



GROWTH SUSTAINABILITY & LEADERSHIP PROGRAMME (GSL-P)

1st Cohort Residential Workshop

Oasis
India

by

OASIS INDIA

Investing Today. Impact Tomorrow.

Equipping grassroots NGOs to LEAD, SUSTAIN & THRIVE



ENERGY &
SUSTAINABILITY

mplying
Scaling solutions for



11th - 14th

February 2026



Centre for Development Initiatives (CDI)

Mirza Road, Near Airport, Jugipara, Guwahati,
Assam - 781015

Track 2

Rural Entrepreneurship:
Empowering change
from the grassroots

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GSL
GROWTH
SUSTAINABILITY
LEADERSHIP



For More Information
www.GSLoasis.org

About GSL-P

GSL-P (Growth Sustainability and Leadership Programme) is an initiative of Oasis India. Through this project, Oasis India plans to address nonprofit capacity issues in the Northeast India region by offering a Capacity Building Cohort for Grassroots Nonprofits. This program is to build NGOs operating in NE and give a 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.

What to expect

The programme 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 program. Participants will be expected to have no more than two absences during the program and will be expected to complete their organizational capacity project by October/November 2028.



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 residential workshop and get the opportunity to interact with experts to enhance learning and collaboration between cohort members. The workshop will focus the following:

- 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.

Speaker



Loken Das

Chief General Manager

NABARD Regional Office, Guwahati

Shri Loken Das is the Chief General Manager of the National Bank for Agriculture and Rural Development (NABARD) in the Assam Regional Office. He is a postgraduate in Agricultural Extension from Assam Agricultural University and he was a recipient of the Junior Research Fellowship of the Indian Council of Agricultural Research on Agricultural Extension in 1994.

He holds a postgraduate certificate in Business Management from XLRI. He is a Certified Associate of the Indian Institute of Banking and Finance and has completed the Advance Management Programme in Banking and Finance from the IIBF. He joined NABARD in 1996 and has worked in various capacities in Madhya Pradesh, Assam, Chhattisgarh, West Bengal, Tripura, and the head office of NABARD before joining the Assam Regional Office.

He had worked in different departments of NABARD related to the development of the farm sector, non-farm sector, business innovations, climate change, bank supervision, etc. and gained experience in credit planning, development, implementation, and monitoring of development projects related to agriculture, the non-farm sector, climate change, women empowerment, collectivisation of farmers, etc.

He has the experience of working as a senior consultant at NABARD Consultancy Services. He served as the District Development Manager of NABARD in Darrang district of Assam from 2003 to 2012 and had gathered experience in credit planning, conceptualisation, and planning, execution, and monitoring of development interventions at the field level. He had facilitated financing of Small Tea Growers by banks, collectivisation of farmers, promotion of SHGs and SHG Federations, and developed the concept of "bari-proti-chakori" (bari meaning homestead), etc. during his tenure as District Development Manager.

Speaker



Prashant Pal

Founder

PURE India Trust

Prashant Pal is a seasoned professional with extensive experience in both the corporate and social sectors. His career spans over a decade in corporate roles, where he honed his expertise in management, operations, and community development. Driven by a commitment to social impact, he transitioned full-time to the development sector and founded PURE India Trust in 2013.

The mission was to empower women and persons with disabilities through initiatives in entrepreneurship, skill development, and education, fostering sustainable livelihoods and career advancement to build self-sufficient communities across India. Coming from a middle-class background, Prashant witnessed firsthand the severe economic challenges faced by families in his community, where poverty led to a relentless cycle of debt.

These early experiences planted a lasting determination in Prashant to support the underprivileged and promote financial independence for women. After a decade in the corporate world, he was inspired by the Anna Hazare movement while working abroad in the Philippines. This pivotal experience motivated him to return to India in 2012, where he met influential social leaders, including Anna Hazare and Kiran Bedi, whose commitment to change further strengthened his resolve.

In March 2013, Prashant, together with his wife Medha Naruka, founded PURE India Trust. Starting with community initiatives in Delhi NCR and Rajasthan, Prashant transitioned to full-time social work in 2017, following his true calling in social development. Today, PURE India Trust empowers individuals across India by creating opportunities for self-employment and skill development, contributing to India's journey toward becoming a self-reliant and economically robust nation.

Speaker



CA Puran Jha

Development & Governance Expert

South Asia Governance & Compliance Centre

Puran Jha is a seasoned development professional with over 16 years of experience across the development sector, specializing in grant management, project planning and monitoring, good governance, systems development, and legal compliance. A prolific trainer with a deep commitment to strengthening civil society, he has conducted more than 500 training sessions, workshops, and masterclasses for civil society organizations, helping build capacities and amplify grassroots impact.

He previously served as the CEO of INDIAdonates and spent 12 years in development consultancy, joining CPA Services in 2012, where he rose to become Director - Compliances & Capacity Building Services. Driven by his passion for building strong and sustainable development institutions, he also headed the CPA School of Learning, mentoring and supporting NPO leaders across the region.

With robust grassroots experience and strong program and NGO management expertise, Mr. Jha has worked as a consultant with over 500 organizations across South Asia, including philanthropic foundations, businesses, and grassroots nonprofits. His core strengths lie in institution building, policy development, accompaniment support, and the effective monitoring and management of grants and philanthropy.

Speaker



Raju Sharma

Director

Corporate Social Responsibility
InterGlobe Aviation Limited (IndiGo)

Raju Sharma works as DGM MSS (Mawana Social Services) in the Social Services division of Usha International Ltd, New Delhi. He is responsible for all the social initiatives of the organization and Usha's subsidiary organization Mawana Sugars Ltd. His areas of responsibility are focused on two primary programs - livelihood generation opportunities for women empowerment and integrated community development programs. Currently, his primary responsibility is the Silai School program, which now has a presence not only in every state of India but also Nepal and Bhutan and shortly Sri Lanka. This program skills more than 25,000 women every year.

Raju is an alumnus of TISS, Mumbai. He completed his Masters in 1999 and since then has been working in the developmental sector in areas of primary education, women empowerment, livelihood generation, integrated community development, entrepreneurship development and numerous other aspects of social and economic development. He carries a rich experience of 15 years. During these 15 years he has worked with NGOs, INGOs, Government and Corporates from the grass-root to the strategy and planning level. He has also worked in established entities and platforms at the formative stage. He has led regional as well as national level programs with discernible results.

Raju's strength lies in partnership management, development of sustainable models, project management, Corporate Social Responsibility and an understanding of how people operate. Mr. Sharma has presented papers on numerous CSR and development forums. He believes in creation of shared value by networking with professionals from varied fields and experiences and learning and contributing to the growth of all.

Raju is an avid reader and loves to explore new places. His pride lies in having completed the Roopkund trek, at an altitude of 17,000 feet. He is a great yoga enthusiast and has an ear for music. He has started learning guitar and hopes to rock the world one day.

Speaker



Dr Walter Fernandes

Director

North Eastern Social Research Centre (NESRC)

Fr. Dr. Walter Fernandes is the present Director of North Eastern Social Research Centre (NESRC), Guwahati, Assam, was formerly Director of Research at Animation and Research Centre, Yangon Myanmar (2013-15) and Founder-Director of NESRC (2000-2011). Before moving to the Northeast, he was Director, Director of Research and of Tribal Studies at Indian Social Institute, New Delhi (1977-99) and Editor of Social Action (1985-93).

He has worked extensively on tribal issues, gender issues, development-induced displacement and conflicts and peace. He has to his credit more than 50 books, over 200 professional articles and 150 newspaper articles on these issues. He has also been a member of several Government India Committees the last one being the National Commission for Land Reforms chaired by the Prime Minister (2008-14). He has been a visiting lecturer in some universities in India and abroad.

Speaker



Sister Rose Paite **Frontline Leader Against Human Trafficking**

Sister Rose Paite is a nun from northeastern India who works to prevent human trafficking, support marginalized communities, and promote mental health.

As a member of the Missionary Sisters of Mary Help of Christians, she is known for her work in the region, including leading efforts to protect women and children from trafficking and supporting refugees. In recognition of her dedication, she was recently presented with a National Award from the Catholic Mental Health Ministry in recognition of her 25 years of dedication to empowering women, children, and marginalized communities in the Northeast.

Speaker



Sr. Rose Kayathinkara

Founder

Mendipathar Multipurpose Cooperative Society

Sr. Rose Kayathinkara is a revered Catholic nun, part of the Medical Mission Sisters, renowned for her transformative work uplifting farmers and women in India's Garo Hills (Meghalaya) through economic empowerment, notably by introducing rubber cultivation and forming cooperatives, improving livelihoods significantly and earning her numerous awards, including the prestigious North East Award.

She began her mission in the 1970s, establishing the Mendipathar Multipurpose Cooperative Society in 1998, fighting middlemen exploitation, and fostering self-reliance, making her a symbol of development and faith in the region.

Speaker



Charles Newton

Senior Manager

Sustainability and CSR @ Blue Dart Express

Purpose-driven leader with over 15 years of experience spearheading Corporate Social Responsibility (CSR) and Sustainability initiatives that create measurable social, environmental, and reputational impact. At Blue Dart Express, I lead the company's CSR and Sustainability agenda, aligning it with our core purpose of Connecting People, Improving Lives and DHL Group's global commitment to achieving net-zero emissions by 2050.

Charles strengths are in:

- Corporate Social Responsibility
- Sustainability
- Project Management
- Environmental, Social, and Governance (ESG)
- Monitoring and Evaluation

Speaker



Harshit Bawa

Award-Winning Filmmaker & Social Impact Advocate

Harshit Bawa is an award-winning documentary filmmaker and visual storyteller whose work shines a light on human trafficking, survival, and social justice. His critically acclaimed documentary *Traded* explores the harsh realities of trafficking while centring the dignity, resilience, and voices of survivors. The film has been screened internationally across the USA, UK, Europe, Canada, India, and New Zealand, and has received recognition from leading documentary platforms, including the Academy Awards and the Grierson Awards.

For Harshit, filmmaking is not about recognition—it is about responsibility. His work is deeply rooted in lived realities, shaped by years of working closely with survivors, grassroots organisations, and frontline responders in source, transit, and destination areas. He spends months immersing himself in communities, ensuring stories are told with honesty, care, and respect.

As Chief Impact Officer at the Impact and Dialogue Foundation, Harshit uses *Traded* as a powerful awareness and prevention tool, screening it in villages, schools, and vulnerable communities, while engaging policymakers and law enforcement through dialogue and action.

Through his films, Harshit doesn't just document injustice—he calls for change, believing that once the truth is seen, it cannot be ignored.

Speaker



Zunpha Multipurpose Cooperative Society Ltd. (ZMPCS)

Zunpha Multipurpose Cooperative Society Ltd. (ZMPCS) is a youth-led cooperative society dedicated to community empowerment, sustainable rural development, and the promotion of local enterprise in Tseminyu District, Nagaland. Rooted in cooperative values, ZMPCS works to strengthen self-reliance by supporting livelihoods across multiple sectors.

The society plays a key role in enabling local farmers, entrepreneurs, and youth through its integrated approach to multi-service manufacturing, production, service delivery, and marketing. By creating market linkages and encouraging value addition, ZMPCS helps communities enhance income opportunities while preserving local resources and traditional knowledge.

Recognized for its strong governance, innovative initiatives, and impact at the grassroots level, ZMPCS has emerged as a model cooperative in the region. In recognition of its outstanding performance and contribution to rural development, NABARD honored ZMPCS as the Best Performing Primary Agricultural Credit Society (PACS) in 2025.

Mr. Ruchinilo Kemp
Secretary,
Zunpha MPCPS



Speaker



Dr. Digambar Narzary

Founder

Nedan Foundation

Digambar Narzary is a dynamic social work professional and the founder of the Nedan Foundation, working to prevent child trafficking and strengthen child protection systems in vulnerable communities of lower Assam.

A recipient of the NCRRF Fellowship (2008), he conducted in-depth research on the conditions of children in relief camps among the IDPs during the ethnic conflict between Bodos and Santhals in 1998, bringing national attention and donor support to the issue.

He led a landmark Public Interest Litigation (PIL) in the Guwahati High Court to operationalize Anti-Human Trafficking Units and has driven long-term advocacy for rescue, rehabilitation, and compensation for trafficked children, especially girls.

Under his leadership, Nedan Foundation now works across 600+ villages, primarily among displaced tribal communities, runs a children's home for girls without family support, and continues to push for state-funded child protection systems in every district.

Speaker



Ashutosh Tosaria

Senior Manager-Programmes

Azim Premji Foundation

Ashutosh Tosaria is a learning and youth development professional committed to expanding meaningful growth opportunities for adolescent girls and young people. His work is shaped by a deep curiosity about how young people imagine their futures and navigate the realities around them, and how learning experiences can unlock their potential.

Currently associated with Azim Premji Foundation, Ashutosh brings rich experience from the education and development sector. He has previously held leadership roles including Senior Manager - Programmes at the Azim Premji Foundation, Director - Youth Program at QUEST Alliance, Program Manager - Education at American India Foundation, and Program Head - Technology in Education at ICICI Foundation for Inclusive Growth.

Across these roles, Ashutosh has worked at the intersection of education, youth engagement, and systems strengthening—designing and enabling learning opportunities that are relevant, aspirational, and grounded in lived realities.

He strongly believes that resilient and values-driven civil society organisations are essential to shaping a dignified and equitable future for all, and he continues to contribute to initiatives that empower young people while strengthening the ecosystems that support them.

Speaker



Robert H Touthang

Regional Director (NE Region)

National Cooperative Development Corporation (NCDC)
Govt. of India, Ministry of Cooperation

Mr. Robert H. Touthang serves as Regional Director (North East Region) at the National Cooperative Development Corporation (NCDC) under the Government of India, Ministry of Cooperation. In this role, he oversees NCDC's operations across the North Eastern states, driving the implementation of key government schemes and strengthening the cooperative movement in the region.

With a strong grounding in cooperative systems and institution building, he has previously served as Deputy Director at the Laxmanrao Inamdar National Academy for Cooperative Research and Development (LINAC), contributing to capacity building and policy-oriented research in the cooperative sector.

His work focuses on leveraging cooperatives as engines of sustainable development—enhancing agricultural productivity, supporting livelihoods, and promoting traditional crafts and handlooms across Northeast India. Deeply committed to inclusive growth, Mr. Touthang continues to champion cooperatives as a powerful pathway to economic resilience and community empowerment.

Speaker



Sundeep Sadarangani

Founder-Director,
Etz People Transformation
& President, Oasis India board

Sundeep is an entrepreneur and talent transformation specialist with 28 years of experience, working closely with CXOs, business heads, successors, and critical talent to design competency-based career paths and development plans. His professional journey began early, working from the age of 10, with roots in Hyderabad-Sind.

He brings rich, cross-industry exposure across Wholesale, Retail, Services, Manufacturing, and HR (L&D), with experience in Garments, Leather, Restaurants, Photography, IT, ITES, and Automotive sectors. He has travelled extensively as a student and professional, training in Life Skills, Coaching, and Leadership, and currently delivers counselling and customised behavioural interventions focused on people transformation and effectiveness.

A former professional photographer, Sundeep has trained individuals and strengthened the NGO movement in India and abroad through photography education. He is also a sports psychologist and performance coach, specialising in personality profiling for athletes, addressing stress, conflict, change, assertiveness, interpersonal skills, and communication within sports strategies. An accomplished table tennis athlete, he has won 100+ Karnataka State Ranking trophies, 11 National medals, and 1 International medal, and has represented India internationally in Turkey (2022), Oman (World Veterans 2023), Thailand (Open Masters 2023), and the Commonwealth Masters (2023).

Deeply committed to people development and social impact, Sundeep serves as Chair of an anti-human trafficking NGO, working across education, skilling, mentoring, and student dropout prevention, and also oversees a school in Northeast India to empower communities in trafficking source areas.

He has an MBTI ESFJ preference, is known for being sociable, organised, conscientious, and loyal, with strong follow-through. His leadership hallmark is Affiliation, supported by Gallup strengths including Developer, Connectedness, Arranger, Responsibility, and Empathy, reflecting strong Relationship Building and Execution capabilities.

Speaker



Philip Devaraj

HR

Oasis India

Mr. Philip Devaraj holds a Master's degree in Human Resource Management from Pondicherry University and a Bachelor's degree in Arts from Christ College. Before joining Oasis India in 2016, he spent over a decade in the corporate sector, managing and leading customer care support teams for UK and US clients.

Driven by a strong desire to work directly with people and communities, Philip made a purposeful transition from the corporate world and pursued professional training in counselling at UTC, Bangalore. This equipped him to emotionally empower individuals, families, and small groups, while also deepening his understanding of the unmet needs of marginalised and underprivileged communities.

Through his journey, he has remained committed to reaching out to people in need, supporting vulnerable communities, and contributing meaningfully to social change.

Philip believes that Oasis India provides a powerful platform to engage with communities and young people, make a positive impact on families, and serve with purpose while working towards the organisation's mission and goals.

Speaker



Jayasheepa Nambi

Head of Finance

Oasis India

Jayasheepa, a B.Com graduate from Mumbai University, brings diverse experience in finance and administration. She spent two years managing accounts at SNEHA NGO before dedicating the last 17 years to Oasis India.

As a key contributor, Jayasheepa has played a pivotal role in shaping and strengthening the financial management of the organization. In addition to her financial expertise, she efficiently oversees administrative operations for the Mumbai region.

Jayasheepa currently holds the position of Head of Finance at Oasis India.

Speaker



Tanya Verony

Head of Program

Oasis India

Tanya Verony currently serves as Head of Programmes at Oasis India and has been with the organisation since October 2018. Driven by a deep passion for social impact, she previously led ANEW, an organisation focused on women's empowerment, for over eight years before joining Oasis India.

She holds a Master's degree in Physics from the University of Madras and a Master's in Business Administration from Anna University, bringing together strong analytical thinking and leadership skills.

Tanya is committed to improving quality of life within communities, particularly in Chennai, by empowering people and engaging local stakeholders as active participants in change. Being a point of convergence for collective action gives her a strong sense of purpose, fulfilment, and motivation as a change maker.

Speaker



Vishwas Udgirkar

Manager, Fundraising

Oasis India

Vishwas Udgirkar heads the Fundraising team at Oasis India and has been with the organisation since September 2014. He plays a key role in developing and executing fundraising strategies, strengthening donor engagement, and building sustainable resource mobilisation systems to support the organisation's mission.

Prior to joining Oasis India, Vishwas worked extensively in sensitising young people on critical social issues, while also gaining experience in resource mobilisation and event management.

His work reflects a strong commitment to social impact, strategic thinking, and relationship building, contributing to the long-term sustainability and growth of Oasis India's programmes.

Speaker



Shraddha Shelke

Project Manager - Community Hubs

Oasis India

Armed with MSW and social work experience, Shraddha Shelke joined Oasis India in November 2006 and has since played a pivotal role in leading various community development and anti-human trafficking initiatives.

With over 20 years of experience in the development sector, Shraddha has consistently demonstrated her expertise in managing projects focused on women's welfare, empowerment, and rehabilitation. Before joining Oasis India, Shraddha held key roles at organizations such as World Vision India and Bombay Community Public Trust (BCPT), where she worked on community engagement, school adoption programs, and youth empowerment.

Her experience spans project management, donor relations, counselling, and staff development, making her an integral part of Oasis India's mission.

She currently heads the Prevention Programmes for Oasis India.

Speaker



Tongkhomang Haokip

Head - DRR, CCA, ER & NER

Oasis India

Tongkhomang Haokip (Mang) has over 28 years of experience in relief and development work, spanning urban and rural community development, with strong on-ground, managerial, and leadership expertise. He currently serves as Head - DRR, CCA, ER & NER at Oasis India, a role he has held for over 5 years.

He holds a Postgraduate degree in Sociology and brings deep technical expertise across the development sector, including community organisation and mobilisation, needs assessment, PRA tools, risk and vulnerability assessment, community empowerment, project cycle management, proposal development, MEAL, results-based management, school assessment and development planning, disaster preparedness and emergency response, financial and NGO management, organisational development, and institutional operations.

Before joining Oasis India, he served as Managing Director at SPTWD (5 years), Director of Programmes at NEICORD (5 years), and held multiple roles at EFICOR for 12 years, including Programme Coordinator, Training Coordinator, Monitoring Officer, and Administrator.

Driven by a strong passion for holistic development, he continues to work tirelessly to empower vulnerable women and children, youth, and adolescents, focusing on resilience, safety, protection, equality, justice, quality education, environmental restoration, and livelihood recovery. He also actively builds and influences NGOs, FBOs, CSOs, CBOs, government officials, youth clubs, and student leaders to become agents of change within their communities and beyond.

Speaker



Mangneo Lhungdim

Executive Director

Oasis India

Mangneo Lhungdim is a seasoned development leader having over 27 years of experience in nonprofit management, community development, and social justice initiatives across India. Currently he serves as the Executive Director of Oasis India. Under his able leadership, Oasis India expands its initiatives in education, healthcare, employment readiness, and anti-human trafficking. Working closely with law enforcement agencies, railway protection forces, and child welfare committees, Mangneo has helped establish strong protection mechanisms for vulnerable populations. His leadership emphasizes sustainable, community-driven solutions through skill development, advocacy, and capacity building. Throughout his career, he has played a significant role in strengthening grassroots institutions, and designing programs that create lasting social impact.

Previously, Mangneo served as Deputy Director at Indo Global Social Service Society (IGSSS), contributing to disaster risk reduction, youth development, and human rights advocacy. He has also been deeply engaged in peacebuilding and community-led governance, serving as the Founding Convenor and Secretary of the Inter Agency Group (Assam) and supporting the Joint Peace Mission Team, an interfaith initiative promoting peace and justice in Northeast India.

He currently chairs the Governing Board of the Society for Promotion of Tribal Welfare and Development (SPTWD), advocating for indigenous communities. While doing his Master's degree in Social Work from TISS, he received the Prof. Grace Mathews Shield & Award, and a Bachelor's degree in Political Science from the University of Delhi.

He is a persuasive communicator and strategic thinker, he is widely regarded as a mentor and thought leader in inclusive development, governance, and ethical leadership.



OUR PARTNERS



Barak Dairy



Tribal Welfare Society



1st Cohort Residential Workshop



by

OASIS INDIA

Investing Today. Impact Tomorrow.

Equipping grassroots NGOs to LEAD, SUSTAIN & THRIVE



WHERE WE WORK

Mumbai, Maharashtra

- Mira Road
- Kamathipura
- Nallasopara
- Kalwa
- Naigaon East

Bengaluru, Karnataka

- Hallegudadhahalli

Chennai, Tamil Nadu

- Kalyanapuram
- Kannagi Nagar
- Basin Bridge
- Kannigapuram

West Bengal

- Malda
- Canning

Ribhoi, Meghalaya

- Timbokgre
- Chibra

Guwahati, Assam

- Oasis Academy Guwahati
- Mairapur, Rani

Churachandpur, Manipur

- Songpi
- Tuinom
- Teiseng
- Bijang



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