



NEWSLETTER

January to March 2025



The second year of the North East Organizational Development (NoDe) program focuses on one-on-one interventions with the Civil Society Organizations (CSOs) to address their specific needs.

Building on the first year's learnings, this approach aims to meet each partner's timely requirements and expand the scope of Organizational Development in the region.



One-on-One Data Management Support with PRDA

On 3rd and 4th of February, 2025, the NoDe team visited PRDA to provide support in developing their Management Information System (MIS) as part of their strategic plan. The two-day training focused on: Deepening understanding of data management processes, Co-creating a data management system, Designing an action plan for MIS development.

The sessions covered data collection, storage, analysis, reporting, and dashboard creation. The team also explored digital data tools, aligned key themes with PRDA's strategic goals, and initiated the development of their Theory of Change (TOC).

By the end, PRDA had developed a data collection tool, a dashboard, and began consolidating data onto a common platform. A follow-up mechanism was set to ensure successful implementation of the planned deliverables.



Strategic Planning and MIS Training with DiYA Foundation

A one-day strategic planning session was held with DiYA Foundation to support their ongoing transitions, restructuring, and system design. The core team engaged in discussions to refine their organizational strategy, set goals, and work on structural design.

The session included a review of their strategic document with feedback from Pradyut Bhattacharjee. Brainstorming sessions helped clarify key themes, followed by an exercise to analyze the current and expected organizational structure. This led to the development of a draft organogram, to be finalized in their Annual Review meeting.

Action plan included finalizing the strategic plan, Theory of Change document, and developing a consolidated data management system.



Need based one on one support on MIS with DiYA Foundation

During the strategic planning session, DiYA Foundation identified the need for a data management system. Therefore, on February 24, 2025, the NoDe team conducted a one-day MIS training with DiYA's MIS person and a core team member at the SeSTA Office.

Key Highlights of the training covered:

- Connecting TOC with MEL Framework: Explored the 5W and 1H approach, logical framework, and DiYA's perspective plan for effective impact measurement.
- Standardized Data Format: Collaboratively designed a data format for centralized storage, consistency across projects, and a data migration plan.

The session concluded with an action plan to develop the TOC, finalize the data collection format, and migrate existing data to the new system.



Need based support on HRM and Communication Strategy with Aman Foundation and ASHA

NoDe provided need-based one-on-one support to Aman Foundation and ASHA on Human Resource

Management (HRM) and communication strategies. In February 2025, a two-day visit to Aman Foundation included a field visit and working sessions on organizational purpose, culture, HR policies, and fundraising pitch decks, along with Canva training to boost communication visibility. The team drafted job descriptions, recruitment ads, and a brochure.

Aman Foundation has successfully secured an Early-Stage Grant from the Azim Premji Foundation.

In March 2025, ASHA's two-day session focused on organizational culture, HR policy development, and digital communication tools, leading to Canva for Non-Profits registration and access to Google for Non-Profits.



Refresher training on Accounts and Finance with MOSONiE, Sanjog and Bethel Life Care Charitable Trust (BLCCT)

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One-on-One Support on Communications:

Video Documentation and Storyboard Development with MOSONiE and DiYA Foundation

NoDe conducted a three-day on field training on video documentation and storyboard development with MOSONiE on 3rd to 5th of March and with DiYA Foundation on 5th to 9th March 2025, supported by NoDe communication expertise. The training focused on creating storyboards, shooting video bytes, and developing the organizational videos. Pre-visit online calls introduced storyboard basics, visual storytelling, and brand guidelines. During the sessions, teams co-created storyboards, conducted field shoots, and captured video bytes showcasing organizational best practices.



Support to PESCH on developing Project on Community Market

NoDe organized an online, need-based session with PESCH to help structure a project proposal for their new Community Market initiative in Cachar District, Assam. After 10 years of efforts, PESCH

successfully brought together diverse communities from Assam's Barak Valley and Manipur to create a sustainable income-generating platform through a weekly community market (haat), focusing on women's entrepreneurship. The proposal, secured funding in March 2025, marking a significant achievement for PESCH and the community's development.



In-Person Central Workshop on MIS and Fundraising Strategies

An advanced-level workshop on MIS was held from March 5-7, 2025, in collaboration with LEVERS Group, with advisors supporting each CSO throughout the sessions. The workshop focused on key areas such as understanding data, data collection tools, monitoring, evaluation, and learning (MEL), data storytelling, reporting, and fundraising.

The first day covered data basics, tools, and logical frameworks through group activities, followed by networking. The second day focused on developing logical frameworks, using Excel and Google

Sheets, and budget planning and tracking. The third day enhanced communication skills through storytelling, fundraising, and pitch deck development, with hands-on activities and presentations for feedback.

As a result, CSOs created their own pitch decks and began developing their Organizational MIS systems, marking a progress in data management and fundraising capabilities.

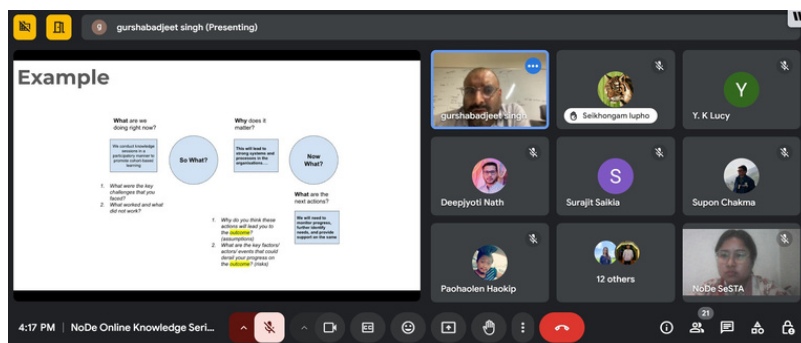


In-Person Central Workshop on MIS and Fundraising Strategies

Two Knowledge Series sessions were held this quarter to strengthen CSO's understanding of organizational development strategies.

The first session, "From Projects to Programs: A Strategic Shift" by Jennifer Liang (January 31, 2025), focused on the distinction between projects and programs, highlighting the importance of shifting from a project-centric to a strategic program approach. It encouraged organizations to think more strategically about their roles beyond project management leaning towards a programmatic approach.

The second session, "Theory of Change (ToC) for Empowering Grassroots Action" by Gurshabadjeet Singh conducted on February 28, 2025, explored the ToC framework's application at organizational, program, and project levels. It included interactive group exercises through breakout rooms on Google Meet, concluding with a practical initiative to develop each organization's ToC, supported by the resource person.



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THEORY OF CHANGE FOR EMPOWERING GRASSROOT ACTION?

Guest Resource Person
GURSHABADJEET SINGH

"Gurshabadjeet Singh is a **MEL and strategy practitioner** with over 14 years of experience **designing learning-focused, user-centered systems**. He has worked across sectors such as **rural livelihoods, renewable energy, health, and gender equity, supporting grassroots NGOs, international agencies, foundations, and networks.**

Gurshabad is invested in reimagining **MEL to go beyond compliance, embracing 'playful creativities'** while reducing drudgery and fatigue."

Time 3:00 PM - 5:00 PM Date 28th Feb 2025

Online Knowledge Series

Scan here to join

A Section on Research:

Climate Change Mitigation, Adaptation and Resilience: Towards Sustainable Livelihoods in Four States of Northeast India.

NoDE-SeSTA has initiated a study aimed at understanding the impact of climate change in the states of Assam, Manipur, Nagaland and Tripura in India. This research is titled 'Climate Change Mitigation, Adaptation and Resilience: Towards Sustainable Livelihoods in Four States of Northeast India'. It looks into the effects that changes in certain aspects of climatic conditions have on livelihoods which are primarily associated with agriculture, aquaculture and livestock rearing.

Market demands and several scientific innovations in these sectors, have evidently led to certain changes in the cropping cycles and patterns in the region. However, this study aims to understand if the crop cycles and crop patterns are also impacted by any observable changes in the temperature and rainfall over the past decade or so. Additionally, it looks at any changes in the quality of soil and water, access to irrigation facilities or the lack thereof, and availability or non-availability of other natural resources due to climatic conditions. These factors determine the quality and quantity of farm produce, and in turn, the quality of life for those engaged with such livelihoods. Furthermore, changes in climatic conditions may adversely affect the livestock and other farm and aquatic animals through a lack of food, disease outbreaks and higher mortality rates, etc. As such, it is essential to understand traditional adaptation practices and more innovative scientific ones, and to formulate mitigation strategies where required, to enhance climate resilience and help the communities in adaptation and ensuring more sustainable livelihoods.

This research is being conducted in select districts of these four states, chosen based on their existing climate vulnerability and proneness to extreme weather events and natural calamities. Barpeta, Bongaigaon, Cachar, Dhemaji and Dhubri districts in Assam, Bishnupur and Tamenglong districts in Manipur, Peren district in Nagaland and West Tripura district in Tripura have been selected for this study. In this study NoDE partners PRDA, PESCH, RBA, SUS, and other organization development partners SEDO and SeSTA were conducted primary data collections in their respective regions. The different terrain of the selected districts would provide a more holistic understanding of the issues facing this region due to changes in climatic conditions. Whether in terms of agricultural practices and techniques, seed preservation methods, methods of irrigation, livestock rearing, fishery and aquaculture, or more, this research examines the existing practices and their adaptability, and explores further innovations that may be helpful in countering any possible adverse effects of climate change on such livelihoods. This research employs both quantitative and qualitative methods of data collection, which allows for a deeper understanding of the problems and enables better scope for addressing them through the findings.





Income-Expenditure Analysis of Rural Economy: Assam, Meghalaya and Manipur

Rural livelihoods in Northeast India are vulnerable to shocks such as climate change, economic fluctuations, and political instability has negatively impacted agriculture and infrastructure, reducing productivity and disrupting livelihoods. To implement effective development interventions, it is essential to understand the income sources and vulnerabilities of rural households.

The research studied the economic activities in rural Northeast India at a micro level, focussed on income sources from both farm and non-farm activities. It analyzed income levels, expenditure patterns, savings, investments, and welfare payments. The study also identified challenges that hinder rural households from diversifying income sources, such as limited market access, insufficient skills, and inadequate infrastructure. This shift is driven by challenges in farming and the appeal of more profitable options.

The study has been conducted in Assam (Baksa, Udalgori, Darrang, Kokrajhar, and Karbi Anglong), Manipur (Tamenglong), and Meghalaya (East Khasi Hill) by the NoDE partners RNBA, ASHA, Sanjog, and Professionals from SeSTA's field.

CSO Repository Compendium: Field visit, Documentation and Panel Discussion

In November 2024, the Northeast Organizational Development for Empowerment (NoDe) team envisioned mapping out Civil Society Organizations (CSOs) working across Northeast India. A team of experts from development sectors aligning with the same thought came on board and journeyed to field areas of development organizations. Three months of relentless work by the team has managed to document 62 CSOs out of which some organizations became a part of the repository compendium.

To take this journey forward, NoDe reached out to Axis Bank Foundation (ABF) and North East

Together (NET) to organize a workshop that would bring together funders & CSOs who would meet

and present the developmental scope in the region by each participating organization.

Therefore, on the 5th of May 2025, in Mumbai, we will gather. The event will revolve around the

representation of the region's development opportunities with others.



Panel Discussion on CSO Repository

Under NODE, SeSTA has been working diligently to create a comprehensive repository of Civil Society Organizations (CSOs) actively contributing to the development of Northeast India. After receiving 75 submissions through an Expression of Interest (Eoi), 62 organizations were shortlisted based on thorough criteria, including operational experience, documentation, and active field presence. A panel discussion on the NODE CSO Repository was conducted on 10th March 2025, at SeSTA office Guwahati for shortlisting the final CSOs to be taken forward for the documentation process for the Compendium.

On March 10, 2025, a panel discussion was conducted for shortlisting the CSOs, which included the following esteemed Panellists:

- Ananya Goswami (UNICEF)
- Biswanath Sinha (WaterAid)
- Arpon Bhattacharjee (Transform Rural India)

During this session, SeSTA professionals and external experts presented detailed profiles and best practices of the shortlisted CSOs. The panel engaged in meaningful discussions to finalize the organizations that will be featured in this repository.

This initiative is a step forward in amplifying the impactful work of CSOs in Northeast India and establishing collaboration for sustainable development



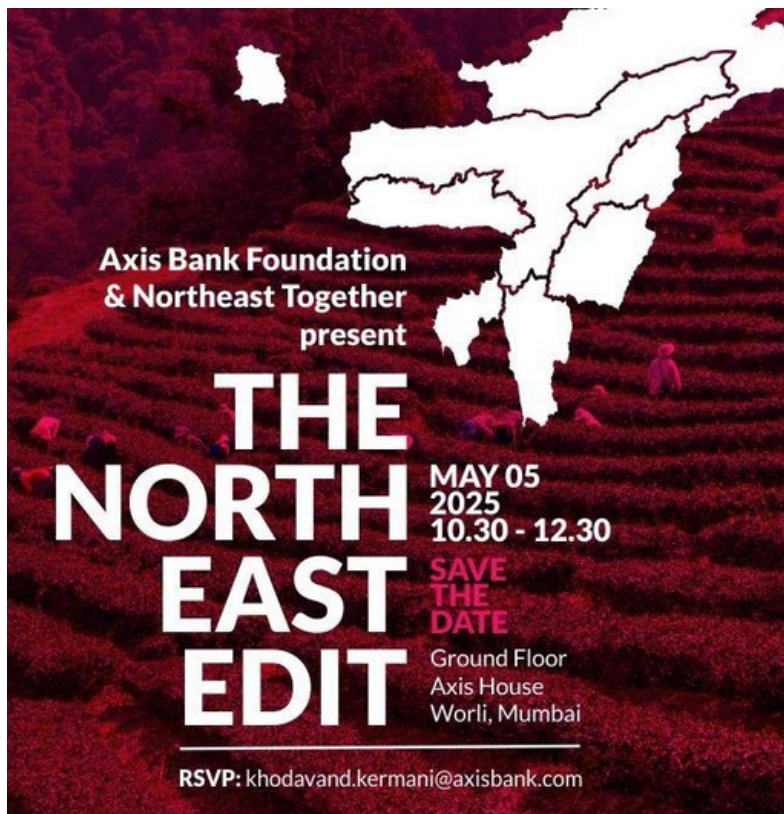
Panel Discussion on CSO Repository

The CSO Repository will be Unveiled in the event which is upcoming on 5th of May 2025 in Axis House, Mumbai.

In this event, the genesis of Northeast, Opportunities Development scopes and the vulnerabilities existing in the region will be unleashed. A gallery walk will be organized to deep dive into each state's developmental scopes. A panel discussion will be conducted on the opportunities and scope to work around the development sector of Northeast. Finally, the CSO Repository Compendium will be Unveiled.

Going ahead the Thematic workshops will be conducted in clusters of CSOs in order to address the region-specific needs. A workshop on Baseline Survey will be conducted in order to equip the partner CSOs with the skills of conducting baseline data collection and surveys.

Need specific training sessions on different themes around Organization Development will be designed to provide handholding support to the CSOs along with in person visits.



Axis Bank Foundation
& Northeast Together
present

THE NORTH EAST EDIT

MAY 05
2025
10.30 - 12.30
**SAVE
THE
DATE**

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Worli, Mumbai

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The North East Edit showcases the vibrancy of northeastern states along with development opportunities and priorities.

Axis Bank Foundation partners with NGOs to support livelihoods in rural India.

Northeast Together (NET) is a CSO led network to support development priorities in each of the northeastern states.

Motivated by shared goals, together for co-ordinated action.

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