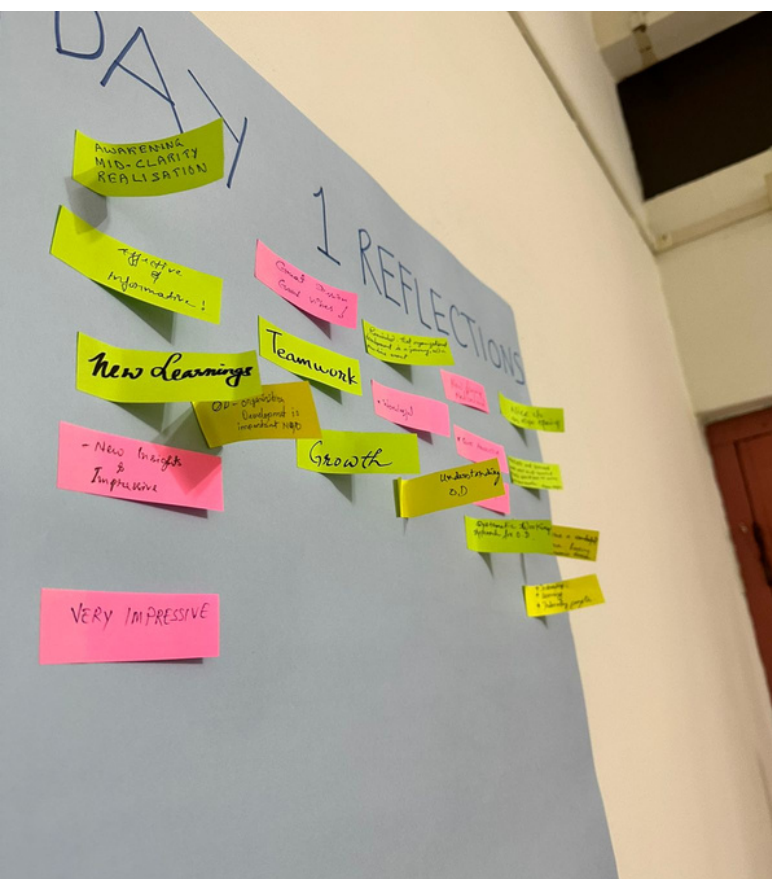


NEWSLETTER

**October to
December
2025**



Learning & Capacity Building Initiatives

NoDe Peer Learning Assessment

September 2025: Phase II of the Peer Learning Assessment conducted through Cross Learning Visits and NoDe Assessment Visits, focusing on organisational development.

November–December 2025: Preparation for implementation of thematic demonstrations and next phase of support.

October 2025: Pitching process held; 5 CSOs shortlisted and supported by NoDe to develop and present their pitches before a panel. MOSONiE and ASHA selected as pitch winners for Critical Funding.



NoDe

The NoDe Pitch 2025

The **NoDe Pitching Process** is a milestone in strengthening CSOs in Northeast India.

Following a Peer Learning & Assessment, five CSOs have been shortlisted to present their Innovative Pitch on **"Model Demonstration"**.

A panel of three sector experts will review the pitches on **28th of October 2025**.

Two CSOs will be selected and will be provided with **"Support to CSOs for Critical Funding / Model Demonstration"**.

Panel Members:



Harshvardhan Dhawan
Program Lead
Axis Bank Foundation



Sushma Shashidhara
Senior Program Manager
NVIDIA



Kankana Borah
Program Manager
Azim Premji Foundation

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NoDe
Northeast Organizational Development for Empowerment

PITCH FOR CHANGE
NoDe Innovation Pitch 2025
Celebrating Innovation & Impact Northeast CSOs

Meet Our Winners



AsHA
Altruism Society Honour Assistance



MOSONiE
SOCIO-ECONOMIC FOUNDATION

Congratulations!

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Did you know?

MOSONiE (Mosonie Socio-Economic Foundation) is a women-led, community-driven organisation based in Ri-Bhoi, Meghalaya, focused on empowering underserved communities through collective action, sustainable livelihoods, health, and education. The word MOSONiE comes from a tribal term meaning "less of me, more of us," reflecting its vision of shared wellbeing.

Exposure Visit to High Impact Organisations

As part of the NoDe programme, two exposure visits were organised to high-impact organisations for participating CSOs. The CSOs were divided into two groups, and the visits were conducted from 8th to 10th December, providing participants with opportunities for hands-on learning and peer exchange. The visits strengthened organisational development by exposing CSOs to proven models, governance practices, and scalable approaches.

Gram Vikas is a community-led organisation based in Odisha that strengthens village institutions through integrated work in water, sanitation, livelihoods, habitat, and education. The visit provided practical insights into its organisational systems, programme planning, and support functions, and highlighted replicable community-driven approaches for sustainable and inclusive development.



Community interaction in Gram Vikas

Manjari Foundation is a grassroots organisation based in Rajasthan that strengthens rural women's entrepreneurship and collective livelihoods. The visit offered insights into its community-led models and institutional systems, including FPO clusters such as pickle, dairy, and jute product units, demonstrating how collective ownership enables leadership, confidence, and sustainable livelihoods.



Visit to Goat Bank

An online follow-up session was held after the exposure visit, with the core team members of the 1st Cohort. Participants who joined the exposure visit presented a PPT highlighting key learnings and shared practical ideas on how these insights could be implemented.

"It was truly an enriching and impactful experience for all of us. The insights we gained, the practical exposure we received, and the new perspectives we learned have added immense value to our understanding."

-Shrabana Sharma, Project Coordinator, Bethel Life Care Charitable Trust

In-Person Support & Field-Based Learning: Exposure Visits

MOSONiE: Building Systems and Livelihood Models

As part of NoDe's continued in-person support in October 2025, MOSONiE received hands-on assistance to strengthen organisational development, programme planning, and donor readiness through proposal support, capacity building, and field-based learning.

Exposure Visits & Trainings Facilitated by NoDe:

Kalaigaon | Piggery Exposure (13 & 16 October 2025): Focused on live demonstrations, beneficiary interactions, pig sty construction, and feed preparation. Key learnings included SeSTA's systematic planning approach, emphasis on housing and feed management, and beneficiary participation, prompting MOSONiE to plan a shift from a village organisation-led model to SHG-level engagement.

Mangaldai | BYP & Goat Rearing Exposure (17 October 2025): Highlighted SHG-led implementation, beneficiary interactions, and practical learning on poultry housing and feed preparation, offering replicable livelihood practices.

Mangaldai | Farmer Exposure Visit (1 December 2025): NoDe facilitated an exposure visit for MOSONiE and eight women farmers to SeSTA's Mangaldai block, focusing on scientific backyard poultry and goat rearing through direct engagement with field practitioners.

Nongthymmai Village, Ri-Bhoi- BYP Training (9 December, 2025): A one-day training for new women farmers covered poultry breeds, low-cost housing, feeding and nutrition, health care, biosecurity, and basic marketing through interactive discussions and demonstrations.



Exposure visit to Mangaldai Block



In-Person Support by SeSTA's Veterinary Professional

AMAN Foundation: Exposure Visit & Livelihood Strengthening

AMAN Foundation participated in exposure visits and in-person trainings facilitated by NoDe to strengthen Backyard Poultry (BYP) and goat rearing programmes through scientific, low-cost livelihood models. Based on the learnings, the organisation plans to develop a Scientific Goat rearing model, and submit proposals for BYP and goat rearing support.

The **exposure visits to SeSTA's Pakabetbari block (14 & 18 October 2025)** focused on scientific rearing practices, including vaccination, feed preparation, hygiene, sunlight-oriented housing, and brooding management. The visits highlighted BYP as a low-cost, income-enhancing livelihood and engaged four CSO representatives along with 25 women farmers.

To strengthen practical skills, a **two-day Scientific Goat Rearing training (31 October–1 November 2025)** was conducted at Kalgachia, Barpeta, facilitated by SeSTA's Pakabetbari team, covering housing, feeding, disease prevention, vaccination, and low-cost feed preparation.

Further field learning was enabled through **an exposure visit to SeSTA's Chapor block, Dhubri (26 November 2025)**, where 25 women farmers interacted with experienced goat rearers and learned scientific housing, feeding systems, vaccination schedules, and business-oriented approaches to improve income and reduce mortality.



Sanatan Unnayan Sangstha (SUS): Exposure Visit & Livelihood Learning

As part of the NoDe initiative, three Community Educators from Sanatan Unnayan Sangstha (SUS) participated in a two-day exposure visit on 24-25 November 2025 to SeSTA's Hezamara Block, West Tripura District. The visit focused on understanding SHG functioning, followed by exposure to livelihood activities such as nutrition gardens, backyard poultry, and goatery.

Participants also engaged with a range of SeSTA-supported models, including piggery units, producer groups, bamboo plantations, nurseries and greenhouses, duckery, and the FBLP model. The exposure provided practical insights into community-led livelihood systems and SeSTA's approach to strengthening SHGs and local institutions on the ground.



Vegetable cultivation in SCI Technique



SUS's Community Educators attending an SHG meeting

NoDe Livestock Support: Exposure Visits



Training on Backyard Poultry at Sanjog

In October- November 2025, NoDe facilitated exposure visits for partner CSOs, MOSONiE, AMAN Foundation, Rongmei Baptist Association and Sanjog to SeSTA field blocks in Kalaigaon, Mangaldai, Pakabetbari, and Chapor. The visits provided hands-on learning on scientific piggery, backyard poultry, and goat rearing models, strengthening programme design and SHG-led implementation.

Overall, these exposure visits strengthened CSOs' organisational development by enhancing technical capacity, and enabling donor-ready proposals grounded in proven SeSTA field models.

Livelihood Training & Exposure Program: Injot Trust

Injot Trust took part in a three-day Livelihood Training and Exposure Program conducted by Seven Sisters Development Assistance (SeSTA) from 6–8 November 2025. The training, facilitated by Mr. Ranjan Das, focused on strengthening the Injot Team's understanding of sustainable livelihood concepts and community-based livelihood planning.

The program included classroom sessions, practical field exposure, and visits to SeSTA intervention areas, allowing the team to learn directly from ongoing livelihood initiatives. Team-building activities helped strengthen coordination, motivation, and collective learning. Overall, the training enhanced the team's capacity to support communities in building sustainable and dignified livelihoods.



Did you know?

PESCH (People's Endeavour for Social Changes) is an organisation based in Jiribam, Manipur, working with rural and tribal communities, and it organised the King Chilli Festival in Sibilong village, Tamenglong district on 4th December to celebrate the region's iconic King Chilli and local culture.



Need-Based In-Person Technical Support

MIS Need-Based Training Session: Ajagar Social Circle



SeSTA's MIS team, through NoDe conducted a collaborative, need-based training session for partner CSO Ajagar Social Circle (ASC) at the SeSTA office in Guwahati, Assam, on 20 November 2025. The session focused on strengthening understanding of MIS processes and key reporting elements, supporting ASC to improve data management, reporting quality, and systematic programme tracking. The training contributed to organisational development by strengthening internal systems and enabling more data-driven planning and donor-ready reporting practices.

Accounts & Compliance Support: Centre for Relief and Rehabilitation

SeSTA's Accounts team, through NoDe, provided need-based accounts and compliance support to Centre for Relief and Rehabilitation (CRR), Kokrajhar, on 28 November 2025 at the SeSTA office in Guwahati. The session strengthened CRR's financial systems and compliance practices, supporting organisational development and enabling accurate, financial reporting.



Strengthening Accounting Practices: Two-Day Training for Cohort 2 Partner CSOs

A two-day accounts training for Cohort 2 partner organisations, DAWN and Foundation for Sustainable Development Trust (FSTD) was conducted on 13-14 November 2025 at the SeSTA office in Guwahati. The training covered key areas such as bookkeeping, documentation, voucher preparation, and basic financial processes. Participants actively engaged in hands-on exercises and group discussions, which helped strengthen their understanding of essential accounting practices.

The sessions also provided an opportunity for participants to clarify doubts, share field-level challenges, and learn from each other's experiences. Overall, the training aimed to enhance financial management capacities and promote accurate, transparent, and efficient accounting practices within the organizations.



Launching NoDe Cohort 3: Setting the Stage for a Year of Organisational Growth

Following an application process, NoDe conducted a structured screening for Cohort 3, which included application reviews, field visits, and online interactions. 8 CSOs were selected, 5 from Nagaland, 2 from Dima Hasao district, and 1 from Kamrup Metropolitan district, Assam.



Cohort 3 Inception Workshop on 6th November, 2026

Cohort 3: Inception Workshop

The Cohort 3 Inception Workshop was held on 6-7 November 2025 in Dimapur, Nagaland. Over two days, participating organisations reflected on their journeys, explored shared values and visions, and engaged in meaningful discussions on organisational development in the Northeast. Sessions focused on clarifying missions and visions, aligning organisational values, and building a shared roadmap for the year-long engagement.



Activities focusing on highlighting vision, mission, goals, values and culture of organisations

Need Assessment through Field Visits

A detailed Organisational Need Assessment began in December 2025 and will continue through January 2026 through field visits. This process aims to deeply understand each organisation's OD needs using evidence-based insights and to design customised, collaborative support interventions.



Field visit and SHG interaction at Amri Karbi Community Development Project, Sonapur



Organisational Need Assessment at Chingthur Foundation's office, Dimapur

Central Workshop on Accounts and Compliances

The first central workshop for Cohort 3 focused on Accounts and Compliances. Organised by NoDe, the two-day workshop was held on 11-12 December 2025 in Guwahati and facilitated by SeSTA's Accounts team. The sessions strengthened CSOs' core financial management and compliance practices, contributing to organisational development by enabling more transparent, accountable, and sustainable organisational systems.



Research on Migration in North-East India

Migration in North-East India stems from a complex interplay of economic, social, and infrastructural factors, manifesting in seasonal versus permanent patterns, intra-state versus inter-state movements, and dominant rural-urban flows. Recent trends reveal growing feminization and informalization, as traditional livelihoods decline and industrial growth lags, pushing migrants into insecure, low-paid jobs.

The study's objectives center on identifying and classifying migration patterns like seasonal, permanent, intra-state, inter-state, and rural-urban types in backward North-East areas. It explores gender dynamics in migrating populations, the work sectors drawing migrants, and the conditions they face at destinations. Further aims include probing drivers such as fading traditional livelihoods, scarce skill training, and few industrial or service jobs, while assessing impacts on source households, communities, and economies through changes in labor, gender roles, and spending drawn from FGDs with migrant families. Finally, it generates policy ideas for skill building, livelihood options, and better migrant integration suited to the region.





Location choices prioritize districts with low HDI, high poverty, minimal urbanization, weak infrastructure like poor roads, power, schools, and healthcare, heavy agriculture dependence, scant industry or services, and frequent distress migration from floods, land strain, or lacking amenities. In Assam, these include Boko, Chamaria, Kathiatoli, Baska, Dhamdhama, Chapar-Salkocha, South Salmara, Sissiborgaon, and Machkhowa. Meghalaya sites are Umsning, Resubelpara, and Bajengdoba. Tripura covers Dhalai, Raishyabari, and Dumderneger.

Methodology involves household surveys for broad data, village-level FGDs with migrant families to capture lived experiences, and stakeholder interviews for contextual insights.

Feminization trends show a sharp rise in women migrants entering domestic work, hospitality, and small manufacturing sectors marked by informality, low pay, and weak security. Informalization dominates as migrants, especially women and youth, fill urban roles in construction, domestic services, street vending, and minor manufacturing, amid eroding rural bases and stalled formal opportunities.

Did you know?

The Aman Fellowship is a flagship initiative of Aman Foundation, a non-governmental organisation based in Kalgachia, Barpeta, Assam, that nurtures local youth as changemakers in rural and flood-prone communities of Assam. The Fellowship empowers young leaders to strengthen education, inspire children, and build long-term community resilience.

OD in Action: Celebrating CSO Achievements

Aman Foundation & PESCH: Enhanced transparency, reporting, and documentation practices through Annual Reports



MOSONIE Socio-economic Foundation & ASHA: Strengthened organisational systems and selected as Critical Funding pitch winners

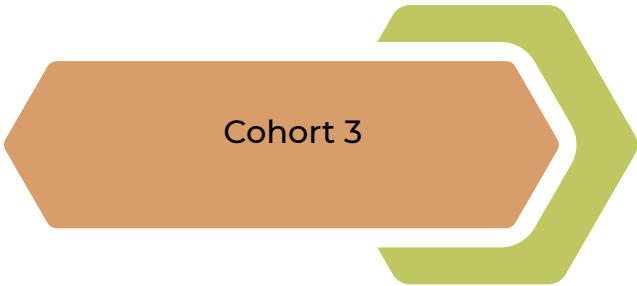


Aman Foundation & PESCH: Enhanced transparency, reporting, and documentation practices through Annual Reports

Did you know?

Lightway Society, based in Pfutsero, Nagaland, is a dedicated non-governmental organisation supporting individuals affected by drug and alcohol addiction. The organisation works closely with local communities, providing recovery support, awareness programs, and advocacy to promote healthier, safer lives.

Way Forward



Cohort 3

Continue Need Assessment:

Conduct on-site visits to understand organisational contexts and gather evidence for customised support.

Tailored In-person Support:

Provide hands-on guidance in key areas as they arise, including Accounts & Compliance, Communications, Organisational Strategy (HR & Fundraising) etc

Bi-Monthly Knowledge Series:

Deliver practical learning sessions to strengthen skills and organisational capacity.

Cohort 1 Closing Session:

Conclude the first cohort with reflection, learning sharing, and celebration of progress.

Launch of the Fractional Fundraising Hub on 3rd February 2026

