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From the Founder's Desk

Greetings to you from PACT!

“Only children believe they are capable of everything,” a Brazilian lyricist says. It’s indeed true that every child believes this when he/she lives in a caring and nurturing environment. PACT is striving to make this true even for children in child care institutes (CCI), the most vulnerable, and forgotten by society.

After the progress in the last quarter, we are ready with a Strategy Plan for 2022-25 - to nurture every orphaned, abandoned, or surrendered child with a special need (OAS CwSN) sheltered in child care institutes.

Our strategy theme “Together we succeed” calls on collaborations and strong networking. We want to scale from 15 to 65 CCIs.

The COVID situation has taught us to ensure continuity of services with the use of technology and a process-oriented approach. Furthermore, PACT is now ISO 9001:2015 certified, endorsing our commitment to process orientation, continual improvement, and sustainability.

Recognition of our work has helped us garner funding support from foundations, high-net-worth individuals,

and incubators. We have secured nearly 60% of our annual budget, amounting to 32 lakhs in the 1st quarter. This is a significant achievement for a nascent organization.

In the coming quarter, we will focus on strengthening our internal team so we may serve more children and their caregivers.

I appeal to you to refer allied health professionals such as physiotherapists, occupational therapists, speech therapists, and clinical psychologists to PACT. It is our biggest need.

We thank our well-wishers, supporters, child care institutes, the children whom we serve and volunteers for their prayers, wishes and support. Together, we can create a new reality for OAS CwSN in CCIs to dream and thrive.

REUBAN DANIEL

Featured Article

PAINS - A caregiver's perspective from a Child Care Institute

Children in need of care and protection (CNCP) who reside in Child Care Institutes (CCIs) are cared for by caregivers. The children from CCIs fondly call them Amma, Hajji or Mumma. They aren't taught to do this. It's an instinctive response, an instant attachment that endears the caregiver to them.

Unlike the bond between teachers and students, caregivers and children in CCIs develop a relationship similar to a mother and son/daughter. The emotional attachment is very strong and develops over weeks of togetherness.

These early emotional relationship experiences (warmth, caring, being sensitive, and responsive interactions) are crucial contributors to promoting this association. This ensures long-term positive outcomes in the social and mental development of the children.

The caregivers in the CCIs can be married, single, young adults or older women and less often, men. Irrespective of gender or status, when they care for a child, they absolutely care like a mother.

Our heart is emotionally attached to the children because of their innocence and the love they give back. This purest form of love and care from children connects our souls to theirs. This is no different in CCIs, where the caregivers and children love each other unconditionally.

Caregivers and the children that they care for do feel lost and miss each other when separated. On fewer occasions, it could be for a good cause such as a child finding a family through the adoption process.

Sometimes, children get transferred to other care homes under the childcare system. This is quite traumatic for the caregiver. Even the child's trauma is immeasurable.

A caregiver's pain is akin to a mother's separation from her biological child. Sadly, this goes unnoticed, and the caregivers don't receive adequate emotional support to overcome this.

Ironically, their way to divert themselves from the pain is to focus on the other children and prepare themselves for the inevitable future separation. Caregivers don't complain about the emotional pain or physical stress of caring for the children. The simple reason is that no one is listening.

Will you listen to these champions?

MS. SURUTHI MOHAN,
SR. PHYSIOTHERAPIST
PACT, FELLOW OAS REHAB
(DECEMBER-MAY)



PROGRESS UPDATES

- Successfully completed the distribution of assistive devices to government Special Adoption Agencies (SAAs) as planned
- Conducted 2 capacity building training for caregivers
- Tele-rehab sessions were rolled out with a formal structure as a pilot with 3 CCIs
- Identified 15 CCIs for our next phase of OAS CwSN rehab work
- Partnered with Motivation India to assess and deliver the needs of assistive seating and wheelchairs
- Underwent rigorous auditing on our program delivery processes and obtained ISO 9001:2015 certificate
- Secured a grant of ₹10 Lakhs from Adhyan Foundation to cater to 15 CCIs
- Got selected for an incubation program by UnLtd
- Board approved PACT's strategy for 2022-25 (3 years).
- Delivered the first Annual Report (2019-2021) to stakeholders.

PACT Activities

REHABILITATION OF ORPHANED, ABANDONED, SURRENDERED CHILDREN'S TRAUMA AND SPECIAL NEEDS (ROOTS) PROGRAM

Name of the CCI	No. of children	No. of direct sessions	No. of Tele-rehab Sessions	Sessions delivered by caregivers	Total sessions
Sishu Mandira, BLR	8	18	-	283	301
ASG, Hubli	6	35	69	316	420
Amulya Infant Home, Kalburagi	5	23	82	193	298

WE INTEND NURTURE GIVING AND SUPPORT (WINGS) PROGRAM

Name of the CCI	No. of children	No. of direct sessions	Sessions delivered by caregivers	Total sessions
IJCH	7	63	252	315
DSCAT*	9	12	18	23
St. Micheal's	5	5	6	11

*DSCAT: Divya Shanthi Christian Association and Trust

END MILE CONNECT (EMC) PROGRAM

Name of the organisation	No. of children	No. of direct sessions	No. of Tele-rehab Sessions	Sessions delivered by caregivers	Total sessions
Liza's Home	2	-	-	17	17
DSCAT	9	12		64	76
GSF & TPV**	5	5	-	6	11
Vani Vidhyashraya	7	22	17	82	121

** GSF: The Good Sam Foundation TPV: The Project Vision

NEWLY IDENTIFIED CHILD CARE HOMES

Bala Yesu Bhavan

Auxilium Navajeevana Society, Chamarajpet

Yashaswini Mahila Mandaligala Okkutar

Ananda Marga Children's Home

Swakshatra

Providence Home

PACT Activities

KEY REHAB OUTCOMES

- With the support of our technical partner, Motivation India, we were able to provide assistive seating and appropriate wheelchairs for the children residing in Kalburagi, Hubli and Bangalore SAAs
- 12 CwSN were provided appropriate assistive devices in the last quarter
- 25 CwSN improved their physical independence and 8 children improved in their milestones with early interventions
- 6 caregivers were appreciated as Inclusive Caregivers

TRAINING AND CAPACITY BUILDING OF CAREGIVERS

The Phase 1 caregivers training was conducted for 6 volunteers and 2 caregivers at Vani Vidhyashraya. They were trained on child care, inclusion, and key features of The Juvenile Justice (JJ) Act 2015 along with reporting red flags on the screening form. Consequently, this care home is making key operational compliance changes and working to get the mandatory approvals for a robust care home, which will be inclusive.

The Phase 2 caregivers training was conducted at Amulya Shishu Griha (Kalaburagi). Over 10 caregivers including the superintendent were trained on the safe handling of children and therapeutic support. The trainees were hungry to learn and interacted actively.

The first phase served as a foundation for further screening, identification, and programming of the initial rehab plan for a child identified with special needs.

TEAM BUILDING

We had our team outing on 9th April with our mentor, Mr. Venkata R K Nakkina. The day was a wonderful occasion for our team to know each other better, have fun together, and build a bond that allows for better communication, motivation, and collaboration. Conversation flowed over breakfast and lunch as well. Thank you, Mr. Nakkina, for the mentoring session in the lovely outdoors.



PACT STAFF TRAINING

Two key members undertook training to appear for an incubation program by UnLtd, a reputed social incubator. They secured a final spot, making PACT eligible for a grant opportunity.

A 5-day intense course on WHO's wheelchair service training program was conducted by Motivation India at an Intermediate level. Our key member attended the training on 27th June 2022. This learning will help prescribe, fit and modify wheelchairs and seating devices appropriately, as per WHO's protocols

THANKS TO DR. ANAND KASTURI, CONSULTANT TRAINER & EXECUTIVE COACH

As a part of PACT's team-building activity, a 360-degree survey was conducted for our founder using the "Change 360 Change Magic" platform. Thanks to Dr. Anand Kasturi, the founder of the platform, for doing this pro bono for PACT.



Organisation's Development Activities

PACT is an ISO 9001:2015 certified organisation. This certification comes after a rigorous audit of our processes and real-time practices. It endorses our commitment to process orientation with zeal for stakeholders' satisfaction and continual improvement of our services. This is a huge stepping stone for process orientation, continual improvement, and sustainability.

PACT India will be incubated by UnLtd India, a Mumbai-based organization. UnLtd has supported the growth of over 300 social entrepreneurs since its inception. We are proud and humbled to be chosen by them. The 9-months incubation program will enable our steady growth from testing and building to growing the idea. They will help us amplify our work through stage-appropriate coaching and input.

THANK YOU, DONORS

Dr. Rita Samuel from Odisha is acknowledging PACT's work with monthly contributions.

Ms. Gana Jeeva Elizabeth, CMC, Vellore alumni, supports the children's needs with continuous contributions.

Mr. Santhosh Philip, CMC Vellore alumni, has come forward to support one CCI for a year.

Mr. Ravikumar Ramanan has adopted one CCI for the 2nd consecutive year.

Mr. Venkata Suresh Babu Puli supported one child's rehab requirements for a month.

Your mindful support and compassion are truly valued.

KNOW OUR SUPPORTING PARTNER



Adhyan Foundation is a philanthropy organization that follows a "trust-based philanthropy model." The organization is led, run, and fuelled by women. They try to understand the problems faced by women and children in India and other countries to serve their unique needs.

PACT is fortunate and blessed to receive Adhyan's funding support for 2022-23. With their support, we can cater to 15 CCIs and transform the CCIs to an experience center for OAS CwSN by the end of 3 years.

We are impressed with Adhyan's onboarding process with PACT. It was simple, yet detailed; clear and crisp. It reduced our follow-ups as a grantee. It is rare to have such an experience with a philanthropy organization.



Customised supported seating devices

July-September Plans

- Organise screening camps in newly identified CCIs.
- Get the training modules of caregivers published in a digital format.
- Distribute assistive devices to identified children with special needs.
- Complete the financial audit of PACT for 2021-22.
- Publish the strategy document for 2022-25.
- Recruit staff to drive the programs at scale.



PLEASE SPREAD THE WORD ABOUT PACT'S OPEN POSITIONS

OPEN JOB POSTINGS

Occupational Therapist - Salary ranging from ₹30-35K per month (excluding incentives). Master or Bachelor's degree holder, experienced or fresher may apply.

Speech Therapist - Salary ranging from ₹20-25K per month (excluding incentives). Bachelor's degree holder, fresher may apply.

Physiotherapist - Salary ranging from ₹20-25K per month (excluding incentives). Bachelor's degree holder, fresher may apply.

Coordinator - Salary up to ₹20K per month (excluding incentives). Male preferred. BSW or MSW may apply.

Multipurpose Worker - Salary up to ₹15K per month (excluding incentives). Any graduate, 10th pass, or 12th pass may apply.

Job Location: Bangalore. Includes traveling to the rural community.

Date of Joining: Immediate

Salaries will be finalized after the interviews and competency mapping.

our most urgent need



Support PACT

PACT India is committed to rehabilitating OAS children with special needs in CCIs. The Government of Karnataka has recognised our efforts and partnered with us to take the ROOTS program to CCIs in the state. We have also launched the WINGS and End Mile Connect programs to ensure no child is left behind. (More about these programs on our website www.pactindia.org.)

But we need your help.

Corporate and individual donors can adopt a CCI or sponsor the children's rehabilitation costs.



1 Orphanage's
Healthcare Needs for a Year ₹22,500



1 Child's Healthcare Needs for
a Month ₹575



1 Child's Assistive Training for
a Month ₹550



Make an open donation for
PACT to use the funds based
on urgent and important needs

There are nearly 29.6M orphaned, abandoned and surrendered (OAS) children in India. And less than 10K child care institutes (CCI). A significant percentage of these children have special needs. But lack of resources and training at CCIs has these children grow into "disabled" dependent adults.

This MUST change!

CONTACT US

VOLUNTEER, DONATE & NURTURE

Please email your inquiry to info@pactindia.org.

Call us at +91-9379741933.

Visit www.pactindia.org.



HOW TO DONATE

For online donations:

<https://pactindia.org/donate/>

Scan with a UPI app:



For NEFT donations:

Account Name: Prakhyata Abhinand Charitable Trust

A/C No.: 0486073000000945

Bank: South Indian Bank

Branch: Kothanur

IFSC Code: SIBL0000486

Account type: Current

Donations to PACT are eligible for 50% tax exemption under Section 80G of the Income Tax Act, India.