare of Society (VIEWS)	Education, Livelihood, Agriculture, Research, Advocacy & Capacity Building
33	Suvarna Damle	Executive Director and Board member	Prakriti	Livelihood, Agriculture, Gender, Research, Advocacy & Capacity Building
34	Vishnu Gopal	Director	Gramin Shiksha Kendra	Art, Culture and Sports, Education, Livelihood, Gender
35	Waseem Iqbal	Secretary	Aim for Awareness of Society (AAS)	Education, Livelihood, Health

Rebuild India Fund: Cohort 5 Organizations





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