



NGOs Capacity Building Cohort 2025-28 Application

Growth Sustainability & Leadership Programme (GSL-P)

Objective #2 of Oasis India, Pan United/OIA) Flagship Project: *“Strengthening community-based organizations and empowering changemakers in excluded communities for prevention of trafficking of children and women in India.”*

[Making India Better For Women and Children - Oasis India](https://www.oasisindia.org/)

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PHILOSOPHY OF INTERVENTION

Trusteeship is a socio-economic philosophy developed by Mahatma Gandhi as a part of his nonviolent revolution. It is a concept where a person voluntarily gives up or renounces his right on the money earned by him and dedicates it for the welfare of the poor section of the society.

Mahatma Gandhi believed that true Indian development must prioritize villages, stating, "India lives in its 7,00,000 villages, not in its few cities". He emphasized that "to serve our villages is to establish Swaraj" and that "If the dream of inclusive development has to be realized, we can hardly ignore the development gap between urban and rural areas," adding that "non-violence is the basis on which our work is to be built".

"The soul of India lives in its villages".

This famous observation made by Mahatma Gandhi holds true even decades later.

NGOs Capacity Building Cohort 2025 Application

Growth Sustainability & Leadership Program (SSL-P) For Grassroots NGOs-NE

Oasis India with support from the Pan United/Oasis International Association (OIA), London is working to address nonprofit capacity issues in the Northeast India region by offering a Capacity Building Cohort for Grassroots Nonprofits! 25 nonprofit organizations and cooperatives will be selected from the states of Assam, Manipur, Meghalaya and Nagaland to participate in this program, which will take place December 2025-Novemembr 2026 (1st Cohort) and 2nd & 3rd Cohorts for the next 3 years ending November 2028.

What is the Capacity Building Cohort?

Grassroots NGOs build capacity for sustainability by strengthening their internal systems through training, resource development, and strategic planning. This involves improving financial management, governance, and leadership skills, while also focusing on project management, fundraising, and technology to increase operational effectiveness and long-term resilience. Capacity building helps these organizations become more attractive to donors, better serve their communities, and adapt to a changing environment.

Grassroots Non-Governmental Organizations (NGOs) in Northeast India face significant challenges in capacity building for sustainability, primarily related to **funding, human resources, complex regulatory frameworks, and geographical/infrastructural barriers**. These issues are often compounded by the region's unique socio-political and environmental landscape aside from the changing tax and FCRA compliance and the lack of genuine access to CSR funding in the region.

The nominated officials/staff served by this capacity-building program will be nonprofit leaders (at the CEO/ Executive Director or President/Secretary level) representing small to medium grassroots nonprofits of the NE region. The cohort of 25 nonprofits will consist of two nonprofit leaders from each organization (the cohort member).

The 1st cohort program will run from November 2025 to October 2026 and will meet for 3 days workshop in the 2nd week of January 2026 at a venue to be finalized in Guwahati, Assam.

Project Phases

Phase 1.

In the first phase, cohort members will complete nonprofit capacity assessments based on their capacity-building needs and identify a capacity-building project they want to complete by the end of the program. Types of capacity-building include financial sustainability, thematic and management policies, fundraising and social media, board development, and/or activities that enhance the organization's operations.

Phase 2.

In the second phase, cohort members will attend **six in-person workshops** that promote active learning and collaboration between cohort members. The topics of the six workshops include:

- 1) Effective Legal Compliance & Financial Management
 - a. 12 A/ 80 G Revalidation
 - b. Key Provisions of FCRA 2010
 - c. Income Tax Exemptions
- 2) Importance of Personal Finance Management
- 3) Board Development
- 4) Fundraising
 - a) CSR
 - b) Foundations Government
 - c) SSE, Cooperative Movement
 - d) Innovative fundraising (best practices)
- 5) Resurgent Cooperative Movement
- 6) Strategic Planning & Program Evaluation

Phase 3.

In the third phase, each group of cohort members will be matched with a mentor, who is an experienced nonprofit leader who will provide oversight and feedback during the capacity-building project.

Participant Expectations

The Capacity Building Cohort is designed to take participating NGOs through a series of professional development workshops and pair them with a mentor who will help them develop a capacity building project. Therefore, participants will need to ensure that they can attend the workshops and meet with their mentor throughout the entirety of the program. Participants will be expected to have no more than two absences while on the program and will be expected to complete their organizational capacity project by October/November 2028.

Eligibility & How to Apply

To be eligible, grassroots organizations must be a registered society/Trust/Sec-8 or Cooperative Society with a maximum annual budget size of Rs. 100,00,000 and have been incorporated prior to 2023. Applicants will need to attend the 1st Capacity Building Cohort 2026 for the Application to be considered. This is a competitive process and all information entered into the application will be evaluated by the Selection Committee.

Cohort NGOs will be selected by a committee based on their application, organizational size, and the capacity issue they would like to address through this programme.

Timeline

Applications Due November 30

Cohort NGOs Selected December 15

1st Workshop dates (8:30-11:30am Thursdays) January 16th through 21st

Mentors and Mentees will meet at least one time during January-March 2026

Cohort Members will submit capacity building project and attend the 1st Cohort in January and a review meeting in April 2026.

Applicant NGOs must submit the following document:

1. Registration certificate
2. !2AB/80G certificate
3. Annual Report upto 2025
4. Audit Report upto 31st March 2025
5. PAN, NGO Darpan unique number,
6. Fill the Organisation Profile and submit before the 1st Cohort

Instructions: Please email your completed application to INFO@OASISINDIA.ORG no later than **November 30, 2025**. If you have any questions, please email mangneo.lhungdim@oasisindia.org; tongkhomang.haokip@oasisindia.org or call us at 9560092173

General Information (NGO Leaders)

Full Name

Designation

Preferred Name

Mobile Phone

Email

Emergency Contact Name Emergency

Contact Phone Number

What is the highest level of education that you have completed?

Organization Information

Organization Name

Address

Names of two Key Functionaries

Year Incorporated

Organization Budget Size

Number of Staff

Number of Board Members

Organization's Social Media

Website

Please Answer the Following Questions in Three to Four Sentences

Why are you interested in participating in the capacity building cohort?

What are your strengths and weaknesses as a nonprofit?

What is the greatest capacity building challenge for your organization (*other than funding*)?

If selected, what type of project would you like to pursue? (*Types of organizational capacity projects include financial sustainability, organisation and management policies, fundraising and social media, board development, and/or any activities that enhance the organization's operations.*)

What is your vision for your organization 3-5 years from now?

How will this cohort help you achieve your organization's vision?

Program Fees

The total value of this program is approximately Rs. 2,50,000 per organization;/per year however, **the Pan United (Oasis International Association) has generously funded the Capacity Building Cohort for 2025-28.** Because of their support, there will be no fees for the selected applicants.

Applicant Acknowledgement of Commitments

Please read the following, beginning to signify understanding and compliance, and sign below.

We commit to enter into a Memorandum of Understanding/Partnership Agreement and adhere to it in letters and spirit.

We commit to attending the 10 workshops and participating in the mentor program from November 2025 - October 2028.

Our organization has approved our participation in this program and understands that workshops take place during business hours.

We will attend all the scheduled workshops-Cohorts held from November 2025 to October 2028. No participant may miss more than two workshops.

We acknowledge that there is a project component of this program that includes working with a mentor which will be completed by the end of the program.

We agree to meet with our mentor at least 4 times between November and October 2028.

We understand that the cost of this program is being fully funded by a grant from the Oasis International Association-UK through Oasis India.

We understand the goals and commitment of the Nonprofit Capacity Building Cohort of 2025-28 and the attendance requirements. If selected, we will fulfill all obligations outlined in this application. We acknowledge that We have completed the application and that all the information contained herein is true and correct. We hereby give the Oasis India the right to make inquiries regarding the information provided on this application form.

Applicant Signature

Date

Instructions: Please email your completed application to INFO@OASISINDIA.ORG no later than **November 30, 2025**. If you have any questions, please email mangneo.lhungdim@oasisindia.org; tongkhomang.haokip@oasisindia.org or call us at 9560092173