SeSTA

NōDē

Northeast Organizational Development for Empowerment

NEWSLETTER

JULY - SEPTEMBER, 2026



From Learning to Leading: The NoDe Cohort 3 Journey
June | 2026 | Guwahati, Assam

The NoDe Cohort 3 Peer Learning & Assessment journey brought CSOs together for a process of learning, sharing, reflection and innovation. The journey moved through peer cross-visits, field-based learning and demonstrations, giving organisations a chance to step into each other's spaces, see different approaches at work and exchange experiences.Beyond simply observing, the visits encouraged organisations to reflect on their own practices, recognise their strengths and explore new possibilities. Each visit became an opportunity to ask questions, share ideas and learn from what others are doing. Learning from each other. Seeing new possibilities. Taking ideas back home.













From Ideas to Action : The NoDe Cohort 3 Journey
July | 2026 | Guwahati, Assam

The learning journey continued with the NoDe team visiting each Cohort 3 organisation to understand and assess their practices across governance, finance, HR, fundraising and communication, and programme management. The visits also created space for reflection and conversations around areas of organisational strengthening.

This led to the NoDe Pitch for Critical Funding, where five shortlisted CSOs presented innovative ideas responding to real needs within their areas of work. With support from the NoDe team, the organisations refined their ideas and presentations before presenting them to an External Panel.

Amri Karbi Community Development Project and **Gracious Life Foundation** were selected for Critical Funding to take their ideas forward.

For Cohort 3, the journey was about learning together, challenging ideas, and creating space to try something new.

Congratulations to all Cohort 3 CSOs for being part of the journey!







DID YOU KNOW?

For **Chingthur Foundation**, millet is more than just a crop, it is connected to food, culture, identity and the future of communities. The Foundation has been actively promoting millet cultivation and indigenous seeds as part of its work on sustainable livelihoods.

Strengthening Organisations, Strengthening Governance
July 8 - 11 | 2026 | Guwahati, Assam

Cohort 4 CSOs of NoDe came togetherfor four days of reflection, strategic planning and governance.

Participants explored their organisational strengths and challenges, envisioned their future, and used tools such as SWOT, Problem Tree Analysis and Stakeholder Mapping to turn reflection into action.

The workshop also focused on effective governance, covering board roles and accountability, board composition, governance processes, policies and documentation.

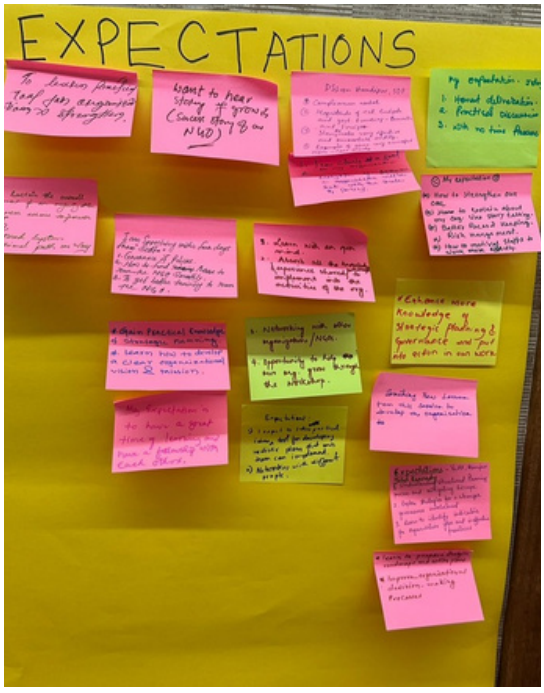
The learning came to life through a Board Meeting Simulation, giving participants an opportunity to put their governance knowledge into practice.

Building stronger organisations. Strengthening governance. Creating the foundation for greater impact.







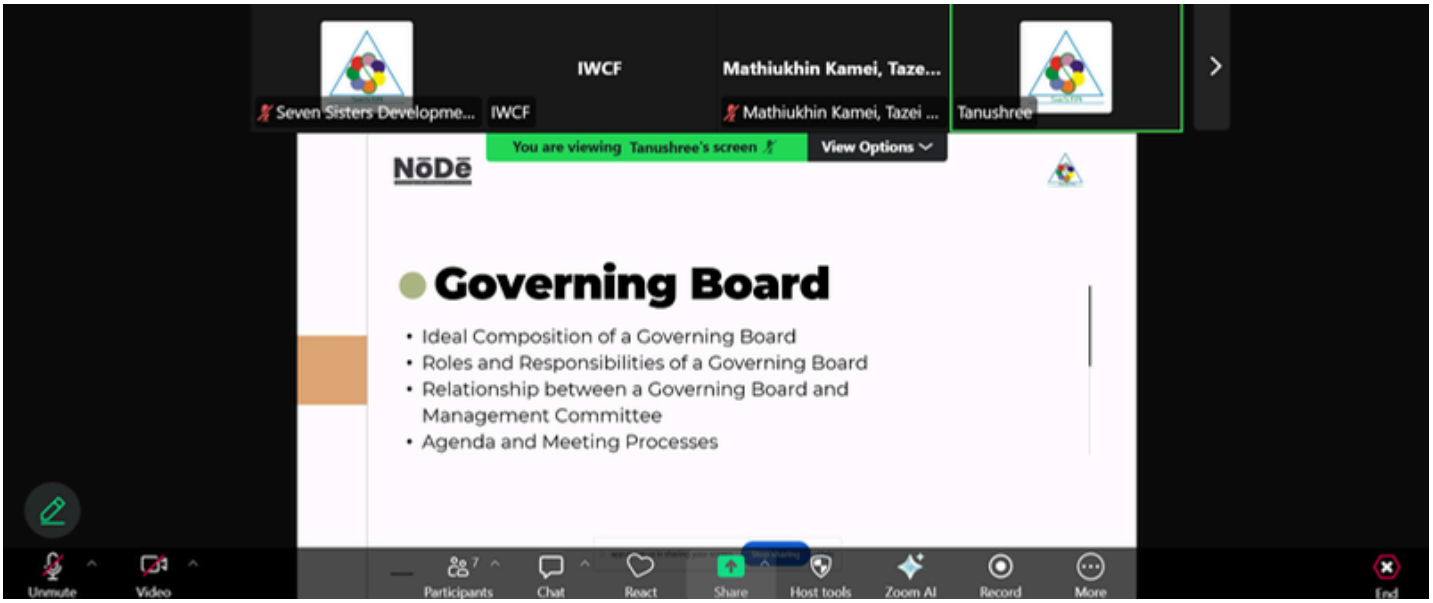




Keeping the Learning Going, Online Too
July 8 - 11 | 2026 | Guwahati, Assam

The Strategic Planning and Governance Workshop continued beyond the in-person sessions.
For organisations that could not join the physical workshop, a separate online session was organised, creating another space to pause, reflect and engage with the key conversations around organisational strategy and governance.
Even through a screen, the discussions remained thoughtful and engaging as participants reflected on their organisations, their aspirations and the changes needed to move forward.
Different setting, same purpose, creating space for organisations to learn, reflect and strengthen the way they work.





Supporting MOSONiE: Strengthening Skills in Piggery & Poultry Management
July 21st | 2026 | Guwahati, Assam

As part of its need-based support to CSOs, the NoDe team supported MOSONiE Socio-Economic Foundation with a one-day staff capacity-building session on Piggery and Poultry Management on 21 July 2026.

The session was facilitated by Dr. Nripendra Mahata, SMS Veterinary, SeSTA, and brought together 10 MOSONiE staff members. The training focused on practical aspects of piggery and poultry management, including breed selection, housing, feeding, disease prevention, vaccination, biosecurity, waste management and farm economics.

Through presentations, demonstrations and discussions around field-level challenges, the team was able to clarify practical questions and strengthen its understanding of animal health and farm management. The learning is expected to help MOSONiE staff provide more informed support to farmers involved in piggery and poultry activities across their operational areas.







DID YOU KNOW

Lemon trees can help keep elephants away! In Assam, **Social Development Forum (SDF)** is exploring lemon fencing as a natural way to reduce human-elephant conflict, while also giving farmers a productive crop to grow.

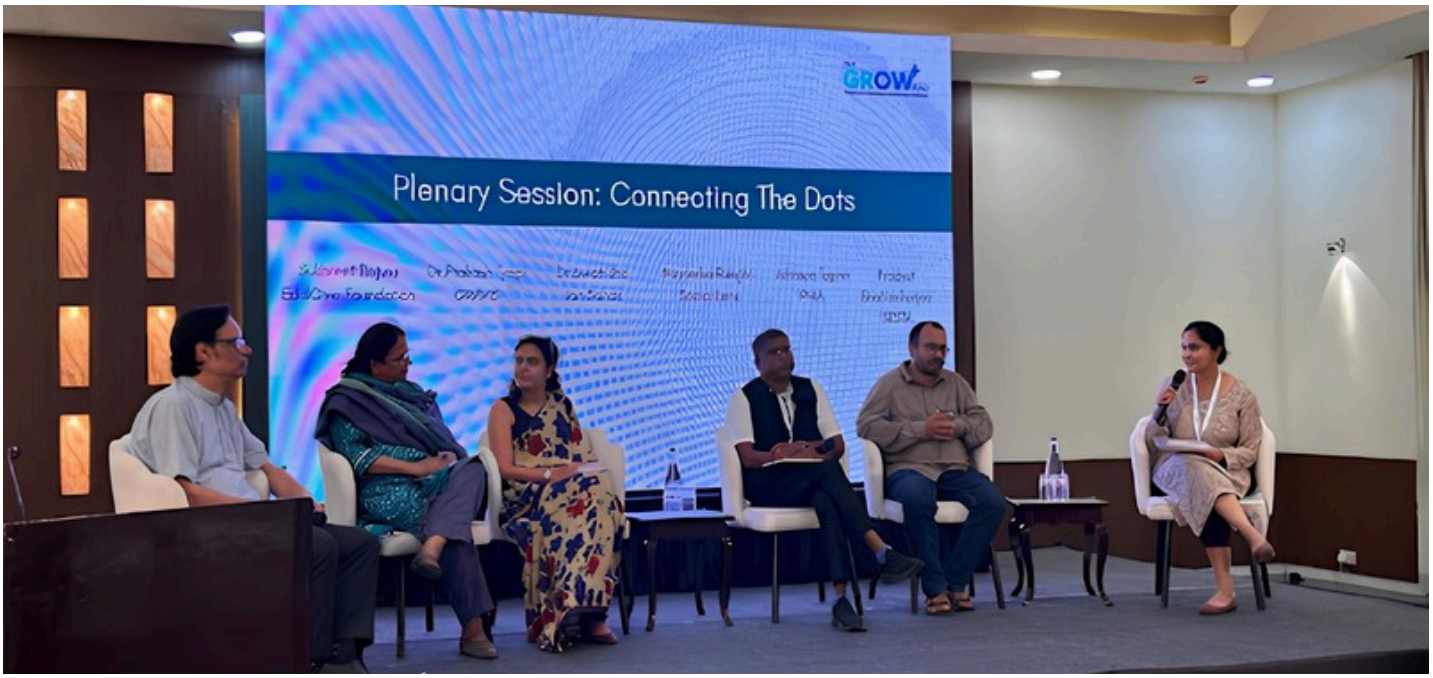
The GROW Plus Conclave - Grassroots Organisations and Climate Resilience

28th - 30th July | 2026 | Rajasthan

What can grassroots organisations across India learn from one another as climate change reshapes the communities they work with? This question was at the heart of the GROW Plus Conclave, bringing together 34 network partners and Anchor CSOs GRAVIS, PHIA, SeSTA and Jan Sahas. The three-day conclave created space for open conversations, shared experiences and collective reflection on strengthening grassroots organisations through Organisational Development (OD) with a climate-sensitive lens. Participants explored the evolving role of Anchor CSOs, ways to collaborate more effectively with partner organisations, and the importance of building climate resilience into development work.

One of the most striking takeaways was seeing how climate change is affecting different regions of the country in different ways, while bringing organisations together around a shared purpose. The exchanges reinforced the value of listening to one another, learning from different contexts and finding collective ways forward.

The conclave was a reminder that stronger organisations can contribute to more resilient communities and that collaboration, shared learning and climate-conscious planning will be essential to making that happen.







Learning from the Backyard: NESFAS Exposure Visit to Mayong
July 31st | 2026 | Mayong, Assam

What can a small poultry shed teach us about sustainable livelihoods? Quite a lot.
A team from North East Society for Agroecology Support (NESFAS), Shillong, visited a SeSTA-supported block in Assam for a one-day exposure visit to learn about backyard poultry farming and indigenous breeds.
The team visited poultry units in Hatighar, Romari and Baghjap villages, where farmers are raising indigenous chickens using simple, locally available resources. They observed different models of poultry rearing, including larger units and smaller backyard units managed mainly by women. One of the key learnings was the strong local demand for indigenous chicken, valued for its taste and firm texture. The visit also highlighted how proper shed design, hygiene, temperature management and locally available feed can make backyard poultry a practical livelihood option for rural households.
NESFAS plans to establish 15 small-scale poultry units across 13 villages in East Khasi Hills and Ri-Bhoi districts. A day of learning, sharing and discovering what small-scale poultry can make possible.







From Challenges to an Action Plan
31st July - 1st Aug | 2026 | Guwahati, Assam

What happens when an organisation takes a step back to look at where it stands and where it wants to go?
Through a two-day support session with Mushroom Development Foundation (MDF), NoDe worked with the team to reflect on its fundraising journey, identify organisational gaps, and turn these reflections into a five-year action plan for 2026 - 2031. The conversations went beyond fundraising. From MIS and MEL to governance, finance, HR and communication, the team explored what could be strengthened and how. Discussions on social media, documentation, data management and digital systems also opened up ways to improve MDF's visibility and internal processes. The result was a set of clear priorities and action points to guide MDF's next phase of organisational strengthening and sustainability.



Strengthening the Organisation, One Step at a Time
August | 2026 | Dimapur, Nagaland

As part of its need-based support, NoDe worked with **Angel Home Rehabilitation Center** to strengthen its OD systems, processes and project management practices. The support focused on understanding their existing ways of working, identifying areas that could be strengthened, and developing practical systems to support smoother project planning and implementation.
The process gave the team an opportunity to review and organise their existing practices while building systems that can support their day-to-day work and future growth.

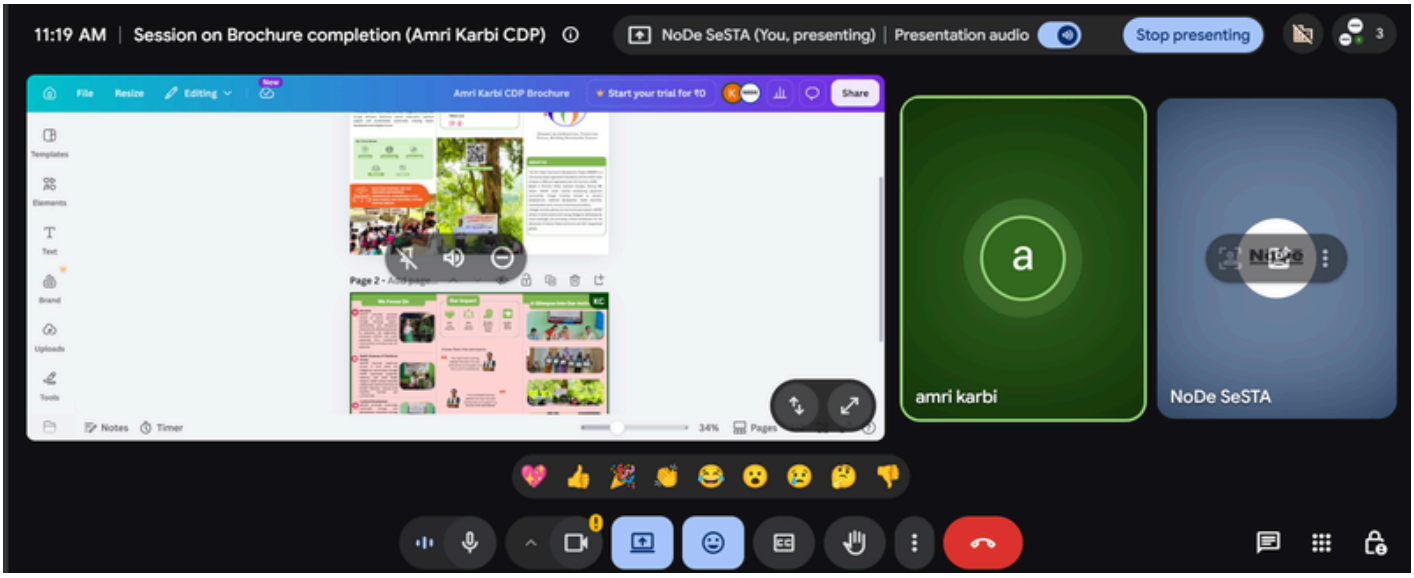


From Photos to Pages: Amri Karbi CDP's Annual Report Journey
July - Aug | 2026 | Guwahati, Assam

What makes a good annual report or brochure? The right story, the right photos and a layout that brings everything together.

Through a series of online sessions, the NoDe team supported Amri Karbi Community Development Project (AKCDP) in developing its annual report and organisational brochure. The discussions went beyond writing content and explored questions such as: *Which photos tell the story best? How much text is enough? How can the pages be made more engaging?*

The support included selecting and editing photographs, organising content, improving page layouts and adding simple design elements to make the materials more reader-friendly. Step by step, AKCDP worked on bringing its experiences, activities and achievements together in two formats, one that captures its work in detail, and another that introduces the organisation at a glance.







Bodoland Development Foundation is using solar-powered cooling technology to support vegetable sellers. Its "Fresh Harvest" initiative focuses on helping vegetable vendors preserve their produce for longer using cooling solutions, addressing post-harvest losses while supporting their livelihoods.

Strengthening Pig Rearing Practices with SRC
12th - 13th August| 2026 | Churachandpur, Manipur

In Churachandpur, Manipur, **Samaritan Resource Centre (SRC)** is working with women farmers to improve traditional pig rearing practices. Across five villages, the initiative reaches 250 women farmers and has identified 10 Pashu Sakhis who can support other farmers in their communities. So far, SRC has conducted 10 demonstrations of low-cost piggery models in three villages and trained 116 women in scientific pig rearing practices.

During a joint visit by the SeSTA NoDe and APF teams, discussions explored ways to build on this work. The next steps include strengthening the Pashu Sakhis' skills, documenting SRC's piggery model, understanding its cost-benefit potential, and improving data management to support the initiative's growth.





Taking Governance from Paper to Practice
17th - 18th August | 2026 | Dimapur, Nagaland

How can CSOs make governance and compliance work better in their day-to-day operations? On 17–18 August, Debashish Acharjee from the NoDe team was invited as a resource person by SELCO Foundation for a two-day workshop with CSOs in Dimapur, Nagaland.

Through practical discussions and experience-sharing, participants explored ways to strengthen their governance, internal controls, and organisational systems. They also took home an action plan template and compliance calendar to turn their learning into concrete next steps.







Keeping the Momentum Going – Cohort 3
August - September| 2026 | Guwahati, Assam

The learning didn't stop after the workshops! NoDe stayed connected with Cohort 3 CSOs through online follow-up sessions, helping Lakpanhu Welfare Society, Lightway Society and Amri Karbi Community Development Project reflect on and work through their organisational strategies.

The support continued with Cherry Blossoms Society and Lightway Society coming together for an online session on HRM Policy and POSH. The discussions focused on strengthening internal systems and creating clearer organisational practices.

From strategy to HR systems, these follow-up sessions are a reminder that organisational development is not a one-time activity - it grows through small conversations, continued reflection and putting learning into practice.

Learning Through Exposure visit of KABIL
August 25-27 | 2026 | Rangjuli, Assam

KABIL participated in a 3-day Exposure-cum-Training on Community-led Livelihood Development, with sessions and field-based learning around community institutions, livelihood planning, and programme processes. The training covered community mobilisation, institution building, Family-Based Livelihood Planning (FBLP), MIS, planning and monitoring, along with practical exercises and case discussions.

As part of the field exposure, the KABIL team visited the SeSTA Block in Rangjuli and interacted with SHGs, farmer groups, community institutions, field teams, and community members, gaining a closer understanding of how different livelihood activities are planned and implemented.

The three-day programme provided space for exchange, observation, and reflection, with the KABIL team identifying ideas and practices that could be relevant to their own organisational work.





Connecting classroom discussions with field experiences to identify practical ideas for KABIL's work.

Learning from Mayong: Strengthening Community Engagement
28th August| 2026 | Mayong, Assam

FSDT visited Mayong for an exposure visit focused on strengthening community engagement. The visit offered an opportunity to understand how communities can be actively involved in planning livelihood activities, tracking progress, and monitoring data to assess impact. These learnings can help shape future interventions, ensuring that livelihood initiatives respond to community needs and that decisions are guided by evidence and learning from the ground.





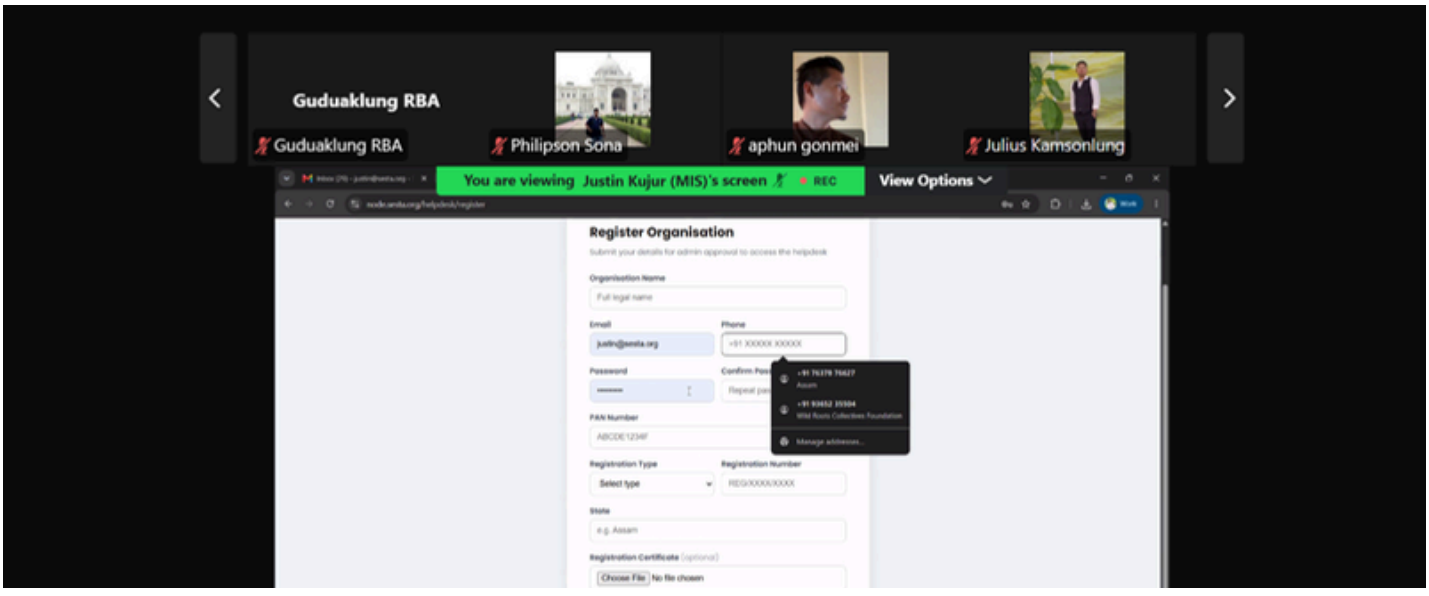
A New Way to Reach NoDe: The Help Desk Is Live!
September 1 | 2026 | Guwahati, Assam

Have a question? Need help figuring something out for your organization? Not sure where to start? The NoDe Help Desk is now live!

Launched on 1 September 2026, the Help Desk is a new addition to NoDe's support for CSOs, creating a simple space to ask questions, raise organisational challenges, and connect with the right support when needed.

At the launch, CSOs got a walkthrough of the platform, including how to interact with the chatbot, register their organisation, submit a query, raise a ticket, and request more personalised support. It is another step towards making support more accessible, responsive, and easier to reach for CSOs across the Northeast.

Have a question? Bring it to the NoDe Help Desk.



UBSSB Team Visits SeSTA's Bongaigaon Office
September | 2026 | Bongaigaon, Assam



The UBSSB team visited SeSTA's Bongaigaon office for an interactive session on SeSTA's programmatic approach and organisational systems. The discussion covered the block–cluster–zone structure, team roles and responsibilities, data and information management, MIS and MEL, project handling, and review and appraisal systems.

The team also explored how different functions connect across the organization, from field-level roles to the board. The interaction led to conversations around future collaboration, with the UBSSB team expressing interest in the NoDe programme and exploring possibilities for further engagement.

Exploring Technology for Better Proposals
September 1 | 2026 | Guwahati, Assam

What happens when technology meets proposal writing? This was the focus of an interaction between **Tech4Dev, KABIL and Bodoland Development Foundation (BDF),** facilitated through SeSTA's exploration of a potential collaboration with Tech4Dev.

The visit created a space to understand how CSOs in Northeast India develop proposals, use technology in the process, and bring together community-level experiences and secondary data to tell a stronger story. The discussions with the teams from KABIL and BDF offered an opportunity to learn from their existing practices and explore how technology could make proposal development more informed, efficient and grounded in evidence.





Strengthening Pashu Sakhis through Practical Learning
9th - 11th September | 2026 | Manipur

How can local women become better equipped to support fellow farmers? NoDe facilitated support for Samaritan Resource Centre (SRC) in organising a three-day training on low-cost pig rearing for the Pashu Sakhis in Manipur, with the aim of strengthening their skills and service delivery.

The training focused on scientific pig-rearing practices suited to local conditions, developing a service model for supporting farmers, and finalising SRC's piggery model and package of practices. Participants also explored cost-benefit analysis and field-level follow-up mechanisms to track progress.

Through this, NoDe supported SRC in strengthening the practical skills of its 10 Pashu Sakhis, who will play an important role in extending knowledge and support to women farmers across five villages in Churachandpur district.





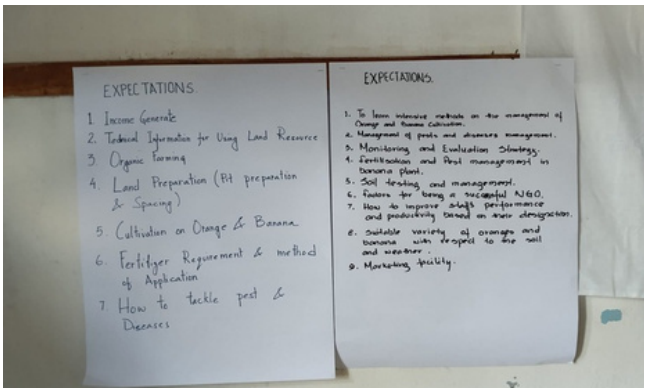
Learning, sharing ideas and building practical skills to better support women farmers in their communities.

Strengthening Organisational Capacity for Greater Impact
14th September 2026 | Manipur

The NoDe Team successfully conducted a capacity-building training for **Raengdai Comprehensive Development Organization** focusing on strengthening staff capacities in project management, effective implementation, and monitoring strategies. The training provided an opportunity for staff to enhance their knowledge, explore practical approaches, and strengthen their skills for more effective project planning and execution. The session aimed to support the organisation in improving project outcomes through better management practices, systematic implementation, and effective monitoring.

This initiative reflects NoDe's continued commitment to strengthening the capacities of partner organisations through practical learning and collaborative engagement. By investing in staff development and organisational growth, the training contributes towards building stronger institutions and creating a greater impact in the communities they serve.





From Ideas to a Clear Programme Strategy
September | 2026 | Guwahati, Assam

For **Deepjyoti India Foundation,** the support focused on developing a clear Programme Strategy to bring greater structure and direction to its programme work.

The team came together to reflect on their current programmes, discuss their priorities and shape their ideas into a more focused strategy. Through the process, they worked on a draft that brings together their thinking and provides a clearer direction for the organisation's future programme work.

The draft will be taken forward for discussion with the organisation's founders, creating an opportunity to further refine the strategy and build a shared understanding of where the programmes are headed.





Strengthening HR and Financial Systems of Cohort 4
14th - 17th September 2026 | Don Bosco Institute, Guwahati

Good organisational systems are often built behind the scenes, and this four-day workshop was about strengthening exactly those foundations.

NoDe brought Cohort 4 CSOs to look at two important parts of organisational development: **Human Resource Management and Accounts & Compliance.**

The **HRM sessions** encouraged participants to take a closer look at their own organisations: what is working, where the gaps are, and what can be improved. Through reflections, discussions and practical exercises, they explored staff policies, the employee lifecycle and HR practices, before developing organisation-specific action plans.

The **Accounts and Compliance sessions** shifted the focus to the numbers and systems that keep an organisation running smoothly. Participants worked through financial processes, books of accounts, internal controls, Tally and NGO compliances, with a focus on making financial management more organised and practical.

From people to processes, the workshop was about strengthening the systems that help CSOs do their work with greater clarity and confidence.









Participants develop organisation-specific action plans to put their learning into practice.

Working Together to Strengthen Cohort 4 CSOs
September 2026 | Manipur, Assam, Nagaland

NoDe's visits to all Cohort 4 CSOs created space for conversations, reflection and hands-on support around key areas of organisational development, including strategic planning, communications and HR policies. The visits focused on understanding each organisation's existing practices, discussing what could work better, and identifying practical ways forward.

From reviewing strategic documents and refining organisational priorities to exploring communication tools such as Canva and strengthening HR policies, the sessions were shaped around the needs of each CSO. The idea was to go beyond discussions and help teams work on systems and processes they can put into practice in their everyday work.








From field realities to strategic plans, connecting everyday work with long-term goals.

From Records to Stories: A Day of Learning with AsHA
23 September 2026 | NETF Office, Guwahati

A day with Altruism Society Honour Assistance (AsHA) was all about looking at the small systems that help an organisation's work come together.

Four members from AsHA spent the day with the NoDe team exploring Accounts, MIS, Documentation & Reporting, Communication, and Network Building. The sessions connected everyday organisational practices with practical questions: How can information be organised better? How can reports become more useful? And how can real experiences from the field be turned into meaningful case stories and social media content?

The discussions were interactive, with the AsHA team sharing their existing practices and challenges. The day ended with ideas that can be taken back and tried out in their day-to-day work.





DID YOU KNOW

The Hoolock Gibbon is India's only native ape! Unlike monkeys, gibbons are apes and they are known for their loud, far-carrying calls that can travel through the forest. **Development Outreach Network Society (DONetS)** are working to conserve these remarkable apes and their forest habitats in Nagaland.

Tea Communities of Assam: A Closer Look



What do young people aspire to? How are women's SHGs shaping opportunities? And what makes everyday life better for tea communities?

Our research team explored these questions through a study of **415 households** across Sonitpur and Jorhat. The findings point to both strengths and areas where the right support can make a difference.

67.7% of households surveyed are not multidimensionally poor, while better housing, electricity and cleaner cooking fuel remain important areas for improvement.

For young people, the future is still open. Around **40%** are undecided about continuing in tea-garden work, with skill development, financial support and career guidance emerging as key needs.

Women's SHGs are another strong foundation. **84.7%** of women surveyed are SHG members, creating an opportunity to build beyond savings and credit towards livelihoods, leadership and economic advancement.

The message from the study is clear: there are already strong foundations within tea communities. The opportunity is to build on them.



The story of tea communities goes beyond livelihoods. It is also about the opportunities available to young people, the role of women in shaping change and what families need to build better futures.

Stories of Solidarity

Socio-Economic Development Organisation (SEDO)

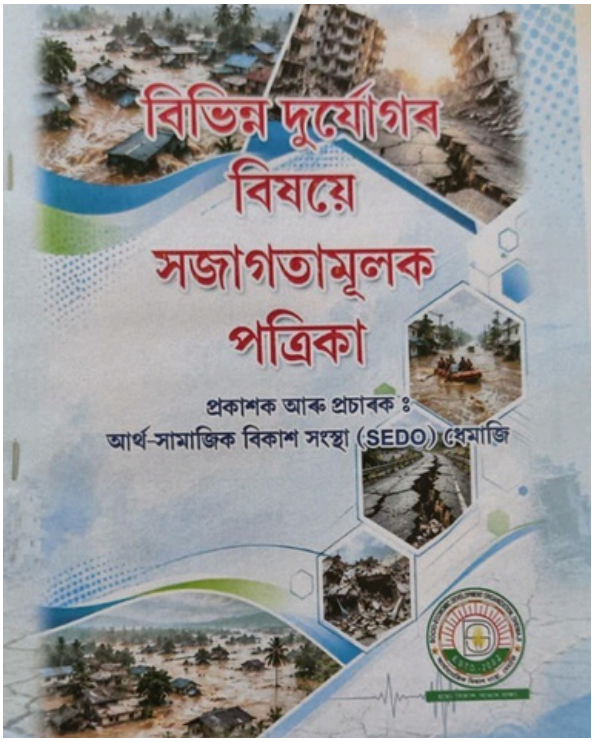
Standing Strong with Communities Through the Assam Floods

When floods turn lives upside down, it takes commitment, compassion, and collective effort to stand beside affected communities. SEDO has shown what this solidarity looks like through its flood relief response across Sivasagar and Charaideo districts of Assam. From reaching families with essential relief materials to extending support across multiple villages, SEDO's efforts reflect a deep commitment to being there for communities when they need support the most. With the completion of its relief distribution, the organisation has brought this phase of its flood response to a close, while recognising the strength and resilience of the communities it worked alongside.

At a glance: 1,000 households | 7 villages | 3 days of distribution







Recognising SEDO's commitment to standing with communities when it matters most.

MAJOR ACHIEVEMENTS

NoDe SeSTA joined GROW Plus as an Anchor CSO, expanding its role in strengthening grassroots organisations through climate-sensitive organisational development.

Successfully launched the NoDe Help Desk which marks a new step in making organisational support more accessible to CSOs.

Two CSOs from NoDe Cohort 3 received critical funding through the Peer Learning Assessment, recognising their organisational development efforts and supporting their next steps towards stronger systems.

22 need-based support requests received through the NoDe microsite have been successfully supported, covering areas such as livelihoods, governance, accounts & compliance, fundraising and communications, etc.

WAY FORWARD

Cohort 1:
Sustain engagement with Cohort 1 organisations through ongoing mentoring and tailored support.

Cohort 2:
Continue providing tailored support to strengthen organisational capacities and build on the progress achieved.

Cohort 3:
Continued providing organisational development support to cohort members, with follow-ups for the two CSOs that received critical funding through the Peer Learning Assessment to track progress and support the implementation of their proposed initiatives.

Cohort 4:
Continued providing tailored organisational development support based on each CSO's needs and priorities. The Peer Learning Assessment journey has also begun, giving CSOs an opportunity to learn from one another, reflect on their organisational practices, and compete for critical funding to strengthen their organisations.

Beyond the Cohorts:
Continue extending need-based support on organisational development and livelihoods to CSOs beyond the NoDe cohorts, contributing to a stronger and more connected civil society ecosystem.