

Three overlapping blue geometric shapes: a semi-circle, a rounded rectangle, and a rectangle, arranged horizontally.

Rebuild Partner Workshop

Cohort 6

Introductory Module Synopsis

19th to 21st June, 2024

New Delhi

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.

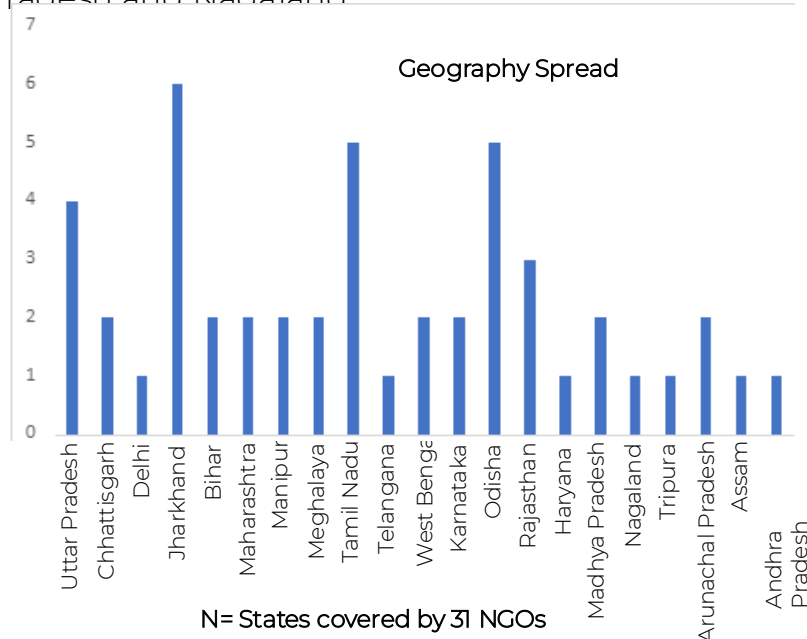
This was the sixth such workshop conducted by RIF to welcome its newest cohort. It was a 3-day workshop that took place at Zorba the Buddha in Delhi. It brought together 34 leaders from 31 unique organizations working across diverse sectors. It was conducted in two languages- Hindi and English and Tamil support was 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. This approach increased absorption and made the content more relatable and actionable.

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 sixth partner workshop had leaders from 31 unique organizations working in remote, conflict-impacted, disaster-prone areas across rural and urban geographies of Jharkhand, Tamil Nadu, Odisha, Uttar Pradesh etc. The organizations hail from 19 diverse states and 1 union territory of India and this cohort explored new geographies like Haryana, Tripura, Arunachal Pradesh and Nagaland.



N = States covered by 31 NGOs

Rebuild NGOs are spread across the country

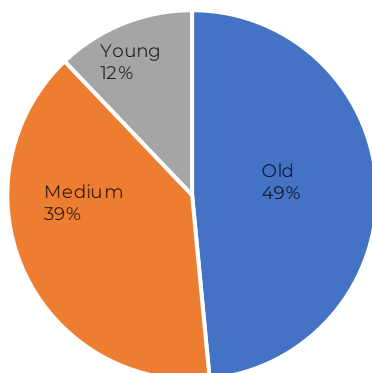
The fund places its trust in the leaders who deeply listen to the communities and design interventions that are tailored to their needs. 38 percent of the organizations are led by leaders identifying as women. Overall, 72 percent of the organizations are served by proximate leaders who have lived experiences 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 (91 percent) have budgets less than 2.5 cr.

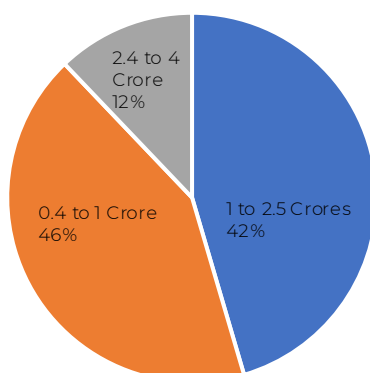
Participant NGO Analysis (2/2)

The Rebuild cohort constitutes of NGOs primarily over 25 years of age followed by NGOs between 15 to 25 years of age. Majority of them fall under the category of INR 40 lakhs to 1 crore. Majority of them work with communities in rural areas.

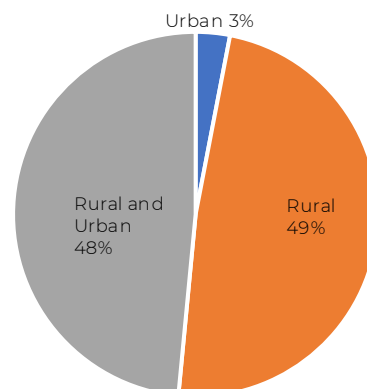
NGO age spread



Budget spread



Rural – Urban spread



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, climate, etc. Majority (66.6%) of NGOs have focus on livelihoods as their intervention area. While only two organizations have direct interventions on climate, it intersects with other thematic areas such as livelihoods, 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 persons with disabilities.

Session: Rebuild- What, Why, How

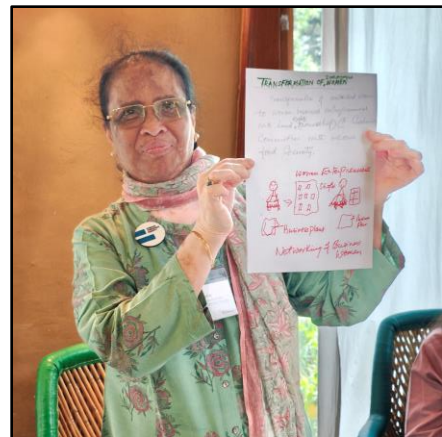


In this session, participants built an understanding of the Fund's principles, and its attributes. Through previous cohort examples, they deep-dived into flexible funding, its importance, and its applicability in their context. Through group discussions, participants explored ways of leveraging flexible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

The key takeaways include A) Leverage the Rebuild platform to deepen your understanding of unrestricted funding, access resources and network to gain knowledge and capacity building support to address your organization's unique needs and priorities. B) Support the ecosystem by recommending your peers for Rebuild to contribute to building resilience in the grassroots organizations ensuring they continue to serve the communities effectively. C) Leverage Rebuild's experience to influence the funding ecosystem for greater flexibility by communicating the impact of unrestricted grant making.



Deep Jyoti in conversation about RIF's principles



Sasiprabha sharing her organization's vision with the larger group

"The 'Rebuild, What, Why, How' session is a good reflection on values and principles of the NGOs and the philanthropy sector."- **Paul Lokho, Pro Rural**

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.

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

The key takeaways include A) Promote awareness of workplace policies, conduct regular training, and form Internal Complaints Committees to foster a culture of safety and accountability. B) 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. C) Promote accountability and create a safe environment by ensuring transparent documentation and by taking and communicating strong action against perpetrators.



Nandita Bhatt talking about the power dynamics at the workplace that impacts victims of sexual harassment.



Leaders participating in the survey activity, sharing opinions on questions around consent.

“Through the session on ‘Creating Safe and Inclusive Workspaces’, I was able to learn new concepts about enabling a safe workspace that I can implement in my organization.”- Madhumita Jana, Kankura Masat Social Welfare Society

Session: Strengthening Fundraising (1/2)

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.

The key takeaways include A) Tailor your fundraising collaterals to meet the specific needs and interests of different donors, to enhance engagement, arouse curiosity and prompt further conversation. B) Cultivate long-term funder relationships that go beyond funding (such as site visits, sharing annual reports and updates). Persistent engagement ensures sustained visibility and lasting impression. C) Leverage Rebuild's platform to establish credibility and gain trust with potential funders.



Shreya Mane sharing about ways to maintain funder relationships



Daulat Ram sharing his fundraising challenges

“There’s a constant struggle to write proposals but through the session on ‘Fundraising’ I could learn about some emerging tools and ways that gave me clarity on how to do effective fundraising. Additionally, focus on the social media aspect of fundraising was value additive.”- Iyyappan Subramaniyan, Sri Arunodayam Trust

Session: Communications (1/2)

In this session, participants learned about enhancing their organization's brand value through consistent and compelling social media content and personalized storytelling. The importance of identifying and defining objectives, audience, and messages for effective communication was emphasized on, along with the need for empathy and audience’s awareness.

The key takeaways include A) Develop a strategic communication plan with a clear mission, specific goals, and tailored messaging, regularly adapting based on audience feedback. B) Leverage social media platforms (Facebook, LinkedIn, Instagram) effectively to share impactful stories and engage with your audience to increase visibility of the organization’s work. C) Encourage non-financial support like volunteering and information sharing from your online audience while maintaining a supportive online presence to foster a community of supporters.



Simran Galipothu sharing an example of Rebuild grantee organizations who have well-maintained social media accounts



Kamalakkannan sharing his thoughts on the changing trends of communication

“The planning activity conducted in the “communications’ session was helpful for us as our organization’s priority has been to create a communications plan for a very long time.”- C. Ramadass, Rural Education and Development (READ) Foundation

Session: Why Compliance? (1/2)

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) Emphasize on transparency and compliance to enhance trust and credibility in the NGO sector, aiming to shift charitable giving in India towards more formal mechanisms. B) Familiarize yourself with certification frameworks and FCRA requirements; leverage tools and resources provided by organizations like GuideStar India to streamline and maintain regulatory compliance. C) Recognize the critical role of compliance in ensuring accountability, and sustainability within the non-profit sector, enhancing trust and credibility with key stakeholders and funders.



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



Bhupesh Vaishnav sharing 'Accountability' as the word his group associates with Compliance

“The ‘Compliance’ session was both powerful and insightful, highlighting the critical importance of compliance and an engaging session which enabled us all to collectively reflect.” - **Ajay Kumar Jaiswal, Association for Social and Human Awareness (ASHA)**

Session: Gallery Walk (1/2)

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

The key takeaways include 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, 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.



One of the groups of leaders presenting their collateral

“The feedback that came from the group and externals during our presentations in ‘Gallery Walk’ session was very value additive.”-
Muhammad Suhail, Sakhi Trust

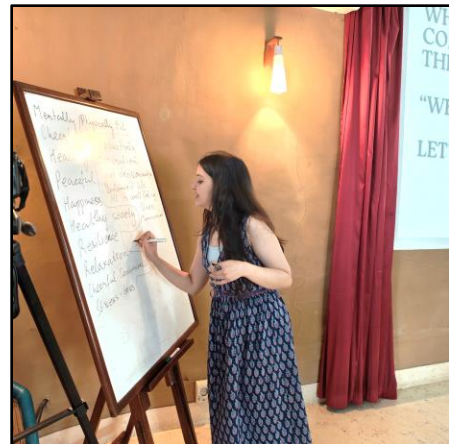
Session: Wellbeing (1/2)

In this session, participants delved into the significance of mental health for NGO leaders and their communities. Through discussions and exercises, they explored different ways on how to care for oneself and for the team members. 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.

The key takeaways include A) Recognize and address burnout of oneself and the team members by identifying signs early, promoting work-life balance, and encouraging self-care practices. B) Emphasize on the holistic nature of well-being, integrating mental, physical, and social aspects to build resilience and enhance productivity at the workplace. C) Prioritize team well-being by creating a safe space and providing mental health support to foster a supportive work environment.



Anjali discussing the signs and symptoms of burnout



Tamanna Basu taking a note of the words associated with 'Wellbeing'

“Some activities give you energy, and you should incorporate them into your work. For me, it’s storytelling- it keeps me energized and creates a sense of belonging. The ‘wellbeing’ session sparked valuable insights on activities that we can share with our team and nudged us to think and discover new ways that energize everyone at work.” - **Sachidananda Mishra, JEETA**

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.

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 development through opportunities for collaboration and resource sharing to enhance capacity and amplify impact.



Anantvijay Singh sharing the significance of Baseline Survey



Leaders filling the part 2 of Baseline Survey form

“While filling the Baseline Survey form in ‘Participatory Capacity Building’ session, I reflected on the fact that how our organization has everything in place yet nothing in place as we are not executing our plans. This reflection has helped me in chalking down solid next steps on what do I need to do when I get back.” - **Indu Sahu, Chetana Child & Women Welfare Society**

Session: Unlocking Potential: Strategies for Capacity Building (1/2)

In a discussion, participants explored the journey of sector leader to gain insights into capacity building for their own organizational contexts. The session included discussions on defining organizational scale, leadership responsibilities, and Protsahan's capacity building framework. There was an emphasis on the importance of organizational culture, communication, and strategic processes for effective development.

The key takeaways include A) Prioritize holistic capacity building across fundraising, programs, finance, and compliance to support organizational growth and resilience. B) Cultivate a culture-centric approach to capacity building, balancing people and processes while investing in strategic and structural elements. C) Define scalable impact beyond budget size to articulate your organization's unique mission to communicate a sector level impact effectively to stakeholders.



Sonal Kapoor discussing different ways to write the funding proposals



Jai Prakash sharing his challenges related to the organization culture

“The ‘Unlocking Potential: Strategies for Capacity Building’ session was very value-additive with logical discussions which were supported with relevant examples. The facilitator had a good grip on the content of the session, which enhanced learning and absorption.”- **Ajay Kumar Jaiswal, Association for Social and Human Awareness (ASHA)**

Facilitators and Speakers

Anantvijay Singh, Associate Director, 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.

Deep Jyoti Sonu Brahma, Director, Farm2Food Foundation, 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 Lathika Rajan, Senior Manager at 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.

Shreya Mane, Team Lead, Dasra facilitated the 'Strengthening Fundraising' session that focused on developing an understanding of the nuances of funder engagement to build strong relationships and strengthen their fundraising efforts.

Tamanna Basu, Core Lead and **Anjali**, Operations Lead at Shakti Shalini co-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

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