

STRATEGIC PLAN



DEVELOPMENT INITIATIVES BY SOCIAL ANIMATION (DISA)

Period: JULY 2024 TO JUNE 2027

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MESSAGE FROM THE SECRETARY, DISA

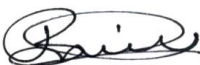
“Strategic Planning will help you fully to uncover your available options, set priorities for them and define the methods to achieve them.” Robert J. Mckain

Development Initiatives By Social Animation (DISA) made strenuous efforts to prepare this Document : ***Strategic Planning: 2024-2027***. It is the fruit of a combined effort of all the Stakeholders of our Organization which started with the Orientation and Facilitation Workshop at Prabhat Tara, Lucknow on 15-17 April 2024, organized by Uttar Kshetriya Samaj Vikas Kendra (UKSVK), the Northern Regional Forum, Agra. A series of consultations, discussions and drafting of the Document took place at different levels by the Stakeholders of DISA. A follow-up Workshop was arranged to review the process and sharpen the Document which was held on 22-23 May 2024 at St. Francis Monastery Campus at Mussoorie.

We deeply appreciate the valuable contributions and guidance of many persons in preparing and finalizing this Strategic Plan 2024-27. We specially express our gratitude to the Executive Director of UKSVK, Agra, the Resource Person and able Guide - Mr. Kushal Neogy, as well as all Partners of UKSVK who participated in the Consultation Workshops with their critical comments and accompanying us throughout this venture.

As DISA shall complete 25 Years in September 2026 and celebrate its Silver Jubilee, we are very glad to prepare this Strategic Plan as the Way Forward with great hope and future vision. We present this Strategic Plan: 2024-27 for the adherence of all who are associated with DISA.

With warm regards and best wishes,



**Binu Tomy,
Secretary, DISA
20 August 2024.**

INTRODUCTION

Development Initiatives By Social Animation (DISA) is a Registered Society since September 2001 under Societies Registration Act 1860 (Regn. No: 462/2001-02, renewed for five years up to 23 Sep. 2026). DISA has interventions for Financial Inclusion and Livelihood through Self Help Groups, Gender Justice and Women Empowerment in collaboration with Nai Disha Mahila Samiti, Natural Resource Management and Sustainable Agriculture through Farmers Clubs, Leadership and Skill Development of Adolescent Girls through Saloni Sangams, Inclusive Development of Children and Persons with Disabilities, Disaster Risk Reduction through Voluntary Task Forces at flood prone areas, and Rescue and Rehabilitation of Children in Distress through CHILDLINE (till August 2023). DISA has FCRA Registration (FCRA No: 136310026 which is renewed and valid for five years w.e.f. 01 October 2023) and Exemption from Income Tax with 12 A Certificate (146 / 02-03 w.e.f. 01 April 2002, renewed up to March 2027 as well as 80 G Certificate (which is renewed and valid for three years up to financial year 2026-27). The Organization has accreditation with Credibility Alliance renewed and valid up to February 2027.

The organizational life of DISA is like a mustard seed, though small in size, it is growing to become shelter for many and useful in manifold ways to the community. The Organization intervenes in the lives of the excluded and the most marginalized for their empowerment and their *life in fullness*. “*Growing to Serve*” has been the hallmark of DISA, with total dedication and hard work of our Members and Collaborators. In spite of limitations and setbacks in our interventions due to meagre resources, DISA is determined to march forward with greater vigour and commitment.

NEED AND PURPOSE:

DISA as a credible and responsible Organization for the empowerment of the poor, the marginalized and the excluded, is in need of a blueprint for future action and change. The Vision and Mission of this Organization can be realized only if there are well-planned strategies and relevant interventions. Hence, DISA thought of preparing a Strategic Plan for the next three years ie from July 2024 to June 2027. This is the result of a process whereby DISA envisions its future, sets priorities and develops activities to achieve the goal. In the process of preparing this Strategic Plan, we ensured to obtain inputs from maximum stakeholders, and to make it community-based, inclusive and participatory.

PROCESS FOLLOWED:

Uttar Kshetriya Samaj Vikas Kendra (UKSVK), the Northern Regional Forum organized a Workshop on Strategic Planning on 15-17 April 2024 at Prabhat Tara

Diocesan Social Work Centre, Lucknow. Besides the Diocesan Social Service Societies, many other Organizations were invited to participate in this Workshop. DISA got a golden opportunity to participate in the Workshop on Strategic Planning and received guidance to prepare the Strategic Plan for DISA for a period three years. Francis K. M, the Programme Director and Asish Sunil, a person doing Internship in DISA after his MSW Studies, attended this Workshop on behalf of DISA. Mr. Kushal Neogi from Catholic Relief Services was the Resource Person. After the Workshop in Lucknow, the Programme Director organized consultation meetings and collected the views of different Stakeholders. One Consultation meeting with the coordinators and Head Office Staff was held on 27 April 2024. Consolidating the data collected, the first draft of the Strategic Plan was prepared and sent to UKSVK for their feedback. Obtaining the feedback and modifying the first draft, the second draft was prepared and sent to UKSVK for their feedback. The modified document was presented in the meeting of the Directors of the Voluntary Organizations on 22-23 May at Mussoorie and the Strategic Plan was finalized for presentation in the Governing Body of DISA for modification, if any, and for final approval. This Strategic Plan was prepared after passing through these series of processes.

EXPECTATION FROM THIS EXERCISE:

Our expectations from this exercise of preparing the Strategic Plan for DISA are:

- # Revisit the vision, mission & values of our Organization
- # Establish realistic goals, objectives & strategies for the next three years
- # Ensures effective and optimum use of resources and mobilize more resources
- # Provide clear criteria to measure progress and introduce effective monitoring mechanisms
- # Build strong teams of social workers and enhance networking for better collaboration.

ACKNOWLEDGEMENT:

In the process of preparing the Strategic Plan for DISA, we acknowledge the contributions and appreciate the great efforts of :

- Uttar Kshetriya Samaj Vikas Kendra (UKSVK) for organizing the Workshop on Strategic Planning on 15-17 April 2024 as well as the Follow up training on 22-23 May 2024 for critical appraisal of the Plan.
- Mr. Kushal Neogi, for the able guidance as the Resource Person and constant accompaniment in the preparation processes.
- All the Participants of different Civil Society Organizations who attended the two Workshops for preparing the Strategic Plan and for their critical comments for making this a solid Document.

- The Senior Staff of DISA for critical comments and contributions in framing the plan details.
- The Governing Body of DISA for their critical comments, and approval.
- All the Stakeholders of DISA for their collaboration and generous support.

I. DISA - ORGANIZATION PROFILE:

1.1. Historical Background and Origin of DISA

We see the emergence of many Voluntary Organizations - some say it is a mushroom growth - to share the responsibilities of Nation Building, through empowerment of the disadvantaged and the marginalized sections and their capacity building exercises. We also experience in our country a very lopsided and staggering growth of the rural as well as the socially and economically deprived people. Even after years of independence and planned development activities, the fruits of the efforts did not trickle down and disseminate to these poor. The quality of life of the poor remains stagnant with out any steady improvement.

The magnitude of the problems and challenges the Voluntary Organizations address in the rural areas are so vast that the effect is very insignificant and slow. Hence there is the need for both extensive and intensive interventions in the lives of the poor, the excluded and the marginalized. We need a multiplication of helping hands and broader shoulders to collaborate and share the responsibilities of integrated, participatory and sustainable development and empowerment processes of the poor, the excluded and the marginalized. All are called to contribute, according to their capacities, and share the responsibilities of community building processes, even if it is very meagre. As Rabindranath Tagore puts it, *“there are numerous strings in your lute; let me add my own among them”* so that *“into that haven of freedom, O Lord, let my country awake.”*

We share the same goal of the Development Planners and Visionaries of our country. UNICEF envisions: *“The day will come when Uttar Pradesh will be judged not by the military or economic strength nor by the splendour of its capital cities and public buildings but by the well-being of its people; by their levels of health, nutrition and education; by the opportunities to earn a fair reward for their labour; by the ability to participate in the decisions that affect their lives; by the respect that is shown for their civil and political liberties; by the provision that is made for those who are vulnerable and disadvantaged; and by the protection that is afforded to the growing minds and bodies of their children.”*

In this context, the pioneering members of DISA thought of promoting one Voluntary Organization in India to cater to the needs of community empowerment processes. These pioneers have involved themselves in the struggles and agonies of the deprived sections since 1972, starting with a few remote villages of Eastern Uttar Pradesh. They got the inspiration and encouragement from the responses of the poor while they were interacting with them. Hence, they thought of formalizing these interventions through a Registered Social Service Society, which resulted in the formation and promotion of DISA to address the needs of the poor, the excluded and the marginalized people. This Association got registered in September 2001, under the Society's Registration Act of 1860 with the name *DISA (Development Initiatives by Social Animation)*.

The area of operation of DISA is entire Country of India. The experiences of the promoters of DISA count much in translating the dreams for an ideal society and we take initiatives, following their footprints. We join with Mother Teresa to say: *"We ourselves feel that what we are doing is just a drop in the ocean but the ocean would be less because of that missing drop."*

Legal Status and Identity of the Organization:

	IDENTITY OF THE ORGANIZATION
NAME OF THE CIVIL SOCIETY ORGANIZATION	DEVELOPMENT INITIATIVES BY SOCIAL ANIMATION (DISA)
STATUS	SOCIETY REGISTERED UNDER SOCIETIES REGISTRATION ACT 1860
AREA OF OPERATION	WHOLE OF INDIA
ADDRESS	DISA, BASIL BHAVAN BEHIND CIVIL COURT, BASTI, UTTAR PRADESH- 272001 MOBILE: 9219682355, 9415038199, 8318567749 PHONE: 05542-245439, 05542-796552 EMAIL: disabasti@gmail.com WEB SITE: www.cstdisa.org
CHIEF FUNCTIONARY	BINU TOMY
ADDRESS OF THE CHIEF FUNCTIONARY	SECRETARY, DISA, BASIL BHAVAN, BEHIND CIVIL COURT, KATRA, BASTI, UTTAR PRADESH - 272001 MOBILE NO: 8318567749, 8005105171
NODAL CONTACT PERSON	FRANCIS K. M, PROGRAMME DIRECTOR, DISA

ADDRESS OF NODAL CONTACT PERSON	DISA, BASIL BHAVAN BEHIND CIVIL COURT KATRA, BASTI, UTTAR PRADESH- 272001 MOBILE NO: 9415038199 EMAIL: frkilicst@gmail.com
SOCIETY REGISTRATION NUMBER	462 / 2001-02 DATED 24 SEPTEMBER 2001
PLACE : BASTI, YEAR : 2001, UNDER SOCIETIES REGISTRATION ACT 1860 FILE NUMBER : G-32956/2001-2002, RENEWAL NUMBER : R/BAS/09100/2021-22 RENEWED FOR FIVE YEARS W.E.F. 23.09.2021	
FOREIGN CONTRIBUTION REGISTRATION NO:	136310026 DATED 21 APRIL 2003 RENEWED FOR 5 YEARS W.E.F. 01.10.2023
FCRA ACCOUNT FOR RECEIPT OF FOREIGN CONTRIBUTION	STATE BANK OF INDIA, NEW DELHI MAIN BRANCH, FCRA CELL, FOURTH FLOOR, 11 PARLIAMENT STREET, NEW DELHI - 110001, INDIA
UTILIZATION BANK FOR FCRA AND LOCAL CONTRIBUTION	PUNJAB NATIONAL BANK ST. BASIL'S SCHOOL BRANCH, KHIRIGHAT, BASTI, UTTAR PRADESH -272001
REGISTRATION UNDER 12 A (10 AC)	DATE OF REGISTRATION: 23.09.2021 FROM A.Y.2022-23 TO A.Y.2026-27
PERMANENT ACCOUNT NUMBER (PAN)	AAATD5451G
ACCREDITATION WITH CREDIBILITY ALLIANCE UNDER DESIRABLE NORMS	REGISTRATION NO: CA/16/2021 FOR FIVE YEARS, VALID UPTO 19.02.2027
REGISTRATION FOR CSR ACTIVITIES	REGISTRATION NO: CSR00074795

MANDATE OF THE SOCIETY - DISA:

As a Registered Society, DISA is governed by its Memorandum of Association and the Rules and Regulations of the Society. The Society has its Area of Operation in the whole country India. DISA has adopted various Policy Documents and Renewals and Amendments are done time to time. DISA also has accreditation with Credibility Alliance. The Vision, Mission and Strategies are well articulated and they give the directions for the forward journey of this Organization.

PRINCIPLES, ETHOS AND PHILOSOPHY OF DISA:

DISA views the present Social System, as a system meant to perpetuate exploitation of the weaker sections of the Society. The existing system thrives on illiteracy, poverty, disease and many other socio-economic and cultural conditions. The ideology provides legitimacy to such a system. We witness to gross discriminations against the weaker sections, pushing them to further marginalization and rampant violation of human rights. Hence these people are

cut off from the main stream of the Society. Restoring their dignity and upholding their rights shall be the means to create a new social order of human communities where the universal values of justice, equity, love, peace etc. will reign supreme. Hence DISA sets the goal of bringing a social transformation with structural changes in the system so that the new order is integrated, responsive, participatory and sustainable.

EMPOWERMENT - OUR PERSPECTIVE:

DISA has its origin after experiencing various development approaches by its Pioneers especially the charity and welfare approaches of development. Down through the years our area witnessed this 'band-aid' development which could not heal the wounds of the exploitation, lopsided development, dependency and various discriminations. The benefits of development did not trickle down to the grass-root levels up to the poor, the excluded and the marginalized as visualized. This stark reality prompted the development workers of DISA to seek a panacea to this age-old problem faced by the poorest people. The society is trying to make inroads into the lives of broken people who have experienced the bitterness of exploitation and discrimination at various levels.

'Power' has been central issue in understanding development, power equations and issues of empowerment. Power means 'the capacity to do something' - 'a force exercised by individuals or groups'. This traditional understanding is critically looked at. It is explained as 'power over', showing power as constituted through discourses and people being constructed as subjects in discourses. 'Power over' means power of one person or group to get another person or group to do something even against their will. But now there is a basic dislike of institutional structures because these tend to centralize power, to control participants and force them in to a standard mould. Networking, which operates horizontally and cooperatively, may be an alternative to hierarchical institutional structures.

'Power over' may be enforced through violence or fear or by social rules by which the poor or the weaker are compelled to accept and adhere to.

'Power from with in' arises from the understanding that one is not helpless, not responsible for all the problems and is restricted in part by structures outside oneself. 'Power from with in' is spiritual strength and uniqueness that resides in each one of us and makes us truly human. Its basis is self- acceptance and self-respect, which extends in turn to respect for and acceptance of others as equals. The Empowerment Approach to development seeks to identify power, less in terms of domination over others and more in terms of the capacity of people to increase their own self-reliance and internal strength – self-empowerment.

'Power to' involves gaining access to a full range of human abilities and potentials, which is enabling and creative power to do greater and new things.

‘Power with’ is the capacity to achieve something with others what one could not achieve alone. It is not only the capacity but awareness – ‘a sense of the whole being greater than the sum of the individuals or parts’, especially when a group tackles the problem together. ‘Power with’ is the associational strength with people especially the powerless and the disadvantaged. The marginalized sections get their strength and capacity to act in their togetherness with others. Creating these networks and associational power is building ‘Social Capital’ and is a powerful Strategic for empowerment of the poor and the marginalized and consequently to community development. People’s organizations and their capacity building have become the major thrust of the Organization where we focus on building ‘social capital’ and thereby the participation of the people in development actions. The role of DISA is that of a Co-worker, Facilitator and Companion. In all the development actions - right from planning, implementation, monitoring and evaluation - the policy of ‘people first’ has been followed. We shall prove that Empowerment of the poor is possible; it is not a dream.

Empowerment in the ‘access and control’ framework includes the following:

- ♣ **Access to and control over assets and resources.**
- ♣ **Control over their income and labour.**
- ♣ **Control over their body and physical security.**
- ♣ **Control over physical mobility.**
- ♣ **Access to and control over decision - making Processes**
- ♣ **Access to and control over public institutions and Facilities**
- ♣ **Access to and control over intangible resources – Information, influence, Political clout etc.**

GEOGRAPHICAL SPREAD OF DISA (As on 01 May 2024):

STATES	DISTRICTS	No	BLOCKS	GRAM PANCHAYATS	VILLAGES
Uttar Pradesh	Basti	01	Sadar	54	70
		02	Harraiya	28	43
		03	Bahadurpur	17	30
	Siddharthnagar	04	Mithaval	25	40
	Shravasti	05	Ikauna	31	33
	Gorakhpur	06	Sahajanwa	11	16
Jharkhand	Chatra	07	Chatra	05	05
			Total	171	237

Target Coverage:

- **Women: Poorest of poor, widow, divorced, oppressed.**

- Small & marginal farmers, landless & labourers
- Children and Adults with Disability.
- Adolescent Girls and Boys.
- People who are affected by flood and natural calamities

II. CONTEXT ANALYSIS

Operating Environment of DISA:

DISA is actively involved in four Districts of Eastern Uttar Pradesh and one District in Jharkhand. The area in Uttar Pradesh is commonly known as Terai Region and Gangetic Plains. During summer the day temperature shoots up to 50° C and the Climate is hot and humid. The underground water table is very high - nearly 20-25 ft. The area has the following situations:

- **Agriculture is the major source of income for 80 % of the population. The area is very fertile and both crops Rabi and Kharif are grown. The main products of the area are wheat, paddy, vegetables, sugarcane and oilseeds. Almost 82% of the families are marginal farmers. 15 to 20% families are landless. These small landholders cannot provide for their family's livelihood for the whole year.**
- **The land holding pattern is that 80 % are having less than one acre of land.**
- **More than 40 % of the people are of the opinion that Agriculture is not a profitable endeavour as the land productivity has come down and the cost of agriculture has gone up day by day.**
- **75-80 % is going out of the villages to major cities in search of odd jobs and seasonal migration is very rampant, though they lack the necessary skills and capacities for decent jobs.**
- **There are no major industries in the selected and nearby area except few sugar factories and brick kilns.**
- **The wage rate is 300-400 Rupees per day though the MNREGS rate is Rs.237/- which is not regularly available to all who get the works.**
- **The area has got sizable population of Scheduled Castes - about 20.81 %, predominantly Chamars. Hindus constitute 84.52%, Muslims 14.79%, Christians 0.14% and Others 0.55%.**
- **As the migration is the survival Strategic to overcome the poverty, majority of the males are not available in the villages and mostly women have to manage the household and agricultural works. Their leadership capacities are inadequate.**
- **This has brought the risk of sexually transmitted diseases and HIV/AIDS positive cases on the increase and is a threat.**
- **The literacy rate is the lowest in these villages – Total 56.52% of whom 33.24% are males and 23.28 % are females.**

- Though Primary Schools are available in every Gram Panchayat, the quality of education is very poor. The regularity and quality of the mid-day meal also is poor. Children are eligible to get the Govt. scholarships.
- The availability and accessibility of health services are very poor due to remoteness and weakness of the systems. The life expectancy of women is 54.5 years and of male is 56.8 years. The Infant Mortality Rate is 87 per 1000 live births. Average family size is 7 persons.
- Cultural Values and social institutions in this region are such that people are by nature averse to take risks. Unless congenial atmosphere, better infrastructure, better transportation and communication facilities are made available to them so as to take risks, local entrepreneurs are unlikely to emerge from this region.
- There are rampant superstitious beliefs and practices, which prevent them from rational behaviour. Many rely on quacks and fakes, go for cheap, easy and quick solutions- *Jugad*- even if they are hazardous and injurious to health and development.
- There is the need for a culture of openness to risks, hard work and rational behaviour. The domination of the upper castes and the rich has made the poor and Dalits very timid and submissive resulting in their low self-esteem, low level of courage to stand up and be counted.
- Due to poor awareness and social limitations, the elected women and members of the lower classes do not play an active role in the Gram Panchayats. Very often, the male member of the family makes their representation and many times put signatures / thumb impressions. No conscious efforts are made to ensure their participation and people are not animated enough to organize themselves to obtain their rights. Hence the devolution of power has not come to the hands of the local common people.

DISA is intervening in the lives of children of the Tribal communities for their education, health and well-being. The area where these interventions are taking place is in Chatra District of Jharkhand. On the whole these communities have no land and no education, hence, no job availability or not equipped to hold a job. Availability of regular job is not a guarantee. Above all, people are surrounded by companies who are trying to excavate natural resources – like sand and stone and displace the people from their villages. One source of income for the people was the forest which is being plundered for timber or mines. The wrong concept of development is destroying people's habitat and the source of their meagre income. Illegal cultivation of opium is leading the youth to drugs and addiction.

The people of these communities are daily-wage labourers, most of whom having only a small hut and kitchen garden. Emergency financial needs are met by animal rearing or young children working in tea stalls / brick kilns. Migrant work

is another source of income and most of the men go out of their village to larger cities or farm lands.

Because of all these natural and human-made problems the parents are helpless and not able to give proper care, protection and security to their children. Out of helplessness the children are sent for child labour. Due to meagre income, people can't afford to give normal care and protection to children or send them for regular schooling. Since most of the land is covered with degraded forest or shrubs, rearing of animals - goats and pigs - are easy. Usually children and old people tend these animals.

SHOCKS, CYCLES AND TRENDS (internal and external)

SHOCKS	CYCLES	TRENDS
Members of Self-Help Groups (SHG) are easily lured by Finance Companies and middle men in spite of constant interventions.	Lack of creativity in the activities organised by the Organization. The works of DISA has become routine and mechanic.	Many SHG members are bothered with loans and financial benefits only. They do not care to nurture the Group.
Media is not very much favourable to the Voluntary Sector. They blindly support the Administration and political powers	Transfers and promotions do not normally take place in DISA. As a result there are no changes and no enthusiasm in work, resulting in lack of creativity. There is no rotation of duties.	A few of the Staff just take the photos of the Venue or Event and disappear. They do not ensure quality of the event
Uncertainty regarding the security of work in the changing political scenario where NGOs are not encouraged.	Flood and Fire accidents are recurring in our area.	Communication failure or less communication between each Community Centre and Head Office and between Staff Members
Village People have more trust and blindly believe the Pradhans, Middlemen and Finance Companies than the Facilitators of DISA.	Climate Change and environmental degradation are more visible and affecting the lives of people.	Failure to maintain the order of responsibility or hierarchy of work relationship. The line of authority and line of communication are missing.

Our abilities to explain and convince the Village people are not very effective, even after many years of interventions and all types of Training to the Staff.	Frequent Transfers of higher officials in the Govt. Administration, resulting in difficulties for establishing rapport and contact.	We see a <i>Withdrawing State</i> , which day by day is reducing the interventions for the welfare of the people. We see more privatization and uncontrolled growth of Capitalism
	Seasonal Migration is very rampant in our area. Youngsters are away from the villages.	Slowly the Voluntary Sector is neglected and pushed out of the Society.
	Inflation is adversely affecting the poor.	There is growing communal polarization and hatred. Social harmony is at greater risk.
	Our Common Celebrations tend to be more routine and lack creativity.	Many Companies now prefer to <i>Work From Home</i> to reduce financial burdens.

ASSETS (Physical, Natural, Economic, Political, Social)

PHYSICAL	NATURAL	ECONOMIC
DISA Training Centre with moderate facilities is available for Trainings and Meetings on Payment	NIL (No land, property and gardens or any other natural resources in the name of DISA)	A Small amount of Corpus Fund is available.
POLITICAL	SOCIAL	SPIRITUAL

• Good Rapport with local leaders like Pradhans, Village School Teachers, PHC Staff, ASHA and Anganwadi Workers.	• There are good opportunities for collaboration and networking with the Diocese, Educational Institutions of the Diocese and Congregations. • Association with a good number of Organizations and people.	• Motivated and dedicated Staff Members. • Many individual Benefactors and Well-wishers, contributing to our works.
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STRUCTURES AND SYSTEMS (internal and external)

- DISA has a very active Governing Body, General Body, clear Organogram, Line of Authority, and good alignment with all Stakeholders.
- There are well-articulated Policies adopted by DISA on different issues and the systems are well functioning and efficient,
- DISA has digital reporting system using WhatsApp and GPS Tag
- Regular Staff Meetings, Monitoring Visits, Review and Planning Meetings, Training sessions are taking place.
- Functioning of DISA is more participatory and inclusive in approaches.

EMERGING TRENDS AND CHALLENGES FOR DISA:

- In tune with the Vision and Mission of DISA, promotion of Universal Values of Social Justice, Equity, Fraternity, Peace, Social Harmony, etc.
- Upholding the freedom and rights of people as enshrined and envisaged in the Indian Constitution in the changing political and social scenario.
- In a Society where the role of Voluntary Sector and space for interventions are drastically reduced, functioning of a Social Service Society is facing challenges.
- The sources of funds and support of the donors are diminishing and mobilizing funds for the continuation and expansion of the interventions of DISA.
- The Work Culture in the country is steadily deteriorating. Hence, getting more committed persons for social work and empowerment of the poor is becoming difficult.

CRITICAL ISSUES AND THEIR PRIORITIZATION:

- **Poverty Alleviation of the Dalits, Women, Landless Labourers and small marginal Farmers.**
- **Actions for Gender Equity, prevention of gender discrimination, provision for equal opportunities and surety of the rights and dignity of all.**
- **Leadership and skill development of the Adolescent girls, their integrated development, education and health.**
- **Mainstreaming the Children and Adults with Disabilities, promotion of their rights and entitlements, provision for barrier-free environment, and opportunities for empowerment.**
- **Taking care of the education of the deprived children of Tribal Communities, their integrated growth and empowerment.**

STRATEGIC ACTION ENVISAGED:

DISA envisages Community-led Development where the focus groups and programme participants come together, enhance their social capital, and work together for their empowerment, and integrated development. They become aware of their current situations, visualize a better and meaningful life of quality, dignity and rights, undertake collective actions for their due share in the community and shoulder responsibilities for a just, responsive, inclusive and participatory society. The Communities and DISA follow the principles and processes of community development. They develop their capabilities and leadership skills for effective management of their Groups and Organization.

III. NEW PERSPECTIVE OF DISA

THEORY OF CHANGE:

Community-led Development can bring changes in the Society, where the principles and processes are followed. The four pillars of this development shall be people's whole-hearted Participation, Collective Decision Making, effective Communication and able and committed Leadership. If the Program Participants and Focus Groups become aware of their roles, responsibilities, rights and entitlements, they are more inclined to effective participation, decision making, leadership and communication leading social transformation. Hence, the sequence shall be : *Awareness – Participation – Change of Behaviour*. Change can be brought when all the stakeholders join together to work for behaviour changes, each one performing their roles and responsibilities and uphold the values of mutual trust, cooperation, harmony and collaboration. We envisage Systemic Change by consistently following the Development Cycle adopted by DISA for Social Transformation. We firmly believe that another world is possible through our collective efforts.

PARADIGM SHIFT:

- DISA believes in the development and empowerment of *People*, rather than development of infrastructure and facilities. Hence, a *Policy of People First* is undertaken. People are at the centre.
- Development and Empowerment shall be possible only when the people come together, build social capital and work together to achieve the results.
- In the processes of development and empowerment the role of Organizations like DISA shall be of a Facilitator and Catalyst.
- In the processes of empowerment, people own up the programmes and become the leaders and decision-makers.
- In all these processes of empowerment the people become conscious of their roles and responsibilities as well as their rights and entitlements.
- DISA follows a more participatory, inclusive and responsive approach.

CORE VALUES OF DISA

The stated Vision and Mission of DISA guide the interventions and policies of DISA. We draw inspiration from the vast experiences of the pioneering members of DISA and also from the reflections of the members through various deliberations. These values are universal and fundamental values and we are committed to profess and promote these values.

The values set out below are the guiding principles for the Organization and its members. We, therefore, not only own them and value them but also manifest them in all our endeavours to make this world a better place for all especially the poor and the marginalized for whom we have a preferential option. We believe in the dignity of the human persons, their right to rule and manage their own lives by developing their inherent potentials and making the optimum use of the opportunities before them. We become the facilitators in the process.

1. *The dignity of the human being:*

DISA, in all its endeavours will ever strive to protect and promote the dignity of the individuals in its own workplaces, in dealing with partners and the society at large. We believe in the sacredness and the value of life and the inalienable right to life of every human being. DISA in all its efforts will promote respect for human lives irrespective of Religion, Caste, Culture, Gender, Language, Territory or any other distinction.

2. *Equity:*

DISA believes in an equitable society where equal opportunities are provided to every person to avail, access and control of the resources in proportion to each one's needs and capacities. DISA is aware of the need to be gender sensitive, gauging the limitations of the present-day society. Our efforts are to ensure indiscriminate participation of women and men. We believe in a society where biases and prejudices do not have a strong hold. We also believe in the necessity for making special option for the empowerment of women whenever called for. It is also our conviction that we need to reduce vulnerabilities and marginalization through our interventions within the society so that each one has the opportunity to be included and be an enriched human being.

3. *Justice:*

Inspired by the social teachings of the Universal and Fundamental Values, we will promote justice and peace in the society. We believe that every human being has the right to express and be heard and treated justly in all situations. We are the one in the forefront when justice is denied, human rights are violated, and when the vulnerable and the marginalized are oppressed and exploited. We focus our interventions in such a way that we support and network with like-minded individuals and organizations working for the same cause.

4. *Solidarity:*

DISA will strive to enhance solidarity with the poor and those who wholeheartedly share the same concerns. Through solidarity we express a firm determination and commitment to the common good. The vision of solidarity binds us together, establishing a society where all will receive what rightly belongs to us as children of God. Firmly believing in the integrity of creation, we recognize the relationship between natural resources and human development. This calls for concerted effort to protect the nature and its resources through programmes that are ecologically sustainable and are in harmony with the local environment.

5. *Transparency and Accountability:*

We recognize transparency, mutual accountability, openness, loyalty and honesty as fundamental values and preconditions for the growth of our partnership.

- a. We believe that every person is accountable for their actions.**
- b. Transparency in all decision-making processes, utilization of resources, assessing performances and communication.**
- c. We believe in sharing the concerns and apprehensions of all those we serve in a spirit of trust and mutual respect.**

- d. Team spirit is fundamental to an organization's culture wherein work becomes a process of learning and progressing together. Each person is considered as a unique contributor who is valued and respected.

6. Professionalism

DISA believes in Professionalism and excellence in the work and ensures quality performance with greater effectiveness, efficiency and commitment. Therefore, capacity building of the personnel and qualitative improvement are of great priority for the Organization.

DISA has the Vision, Mission and Strategic as follows:

<i>Vision</i>	Communion of human communities, for a Just, Responsive and an inclusive society and nurturing universal values.
<i>Mission</i>	To restore the human dignity of the poor, the excluded and the marginalized and achieve their rights as citizens.
<i>Strategy</i>	A process of social animation and right based and inclusive development approach among the poor, excluded and marginalized for enabling awareness capacities and collective actions.

IV FOCUS ACTIVITIES OF DISA

Social Work Apostolate:

CST Fathers of Little Flower Congregation with the Charism “Be Little and serve the Little” started their interventions for rural development and empowerment in the Diocese of Varanasi since 1970. They worked very hard in the Districts of Eastern Uttar Pradesh and focussed in the Districts of Gorakhpur, Deoria and Basti by establishing Community Centres and interventions for Empowerment of the poor. Later these Districts were carved out from Varanasi and the Diocese of Gorakhpur was erected in 1984. The CST Fathers continued their Rural Development Programmes and eventually registered DISA as a Society to legalize their interventions.

The Pioneers of DISA have the Model of Jesus Christ, who went round all the towns and villages, announcing the arrival of the Kingdom and Reign of God, starting a new era of liberation of the poor and the marginalized. They take the inspiration from the Gospels and life of Jesus Christ. They identify and align themselves with the poor and the marginalized through the Ministry of Social Apostolate to share the joys and sorrows of those who are with them and those with

whom they live. They become aware of the problems of the people through dialogue in a brotherly spirit, bringing to them the peace and light of the Gospel. The call of the broken humanity and the broken rhythm of the cosmos serve as the inner compulsion of their social commitment, seeking the unfathomable goodness, beauty, solidarity, harmony and communion of the humanity and the world at large.

The universality of the social commitment, irrespective of caste, creed, gender, territory, language and culture finds a suitable expression in the noble Indian ideal of the welfare of all – *Vasudhaiva kudumbakam* and *Lokasamgraha* as well as unselfish action – *Nishkaama Karma* as envisioned in Bhagwat Gita. Hence, the Pioneers of DISA, breaking the boundaries of caste, creed, gender and any other forces of discrimination and alienation, worked for a new Society, based on justice, equality, fraternity and freedom as enshrined in the Indian Constitution, considering everyone as brothers and sisters of one family. This fraternity and fellowship call for solidarity, social harmony, peace and mutual respect. They work as *Good Samaritans*, to shoulder the responsibilities of taking care of the wounded and excluded person. Hence, being with the marginalized, preferential option for the poor, social transformation, self-sacrifice like the grain of wheat etc are the hallmarks of all who aspire to be involved in the Social Apostolate.

Purpose of DISA

All associated with DISA aim at strengthening the hands of the lowest stratum in the society – those who are in the peripheries, those who are the marginalized, the oppressed, deprived, homeless, hungry, the neediest and those without hope for a better future. “*Another world is possible*” through our continuous efforts and interventions for just, responsive, egalitarian, inclusive and participatory social order, is the firm hope and dream of DISA.

ACTIVITIES & ACHIEVEMENTS:(Last Five Financial Years : 2019 to 2024)

Year 2019-2020			
Project Theme	Geographical Coverage	Project Grant in Rs.	Donors
DISA Corpus Fund	DISA H.O.	15,37,919	Verein der Little Flower, Provinz der Kongregation, Germany

Community based rehabilitation of persons with disabilities	35 villages, Sahajanwa Block of Gorakhpur District	7,94,760	CARITAS INDIA, New Delhi (CBR Project)
Rural Development Program	Basti Sadar, Harraiya, Mithaval & Ikauna Block	2,00,000	Vidyarthi Kendra, Gorakhpur
Rural Development Program	Basti Sadar, Harraiya, Mithaval & Ikauna Block	18,51,000	Student Point, Gorakhpur
Rural Development Program	Basti Sadar, Harraiya, Mithaval & Ikauna Block	21,000	Poonam Hosiery , Basti
Childline Project	Gorakhpur City	4,78,000	CHILDLINE India Foundation, Mumbai
Inclusive Development for the Children and Youngsters with Disability	Basti Sadar, Bahadurpur, Harraiya & Mithaval Block	7,00,000	Jan Vikas Samiti, Provincialate, Christ Nagar P.O.Varanasi-221003
Year 2020-2021			
Project Theme	Geographical Coverage	Project Grant in Rs.	Donors
Community Based Rehabilitation of Persons with Disabilities	35 Villages, Sahajanwa Block, Gorakhpur District	4,01,230	CARITAS INDIA New Delhi (CBR Project)
CHILDLINE Project	Gorakhpur City	1,60,908	CHILDLINE India Foundation, Mumbai
Inclusive Development for the Children and Youngsters with Disabilities	Basti Sadar, Bahadurpur, Harraiya & Mithaval Blocks	98,088	Jan Vikas Samiti, Provincialate, Christ Nagar P.O. Varanasi - 221003
Inclusive Education of Children Programme	Sahajanwa Block, Gorakhpur	26,500	CBR Forum, Bengaluru
JVS Covid-19 Relief Work Programme	Basti Sadar, Harraiya & Mithaval Blocks	73,000	Jan Vikas Samiti, Provincialate, Christ Nagar P.O. Varanasi – 221003
Rural Development Programmes	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	12,62,500	Vidyarthi Kendra, Gole Ghar Gorakhpur

Welfare and Education of the Poor	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	38,000	Dominican Sisters, 80 Feet Road Indira Nagar, Bengaluru
Year 2021-2022			
Project Theme	Geographical Coverage	Project Grant in Rs.	Donors
CHILDLINE Project	Gorakhpur City	2,81,975	Childline India Foundation, Mumbai
DISA Corpus Fund	DISA H.O.	8,59,977	Verein der Little Flower Provinz, Kongregation, Germany
Inclusive Development for the Children and Youngsters with Disabilities	Basti Sadar, Bahadurpur, Harraiya & Mithaval Block	7,50,000	Jan Vikas Samiti, provincialate, Christ Nagar P.O. Varanasi – 221003
Inclusive Education of Children Programme	Sahajanwa Block, Gorakhpur	24,000	CBR Foundation, Bengaluru
Transport or Communication Device (Desktop, UPS, Printer)	DISA H.O.	47,925	Liliane Foundation, Havensingel 26,5211 Tx's – Hertogenbosch, The Netherlands
Rural Development Activities	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	1,71,047	Verein der Little Flower Provinz der Kongregation, Germany
Rural Development Programme	Basti Sadar, Harraiya, Mithaval & Ikauna	2,00,000	S. Kumar Enterprises, Gorakhpur
Rural Development Programme	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	13,50,000	Vidyarthi Kendra, Gorakhpur
Rural Development Programme	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	2,00,000	Student Point, Gorakhpur
Rural Development Programme	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	2,00,000	Mr. Dheeraj Kumar S/o Rangnath Tripathi, House No. 308, Harhwa Fatak North Jatepur, Nirala Nagar, P.O. Basaratpur, Gorakhpur
Rural Development Programme	Basti Sadar, Harraiya, Mithaval & Ikauna	1,50,000	Goyal Brothers Prakashan, Sector 63, NOIDA

Welfare and Education of the Poor	Basti Sadar, Harraiya, Mithaval & Ikauna Blocks	18,000	Dominican Sisters, 80 Feet Road, Indira Nagar, Bengaluru
Year 2022-2023			
Project Theme	Geographical Coverage	Project Grant in Rs.	Donors
Food & Accommodation	Basil Bhavan Training Centre	6,790	Milan Foundation, Lucknow
Food & Accommodation	Basil Bhavan Training Centre	5,600	<i>Vitamin Angels India Village Kon, Bhiwandi, Kalyan West, Thane, Maharashtra</i>
Inclusive Development for the Children and Youngsters with Disability	Basti Sadar, Bahadurpur, Harraiya, Ikauna & Mithaval Block	6,99,975.10	Liliane Foundation, Havensingel, The Netherlands.
Systemic Change and Integrated Community Development Programme	Ikauna Block	7,33,406	SCN Ministry Fund, Nazareth
Corpus Donation & Education of Poor Children	DISA H.O.	6,83,361	Verein der Little Flower Provinz, Germany
CHILDLINE Project	Gorakhpur City	3,50,000	CHILDLINE India Foundation, Mumbai
Welfare of the Poor Education	Basti Sadar, Harraiya, Mithaval & Ikauna	18,000	Dominican Sisters, Basti
Fees from Tailoring Centres	Basti Sadar, Harraiya, Mithaval & Ikauna	52,350	Sudha, Renu, Mahipal Singh, Kalyani Yadav
Rural Development Programmes	Basti Sadar, Harraiya, Bahadurpur, Mithaval, Sahajanwa & Ikauna	22,57,621	Total amount from Different Donors
Year 2023-24			
Project Theme	Geographical Coverage	Project Grant in Rs.	Donors
CHILDLINE Project	Gorakhpur City	2,07,402	CHILDLINE India Foundation, Mumbai

Community Based Inclusive Development Programme	Ikauna, Mithaval and Sahajanwa Blocks	1,35,000	Arun Madathiparambil
Corpus Donation for Skill Development and Social Work Activities of DISA	DISA Head Office.	8,80,735	Verein der Little Flower Provinz, Germany
Education of the Poor Children	Basti Sadar, Harraiya, Mithaval & Ikauna	18,000	Dominican Sisters, Behind Civil Court, Basti
Education and Welfare of Poor Children	Basti Sadar, Bahadurpur, Harraiya, Ikauna & Mithaval Blocks	3,60,004	Verein der Little Flower Provinz, Germany
Facilitation for Inclusive Development of the Children and Youngsters with Disability	Basti Sadar, Bahadurpur, Harraiya, Ikauna & Mithaval Block	36,252	Jan Vikas Samiti, Murdaha, Varanasi
Facilitation of Diet Study in Selected Villages of Basti and Campaign on <i>Poshan Maah</i>	DISA Head Office	29,000	<i>Vitamin Angels India Village Kon, Bhiwandi, Kalyan West, Thane, Maharashtra</i>
Facilitation of Training for the Self Help Groups of Basti District	Basil Bhavan Training Centre	30,000	Manoj Kumar Singh, Faizabad
Family Cantered Child Care Project	Chatra Block, Chatra District, Jharkhand	8,05,500	Stichting Kinderpostzegels, Schipholweg 97, 2316 XA, Leiden, Nederland
Fees from Tailoring Centres and Fees for Internal Audit from SHGs	Basti Sadar, Harraiya, Mithaval, Bahadurpur & Ikauna Blocks	62,300	Sudha, Rekha, Mahipal Singh, Sangeeta, Chandrawati, Kiran, Rosan and others
Interest from Corpus Funds and Bank Deposits	Basti Sadar, Harraiya, Bahadurpur, Mithaval, Sahajanwa & Ikauna	7,33,693	Punjab National Bank, Gandhi Nagar P. O. Basti
Rural Development Programmes	Basti Sadar, Harraiya, Bahadurpur, Mithaval, Sahajanwa & Ikauna	37,54,307	Total amount from Different Donors

Systemic Change and Integrated Community Development Programme	Ikauna Block	7,71,105	SCN Ministry Fund, Nazareth, Kentucky
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SIGNIFICANT ACHIEVEMENTS OF DISA (Last Five Years - 2019 to 2024)

- Replication of the Package of Practices through Farmers Clubs which started in Mithaval Block, to the Blocks in Basti Sadar, Harraiya and Ikauna, improvement of cultivation and increase in productivity and income of the Farmers
- Expansion of the Groups with more Members and formation of new Groups
- Facilitation of five Tailoring Centres for Skill Development of Adolescent Girls and Women attached Five Community Centres.
- Facilitation of Bridge Course and Continuation of Formal Education of Girls who are School Drop outs and facilitation of Family Centred Child Care.
- Improved infrastructure such as one Air-conditioned Conference Hall and a new Community Hall at Asnar.
- Started to celebrate important days in a formal day to increase awareness and association.
- Formation of *Bal Dals* in the model of Children's Parliament.
- Able mobilization of resources and emergency interventions during Covid 19 Pandemic.
- Expansion of DISA interventions in Bahadurpur Block of Basti District and Chatra Block of Chatra District in Jharkhand.
- More focus on Persons with Disability, CBR and Inclusive Development Programme to more areas, Registration of DISA under RPwD Act.
- Community Kitchen- Ma Ki Roti – Programme in three locations.
- Introduction of interventions on De-Worming Day and Mental Well-being.
- A new, young and energetic Secretary for DISA after 23 years of continuous services of Cherian Puthussery.
- DISA has got Accreditation with Credibility Alliance under Desirable Norms (Regn. No: CA/16/2021) and this Accreditation is valid up to 19 Feb.2027.
- DISA shall celebrate Silver Jubilee of its Registration as a Society in 2026.

IV. CAPACITY ASSESSMENT

SWOT ANALYSIS OF DISA

Strengths:

- Experienced and qualified Staff, their improved abilities
- Good rapport with the Communities in the grassroot level
- Excellent planning and management

- Fair Level of Documentation.
- Freedom of expression of one's convictions and thoughts.
- Many Capacity Enhancement Programmes and Exposure Visits.
- The needy Staff can get salary advance in emergencies.

Weaknesses:

- Failure to get adequate and regular support from Government Officials
- Though there is freedom, some staff members do not show responsibility.
- Sometimes, direct contact with administration by the staff, bypassing the line of communication and authority, creates negative work relationship.
- Monitoring has loopholes.
- Unwillingness of staff to update the technological skills
- Less visibility and media coverage
- Improper or poor documentation, by the Staff in spite of so many years and so many Training
- CBO Members not showing the outcome of the empowerment in documentation, like writing the Reports and Accounts, putting signatures etc
- Even after many years of work many women in our groups are not able say basic information and introduce themselves such as their name, CBO name etc. They are less confident.
- Women do not stand for their rights even after years of accompaniment by DISA. Change is not very much visible.
- CBO Members do not learn about the core principles, rules and functioning of their Groups. They do not promote more women and men to be in the Groups.

Opportunities:

- Supports the skill development of staff and plenty of opportunities to learn
- Upgradation of technology
- Networking and exposure visits
- Financial Support and Support for career development.
- Plenty of Villages and people who are in need of our accompaniment for their empowerment.
- Plenty of Government Schemes are declared and made available.

Threats / Challenges

- NRLM in ground level is not functioning well
- Micro Finance Companies luring SHG group members under false promises
- False suspicion and prejudices against our good and legal works
- Communal based divisions and polarizations.
- Rights-based Approaches are not appreciated now-a-days.
- Corruption at many levels is threat for genuine works.
- When Projects and resources are not available, our continuity of interventions and job opportunities are under threat.

- **Adverse Media and vested Interest Groups undermine the tole of Voluntary Sector and make false propaganda against our Organizations.**

Strategic to continue with the Strengths and Harvest the Opportunities:

- **Provide opportunity for subject specific training and capacity building**
- **Increase the number of gatherings for good rapport and increase the quality of Meetings**
- **Networking and rapport building efforts are to be taken to have better contact and relations with Government offices**
- **More exposure visits to places of learning can be organized.**
- **More Workshops and classes for the skill development can be facilitated.**
- **Improve Planning, Reviewing and Monitoring of the Programmes.**
- **Mobilize more financial and infrastructural resources for expansion, replication and promotion of the best practices.**
- **More awareness on Government Schemes and how to harness them.**

Strategic to Address the Weaknesses and Threats/ Challenges:

- **Networking and exposure visit to Government sector can be added**
- **Constant skill development programmes are to be organised**
- **Spread awareness about the NGO and its activities and sharing of the concept, vision, Mission etc.**
- **Make people aware about the benefit of Government Schemes like NRLM.**
- **Principles to be maintained for sustainability.**
- **Spread awareness about financial companies and its exploitation**

V. SUPPORTERS AND COLLABORATORS

- **Members of CBOs like SHG, Farmers Clubs, Saloni Sangams**
- **Members of Nai Disha Mahila Samiti**
- **Village Leaders like Pradhans, Elders, School Teachers, ASHAs, AWWs, ANMs, Local Officials, Political Parties and Office bearers.**
- **Government Offices like Block, PHC, CHC, Krishi Vigyan Kendras**
- **Police Department and District Authorities**
- **Well-wishers and Donors, Friends and other Voluntary Organizations**
- **Social Activists.**

VI. DETAILED PLANNING

	STRATEGIC OBJECTIVES	EXPECTED RESULTS AND INDICATORS
01	Financial Inclusion and Livelihood Programme	• Promotion and mentoring of total 326 Self Help Groups with 3989 Members at Six Community Centres spread in Basti Sadar, Kaptanganj, Bahadurpur, Kudraha, Harraiya, Mithaval, Ikauna and Sahajanwa Blocks. • 95% Attendance of Members in Meetings is ensured. • Regular Savings and thrift, Bank Linkages, Linkages with NRLM and getting Government Schemes for Livelihood • Facilitation of SHGs for collective actions • Annual Auditing and Assessment / Grading of the Groups • Capacity Building of the Groups and Leadership Development • Entrepreneurship Development of Members of SHGs for Livelihood and Income Generating Programmes.
02	Gender Justice and Women Empowerment	• Collaboration with <i>NAI DISHA MAHILA SAMITI</i> – a Registered Society for Empowerment of Women in 135 Gram Panchayat Level Units with 3989 Members. • Gender Sensitization among Men and Women for Gender Equity and Development. • Mentoring of Women Groups at village level and promotion of CBOs • Organizing Common Celebrations & Events • Guidance for Micro Planning for collective actions for rights, entitlements, and getting benefits of Govt. Schemes. • Increasing participation in Panchayati Raj processes for good governance • Awareness to Service Users and Accessing Govt. Health Service Providers, strengthening VHSCs and Mother Groups. • Annual Gathering of Women Association Members on 08 March - Women's Day. • Quarterly Meetings of Block Level and Central Level Federation Meetings of Women Associations.
03	Sustainable Agriculture and Natural Resource Management	• Mentoring 47 Farmer Clubs with 622 Small Farmers at Basti Sadar, Harraiya, Mithaval and Ikauna Blocks • Promotion of Package of Practices for improving agriculture and enhancing income sources. • Demonstrations and introduction of modern and organic farming technologies • Capacity building of Farmers through Exposure Visits and Trainings. • Interface meetings and collaboration with SHGs and CBOs for actions for rights and entitlements, getting Govt. schemes, rapport with Krishi Bhavans and Departments • Eco-Based Disaster Risk Reduction and Natural Resource Management in the 20 flood affected areas. • Creating an Eco System with climate-friendly Villages. • Capacity Enhancement of 20 Task Force Teams with 246 Volunteers in 20 flood prone villages for rescue operations.

		Quarterly Meetings of the Office Bearers of the Farmers Clubs – Kisan Mahasangh.
04	Community Based Inclusive Development and Empowerment of Persons with Different Abilities (PwDs)	- Direct Assistance for Inclusive Development of 200 Children with Disabilities (CwDs) at Basti Sadar, Bahadurpur, Harraiya, Mithaval, Sahajanwa and Ikauna Blocks - Formation and Facilitation of 50 Village Level Organizations of Persons with Disabilities (VOPDs) for their rights, entitlements and their social and financial inclusion - Facilitating special education and medical interventions of selected children - Promotion of Savings, Thrift and Income Generating Activities through Special SHGs - Organizing Job Fair for the PwDs - Based on the CBR Matrix promoted by United Nations Organization actions for Health, Education and Empowerment. - Annual Gathering of PwDs and CwDs on International Day of Persons with Disabilities – 03 December
05	<i>Power Within – Leadership Development and Empowerment of Adolescent Girls through Saloni Sangams</i>	- Facilitating and mentoring 300 SALONI SANGAM Groups with 3800 Adolescent Girls as Members - Gender Sensitization among Communities - Enhancement of Soft Skills of Girls through trainings in Communication, Self-Esteem, Self-confidence, Personality Development, Body Language, Life Vision, Presentation Skills. - Learning Ten Life Skills envisaged by United Nations Organization. - Promotion of Primary, Secondary, Higher Secondary and Graduation level Education and increasing enrolment - Best Practices for Personal Hygiene, Sanitation and Personal Safety, awareness on health-related issues etc - Interface Meetings with ANMs, Anganwadi and ASHA Workers - Visits to PHC, Banks, Block Office and learn their functioning - Technical and Professional Skills to Girls like Tailoring, Computer skills, Skills for digital world etc - Family Education and Promotion of Safe Environment, equipping them to be multi-taskers. - Learning and practising Savings and thrift through <i>Gullaks</i> (Piggy Bank) - Maintaining Poshan Vaatika (Kitchen Gardens) at home. - Annual Gathering of Adolescent Girls Groups on <i>Baalika Diwas</i> – 11 October
06	Skill Development for Youth	- Facilitating Technical and Professional Skill trainings on Tailoring at five Centres attached with Community Centres, - Promotion of Agro-based Technologies for Income Generation Activities - Facilitating Youth to join Govt. Kaushal Vikas Yojana
		Celebration of National Festivals of Independence Day and Republic Day

07	Common Celebrations	• Celebration of National and International Days with Awareness Programmes, Public Meetings, Focus Group Discussions, Cultural Programmes and Competitions
08	Capacity Enhancement of the Staff	• Conducting Training programmes for the Staff once in Six Months on various Development Issues • Exposure Visits and Information Dissemination • Skill Development of the Staff • Staff shall be equipped with Life Skills
09	Facilitation of <i>Ma Ki Roti</i> - Community Kitchen Programme	• Collaboration with Yuva Parivarthan and Self Help Groups for the management of Community Kitchen and Ma Ki Roti Programme at three locations in Basti, Siddharthnagar and Shravasti Districts • Regular Monitoring and Reporting
10	Family Centred Child Care and Remedial Coaching	• Facilitation of Four Non-Formal Education Centres in the Tribal Villages of Chatra Block for Remedial Education and Joyful Learning by 150 poor children who are drop outs or weak in studies. • Promotion of School Enrolment and continuation of Education • Management of Residential Facility for 25 poor girls who are drop outs or not attended any Schools and equip them to get admission to Class appropriate to their age and facilitate their education and integrated development.
11	Organization Visibility and DISA Office Management	• Coordination, Mobilization and Facilitation • Documentation and Communication • Accounting and Reporting • Legal Compliance with Offices as per Financial Calendar adopted by DISA • Regular Monthly Staff Review and Planning Meetings • Web Site Management • Expansion of DISA Activities to Masodha Block of Ayodhya District and Raxaul Block of East Champaran District, Chatra Block in Jharkhand • Feasibility Study for opening of one Charitable Institution at Nipaniya in Basti Sadar Block by Dec. 2024 • Conduct one Annual General Body Meeting and two Governing Body Meetings in a Year.

CORRELATIONS WITH SUSTAINABLE DEVELOPMENT GOALS:



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



NO	STRATEGIC OBJECTIVES	RELATED SUSTAINABLE DEVELOPMENT GOALS
01	Financial Inclusion and Livelihood Programmes	Goal 01 : No Poverty Goal 02 : Zero Hunger Goal 03: Good Health and Wellbeing
02	Gender Justice and Women Empowerment	Goal 05: Gender Equality Goal 10: Reduced Inequalities
03	Sustainable Agriculture and Natural Resource Management	Goal 06: Clean Water and Sanitation Goal 12: Responsible Consumption and Production Goal 13: Climate Action Goal 15: Life on Land
04	Community Based Inclusive Development and Empowerment of Persons with Different Abilities (PwDs)	Goal 03: Good Health and Wellbeing Goal 10: Reduced Inequalities
05	Power Within – Leadership Development and Empowerment of Adolescent Girls	Goal 03: Good Health and Wellbeing Goal 04: Quality Education Goal 10: Reduced Inequalities
06	Skill Development for Youth	Goal 01 : No Poverty

		Goal 08 : Decent Work and Economic Growth
07	Ma Ki Roti Community Kitchen	Goal 02: Zero Hunger Goal 03: Good Health and Wellbeing
08	Family Centred Child Care and Remedial Coaching	Goal 03: Good Health and Wellbeing Goal 04: Quality Education
09	Organization Visibility and DISA Office Management	Goal 16: Peace, Justice and Strong Institutions Goal 17: Partnerships for the Goals

MONITORING AND EVALUATION PLAN:

- The Programme Director and Staff shall be responsible for the implementation of the Strategic Plan
- During the Monthly Review and Planning Meetings of the Staff at respective Community Centres and the Review and Planning Meetings of the Coordinators at DISA Head Office in Basti, the status of implementation of the Strategic Plan shall be reviewed and assessed and appropriate decisions shall be taken based on the feedback.
- Once in Six months, in the second week of October and in the last Week of March, there shall be a Half Yearly Review of the implementation of the Plan.
- There shall be a Planning Session in the last week of March to work out Implementation Plan.
- During the Annual General Body Meeting and two Governing Body Meetings, the feedback on the implementation of Strategic Plan shall be obtained and course correction, if needed, shall be done.
- The Hindi Version of Strategic Plan as well as different Policy Documents of DISA shall be made available to those Staff members who are not fluent in English.

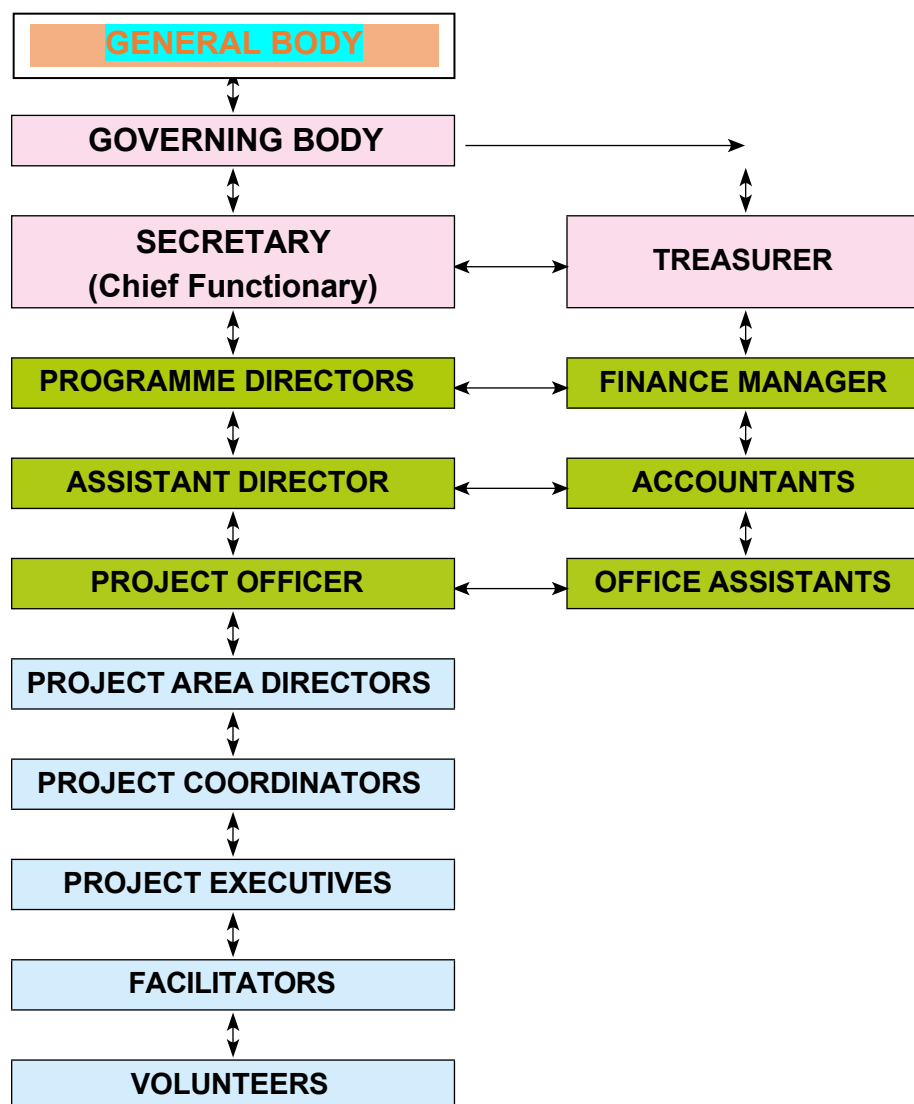
MILESTONES:

April 15-17, 2024	Participation in the Workshop of Strategic Plan Preparation at Prabhat Tara DSWC, Uttaretiya, Lucknow organized by UKSVK
April 27, 2024	Consultation Meeting with Coordinators of DISA Strategic Planning,
May-June, 2024	Discussion with Staff members during Monthly Staff Review and Planning meetings.
May 03, 2024	First Draft Shall be sent to UKSVK for Feedback

May 15, 2024	Submission of the Revised Edition of the Strategic Plan to UKSVK, after obtaining Feedback
May 18, 2024	Submission of the Second Revised Edition to UKSVK
May 31, 2024	Final Edition of the Strategic Plan for the Approval of the Governing Body
June 15, 2024	Approved Strategic Plan shall be available for implementation
August 2024	Review of the Status of Implementation of the Strategic Plan by the General Body and Governing Body of DISA
October 2024	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Half Yearly Review and Planning Meeting.
February 2025	Review of the Status of Implementation of the Strategic Plan by the Governing Body of DISA
March 2025	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Annual Review and Planning Meeting.
August 2025	Review of the Status of Implementation of the Strategic Plan by the General Body and Governing Body of DISA
October 2025	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Half Yearly Review and Planning Meeting.
February 2026	Review of the Status of Implementation of the Strategic Plan by the Governing Body of DISA
March 2026	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Annual Review and Planning Meeting.
August 2026	Review of the Status of Implementation of the Strategic Plan by the General Body and Governing Body of DISA
October 2026	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Half Yearly Review and Planning Meeting.
February 2027	Review of the Status of Implementation of the Strategic Plan

	by the Governing Body of DISA
March 2027	Review of the Status of Implementation of the Strategic Plan by the Staff of DISA during Annual Review and Planning Meeting.

TEAM / ORGANOGRAM OF DISA



CONCLUSION :

"If you can't fly, then run. If you can't run, then walk. If you can't walk, then crawl, but whatever you do, you have to keep moving." - Martin Luther King Jr.

Moving Forward is the essential and the most important aspect for an Organization like DISA. Each one according to the abilities one has, and within the available opportunities, invest one's energy, talents and time – all the resources – to harvest the fruits of achievements. Each one shall be ready to collaborate with the other, paving the way for participatory and collective efforts and use the path to empowerment, individually and collectively.

We hope this Strategic Plan shall help DISA and all the Stakeholders march forward to realize the Vision and Mission of the Organization and benefit the Communities in a profound manner.

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