



## HIGHLIGHTS

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- Apr-Jun'23 Report
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## PROGRESS UPDATES (APR-JUN'23)

- Screened 2 Child Care Institutes (CCI)
- Started intervention for Grace Foundation Charitable Trust, Bengaluru and Antaragange Vidya Samasthe, Kolar
- Completed the first phase of the Caregivers Training for Missionaries Of Charity, Bengaluru
- Initiated the Internal training and mentoring session for PACT's team (initiated by Mrs Merlyn Hilda and Mr V R Nakkina)
- Appointed new governing board members
- Implemented the fast-track process by assigning new roles to 3 team members
- Received the ISO recertification
- Expanded PACT's physical space into office space, training and meeting space, and physiotherapy clinic

# MESSAGE FROM THE BOARD

Greetings from PACT India! It has been my pleasure to associate with the social sector since 2013 and with PACT India since Jan 2022. I am impressed with the team's work, commitment, and openness to learning and improving their skills for impactful services to the community.

The team has demonstrated process orientation, validated through an external ISO audit, ISO certification and then re-certification very recently.

Serving orphaned, abandoned, and surrendered (OAS) children with special needs is a neglected area that PACT is focussed on for three years. We have progressed well with support from stakeholders, government officials, donors, caregivers and more. We are sincerely grateful for this wonderful support that has translated into a tangible impact in the lives of the children with special needs in CCIs.

PACT has reached 36 CCIs and screened 617 children for special needs, identified 304 children with developmental delays, trained 28 caregivers, and reached 864 stakeholders. One CCI has also been identified as a model CCI with six subject matter experts (SMEs) ready to deliver.

In 2023-24, we will reach 45 new CCIs, screen 750 children, train 40 caregivers, touch 500+ more stakeholders, and identify and develop five model CCIs with nine SMEs to deliver this work.

We are partly supported with funding and we are sincerely scouting for more funding to deliver our plans. Your support on this account is highly appreciated.

PACT is also thinking forward while focusing on delivering the present plans. We are working with various supporting organizations to avail their mentoring services for strategy, sustainability, compliance and expansion of our services – both reach and spread.

The governing board at PACT is closely engaged with the operations team. We have periodic review mechanisms and follow-up actions with a focus on short-term, mid-term, and long-term focus areas.

We are ever grateful for the support from stakeholders, donors, and all support organizations.

We will honour their trust by maintaining the quality and ethics of PACT's services and contributing to an inclusive ecosystem.



VENKATA RAMA KRISHNA NAKKINA  
GENERAL SECRETARY, PACT INDIA



The PACT team has started a biweekly intervention process with Antaragange Vidya Samsthe, Kolar district, Bengaluru from 19th May. One of our therapists visits to review and execute the treatment plan, teach the caregivers the updated exercises and note the changes observed in the children.



PACT was at SOS-Arunodaya, Bengaluru, a Child Care Home on 5th June. We screened 19 boys aged 14-18 years against a 12-domain checklist. It was good to see the well-maintained interiors of the home, and the respect and care shown by the caregivers towards the children. This intervention will greatly improve the future of the children.

# FEATURED ARTICLE

## CAREGIVERS IN CHILD CARE INSTITUTES

A child care institution's or home's foundation is the children living in it but what makes it a place of respect, inclusivity and recognition are the caregivers of the home.

They are solely responsible for the child and need to be a role model for the children to become sound individuals despite their circumstances.

There are always ups and downs in the niche and honourable profession of caregiving, especially when it comes to the pay scale and appreciation of caregivers.

Among the many homes that PACT India has visited, only a handful are able to employ enough caregivers to cater to the needs of the children. Ideally, there should be one caregiver for two children but that's hardly ever the case.

There is a huge shortage of caregivers and an ever-increasing number of orphaned, abandoned, and surrendered children. There is a dire need to recognize the amount of work done by caregivers, train them, and introduce initiatives to aid them financially.

Due to this imbalance in care homes, some older children have to step up to look after the younger children. This is a challenging situation, especially in a home serving children with special needs.

The above observations led to PACT holding training and workshops for the caregivers of the children's homes - to equip caregivers with appropriate and adequate knowledge to carry out their duties and responsibilities efficiently.

Only then can caregivers meet the holistic needs of the children using what is within their achievable means.



VEDIKA GOSWAMI  
PROGRAM ASSOCIATE - OAS  
REHAB & CLINICAL SERVICES



Winners of the COHORT 1 program

## COHORT 1 CELEBRATION

COHORT 1 began with 35+ Child Care Institutes (CCIs) from 5 zones of Bengaluru, with the support from Ms Bharathi Devi, DCPO, Bengaluru Urban.

The goal was to identify and treat children with special needs accurately and effectively. PACT has screened 617 children in need of care and protection (CNCP) sheltered in 33 CCIs since Sep'22.

On 30th Mar, a celebratory program was organised to share the progress of the program. A cash prize of ₹2.5 lakhs was awarded to Infant Jesus Children's Home for their practices and commitment towards the 85+ children they shelter who have HIV and other physical disabilities.

Many insights have come up as a result of the program with respect to the prevalence of special needs and learning difficulties among the children sheltered in CCIs. Details [here](#).

After the COHORT 1 program, Mr V R Nakkina mentored a session where we evaluated how we fared, the lessons learned, and our growth as an organisation. We discovered our strengths, explored avenues for improvement, and celebrated our wins. Thank you, Mr Nakkina, for giving us your valuable time and expertise, and for always being there for us.

**We invite CCIs to join COHORT 2. Please spread the word.** This is the [registration form](#).

# PACT ACTIVITIES

## NUMBER OF CHILDREN SCREENED/ASSESSED AT CCIS AND IDENTIFIED WITH SPECIAL NEEDS

Name of the CCI	No. of children	No. of CwSN	LD1	Autism	LD2	ID	CP	GDD	SH	VI	DS
SOS Arunodaya	19	11			10					1	
AVS	11	11			1	7	2	1	4		
GFCT	18	18	9	2		2	5	3			1
GCHBMR	5	5				5		5			

GCHBMR: Government Children Boys Home for the Mentally Retarded AVS: Anthargange Vidya Samasthe

GFCT: Grace Foundation Charitable Trust

LD1: Locomotor disability LD2: Learning disability ID: Intellectual disability CP: Cerebral Palsy

GDD: Global Developmental Delays SH: Speech & Hearing Impairment VI: Vision impairment

DS: Down's Syndrome

## WE INTEND NURTURE GIVING AND SUPPORT (WINGS) PROGRAM

Name of the CCI	No. of children	No. of direct sessions	No. of tele-rehab sessions	Sessions delivered by caregivers	Total sessions	**Misc. services
His Paradise for The Deserted	15	227	0	0	227	4
Antaragange Vidya Samasthe, Kolar	3	5	0	0*	5	0
Infant Jesus Children Home	9	82	0	468	550	7
Grace Foundation Charitable Trust	11	14	0	253	267	5
Liza's Home	4	33	0	308	341	2
Missionaries Of Charity***	32	0	0	0	0	14

\* Data from hospitals that the children were visiting for physiotherapy is yet to be received

\*\* Prescription of assistive orthotic devices

\*\*\* Intervention yet to be started directly and via caregivers



# PACT ACTIVITIES

## Assessment of children with intellectual disability

Ms Kavya from PACT assessed 5 young boys, with moderate to severe intellectual disability, housed in a government children's facility dedicated to intellectually challenged and disabled youth.

The children, under dependent care, were screened on multiple domains of physical and mental health as well as orthopaedic and neurological measures. As needed, PACT follows with direct intervention or through partners.

## Caregiver Training for Missionaries of Charity

PACT conducted the first phase of the Caregivers Training at Missionaries of Charity, a child care home in Bengaluru on the 3rd, 4th, 16th and 18th of May.

Days 1 and 2 were an introductory session on providing first aid to the children in case of falls, safety measures for the children, and a SWOT analysis of the care home.

Day 3 covered topics such as developmental delays, physical and mental issues, behavioural issues, and safe handling of children.

Phase 1 ended on Day 4 by engaging caregivers on the topics taken via practical methods and enhancing their soft skills. The caregivers were actively engaged and they could incorporate the learning into their daily life to enhance the care home and the quality of life for the children.

The final day came to a fruitful end by doing a feedback round to hear recommendations or challenges faced during the course of the training.



## Interventions initiated at Grace Foundation Charitable Trust

The weekly intervention started on 30th May for GFCT, a child care home that provides shelter, daycare facilities, physiotherapeutic treatment, speech therapy, occupational therapy and psychological intervention for physically and intellectually disabled children and adults.

PACT is working with GFCT's in-house physio Mr Praveen, to provide children with advanced rehab care and also to form and add to the existing treatment plans.

## PACT announces its new Governing Board for 2023-26

Mr V R Nakkina, General Secretary  
Mr Rajaiah, Joint Secretary  
Mr Govardhan, Treasurer  
Dr Vineet Johnson, Ex-officio Member  
Dr Daniel Manoj, Managing Trustee  
Ms Ramya Ratnam, Managing Trustee  
Dr Reuban Daniel, Managing Trustee & Founder

We are proud to have these committed people on board. Their experience and guidance have been and will continue to be valuable for our organization's growth and sustainability.

**PACT**  
Acknowledging lives

**MEET the Board**  
2023-2026

**OFFICE BEARERS**

- MR NAKKINA  
General Secretary
- MR RAJAI AH  
Joint Secretary
- MR GOVARDHAN  
Treasurer
- DR VINEET JOHNSON  
Ex-officio Member

**TRUSTEES**

- MS RAMYA RATNAM  
Managing Trustee
- DR DANIEL MANOJ  
Managing Trustee
- DR REUBAN DANIEL  
Managing Trustee

www.pactindia.org  
Prakhyata Abhinand Charitable Trust

# PACT ACTIVITIES



Being orphaned, abandoned, and surrendered (OAS), is traumatic and life-changing for a child. If, in addition to this, the child is impaired with physical, communication, and visual or mental challenges i.e. a Child with Special Needs (CwSN), the negative effect will be severe. Without access to care and rehabilitation, the unique abilities of a CwSN often go unnoticed and are not further developed.

PACT is doing a commendable job in training caregivers and creating subject matter experts to cater to the needs of OAS and CwSN children. Adhyan has been associated with PACT for several months now and we are happy to see the effort and genuine interest of Reuban and his team in providing better care for such underprivileged children. Adhyan wishes the team a bright and prosperous future.



Priya Joseph,  
Founder, and Managing Trustee,  
Adhyan Charitable Trust



Some of our board members - (from left) Mr Mansoor Ahmed (Advisory), Mr Reubal Daniel, Mr Rajaiah, Mr Nakkina, Mr Govardhan



## ISO External Audit

PACT was audited for ISO certification on 9th June. A third-party auditor assessed the compliance to standard Quality Management Systems (QMS) processes and found PACT compliant on all regulatory grounds.

## Fast Track Process for Internal Efficiency

PACT has planned a *Fast Track Process* (FTP) to train the team to handle tasks mindfully, streamline programs for the rehabilitation of Orphan, Abandoned and Surrendered (OAS) children and self-generation, and create a sense of ownership towards our responsibilities.

To start off FTP, three team members - Ms Merlyn Hilda, Ms Jyothika KS, and Mr Joel Joseph - have been promoted to Lead of Academics, Monitoring & Evaluation; Associate Co-lead of Clinical Services of OAS & Self Generation program; and Associate Co-lead of OAS programs & Organizational Development respectively.



Meeting with the DCPO, Anekkal



# PACT ACTIVITIES

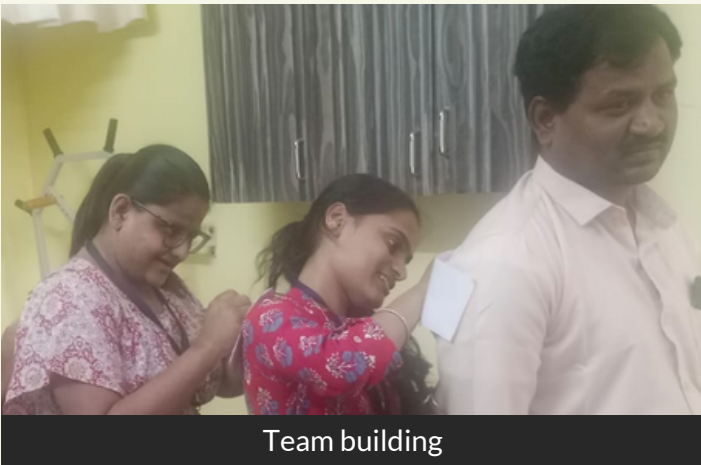
## Dhwani Foundation Training

It was a pleasure for Mr Reuban and Mr Venkat Nakkina to attend the 2-day Niranthara - Sahayak program conducted by Dhwani Foundation on 14-15th June 2023.

The event was attended by over 10 other NGOs, their leaders and governing board members. The topics included the roles and responsibilities of board members, governing parameters, the importance of shared responsibilities among board members, the roles and responsibilities of heads of NGOs (such as CEO), and various critical policies.

The interactive sessions and group activities enhanced the understanding and application of various concepts. Dhwani also introduced the concept of the Updeshak program wherein NGOs can secure board members whom the Dhwani Foundation already trains. The 2-day program is an eye-opener on how NGOs must run, and regulatory compliance, and provides a systematic framework for the work we do in the social sector.

Many thanks to Dhwani Foundation for their initiative to enhance the organisational growth and sustainability of NGOs.



Team building

## Internal training & mentoring session

PACT has started the weekly internal training for the core team on physiotherapy concepts, organisational development, compliances, treatment protocols, and related topics.

The team is presenting the topics to enhance their understanding and confidence.

Every team member is also having individual discussions with our mentor and board member Mr Nakkina. This is helping them identify their strengths and improvement areas. We are grateful to Mr. Nakkina for sparing his valuable time for mentoring the team.



## Team building

PACT organised a team-building activity on 29th April. The team participated in activities that helped them identify and appreciate each other's strengths. They also shared their first impressions of each other, which was a lot of fun.

It was empowering to know the strengths others recognise in us. We also discussed the plans for 2023-24 that will be presented to the Board.

All in all, it was a wonderful day!



# PACT ACTIVITIES

## HCL Tech Grant pan India Symposium

PACT's team members Ms Merlyn Hilda and Mr Joel Joseph attended the 9th edition of HCL Tech Grant Pan India Symposium, a funding program for NGOs, held in Bangalore on 30th May.

The sessions included a brief on the Companies Social Responsibility (CSR) Law and its relation to the G20 Presidency of India. The importance of each Sustainable Development Goal (SDG) in the space of social work was discussed.

The organisers shared the criteria to qualify for the funding and eligibility for NGOs working on Education, Environment, and Healthcare. The winning NGO will receive funding support for 4 years.

As participants, our team learned about the CSR aspects for NGOs and gained from the panel discussions with experts from CSR Box and other social development arenas.



- Ms. Anandhi Yagnaraman, CEO of CSA for her constant support and mentoring of PACT
- Ms Asha, DCPO of Anekkal and Bangalore East for engaging with us and listening about our programs
- Umeed organization & Amar Seva Sangam for their promised support towards the early intervention and M&E programs respectively
- Jyothi Lakshmi, Kuldeep Rajpurohit and Thrivikram Annamalai for their support towards PACT

## JULY- SEPTEMBER PLANS

- Gear up for COHORT 2 (We plan to award 2 CCIs with 2.5 lakhs each and support them for 3 years; support 15 CCIs in services, worth ₹1 lakh for 1 year.)
- Scale up assessments and screening for CCIs
- Roll out interventions in 9 CCIs
- Initiate the self-assessment of PACT on 205 parameters laid out by Dhvani Foundation
- Implement the 2nd phase of MOC caregivers' training
- Pilot a new technology for Monitoring & Evaluation
- Reach out to donors with a strong fundraising strategy and raise approximately ₹40 lakh for the operational year

## OPEN JOB POSTINGS

### Occupational Therapist

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

### Speech Therapist

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

### Clinical Psychologist

Bachelor's or Master's degree required. Freshers as well as those with up to 5 years of experience may apply.

**Job Location:** Bangalore. Including travelling to the rural community.

**Date of Joining:** Immediate

Salaries will be finalized after the interviews and competency mapping.



# 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](http://www.pactindia.org).)

Together We Can.

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

## 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

## Did you know?

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!

You can help.

## CONTACT US

**VOLUNTEER, DONATE &  
NURTURE**

Please email your inquiry to  
[info@pactindia.org](mailto:info@pactindia.org).

Call us at +91-9379741933.

Visit [www.pactindia.org](http://www.pactindia.org).



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