



# HELP Foundation

“a bridge to self-reliance”

Vision 2020

16 Gogji Bagh, Srinagar, J&K

August 2009

# HELP Foundation

## Core Values



## Vision

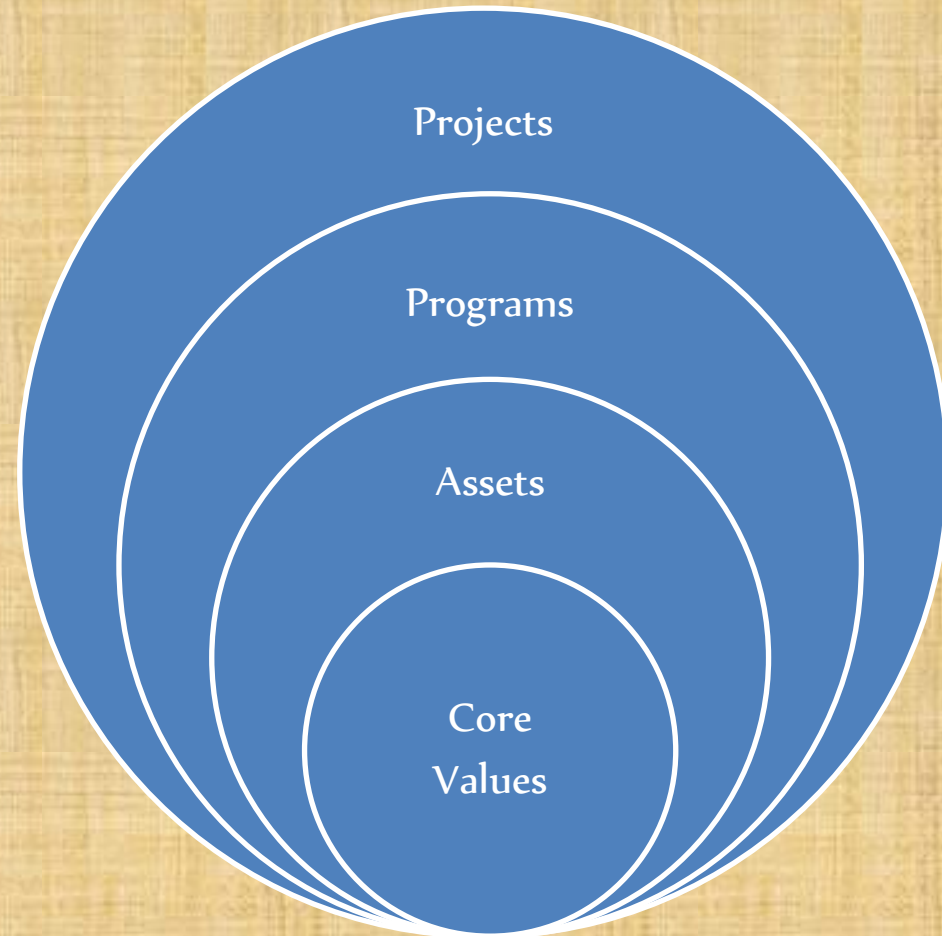
“TO STRENGTHEN THE WEAKEST LINKS OF SOCIETY, THE UNDERPRIVILEGED CHILDREN AND WOMEN, WITH URGENCY, EMPATHY AND ZEAL, AS A BRIDGE TO SELF RELIANCE, AS A MODEL FOR REINVESTMENT, AND AS INSPIRATION FOR OTHERS TO SERVE.”



# HELP Foundation

## Mission

1. Complete education and employment cycle of 35 orphans at Shehjaar
2. Continue to nurture and grow Women's Empowerment Center model into a long term institution
3. Manage, grow and elevate quality of schools funded and controlled by HELP
4. Build and innovate secondary and tertiary programs relating to healthcare and peace promotion
5. Build assets and programs based on demand to develop sustainable, efficient & high quality models of service delivery



# HELP Foundation – *At a Glance*

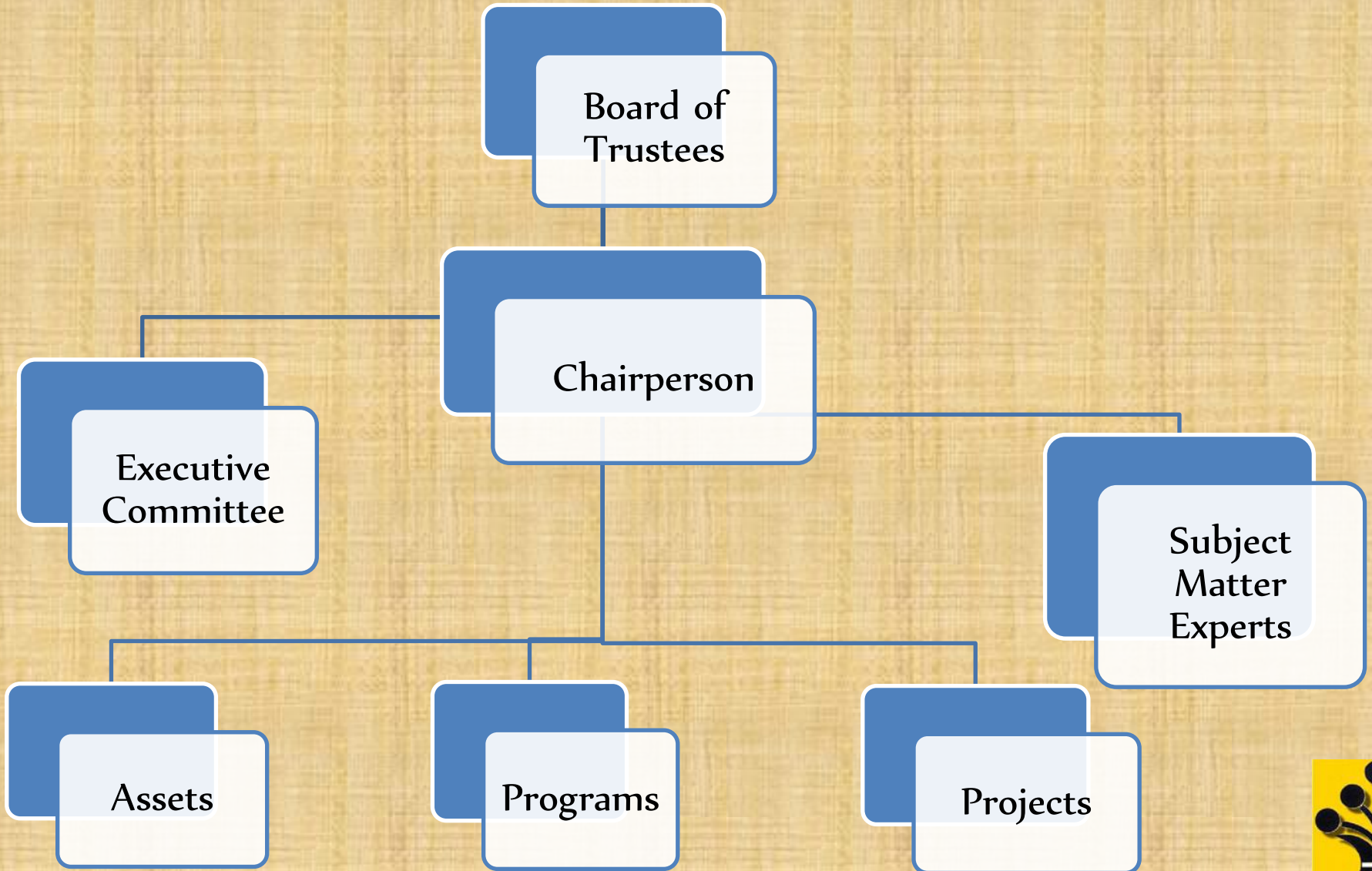
- 17 Member Board of Trustees from various backgrounds including industry, government, entrepreneurs, non-profit
- 7 Members Executive Committee leading each area: Education, Healthcare, Rehabilitation & Empowerment
- Staff is 30 people directly working for HELP Foundation on different initiatives
- Indirectly 100+ personnel employed by HELP Foundation
- 93% efficiency on capital – only 7% in administrative and overhead costs
- Volunteers from various parts of the world contributing time and effort for HELP in Kashmir
- HELP Foundation is 12 years old and was the first non-profit in J&K run by a woman and also the first to recognize effects of political turmoil on women and children and start a organization addressing this need
- HELP is recognized in India and internationally by acclaimed non-profit organizations like Save the Children, Action Aid, Oxfam, Tata Trust, Rajiv Gandhi Foundation, Aman Trust, National Trust of India and European Commission
- HELP is apolitical, non-denominational organization and does not discriminate based on race, creed, religion or regions





# HELP Foundation

## Organizational Chart



# HELP Foundation Chairwoman

## Nighat Shafi Pandit

- Founder and Chairwoman of HELP Foundation since 1997
- Started a Women's Credit Cooperative Bank for micro-financing in 2006
- Serves on the Boards of J&K State Women's Commission, Women's Development Corporation, Chinar, Advisor of Anhad, Ford Foundation Fulbright Selection Committee, Advisory Board of Prasad Bharti (Media), J&K Rehabilitation Council, Member of Women's Study Centers
- Nominated for Member of National Commission for Children's Rights with the rank of a Secretary to Govt of India (declined)
- HELP Foundation was recognized and commended by J&K state as "one of the best run organizations" in 2008
- Received the Stri Shakti Award from Govt of India for empowerment of women in India in 2008
- Received Asian Peace Award in 2007
- Nominated for Nobel Peace Prize in 2005 under "1000 Peace Women Across the Globe"
- Educated in Kashmir with a Bachelor's degree in Economics from J&K University
- Married to M.S. Pandit, a senior government official who retired this year with the rank of a Secretary to the Govt of India and served as Chairman of the prestigious Public Service Commission
- Three adult children living in UK, Dubai & US with four grandchildren



# HELP Foundation

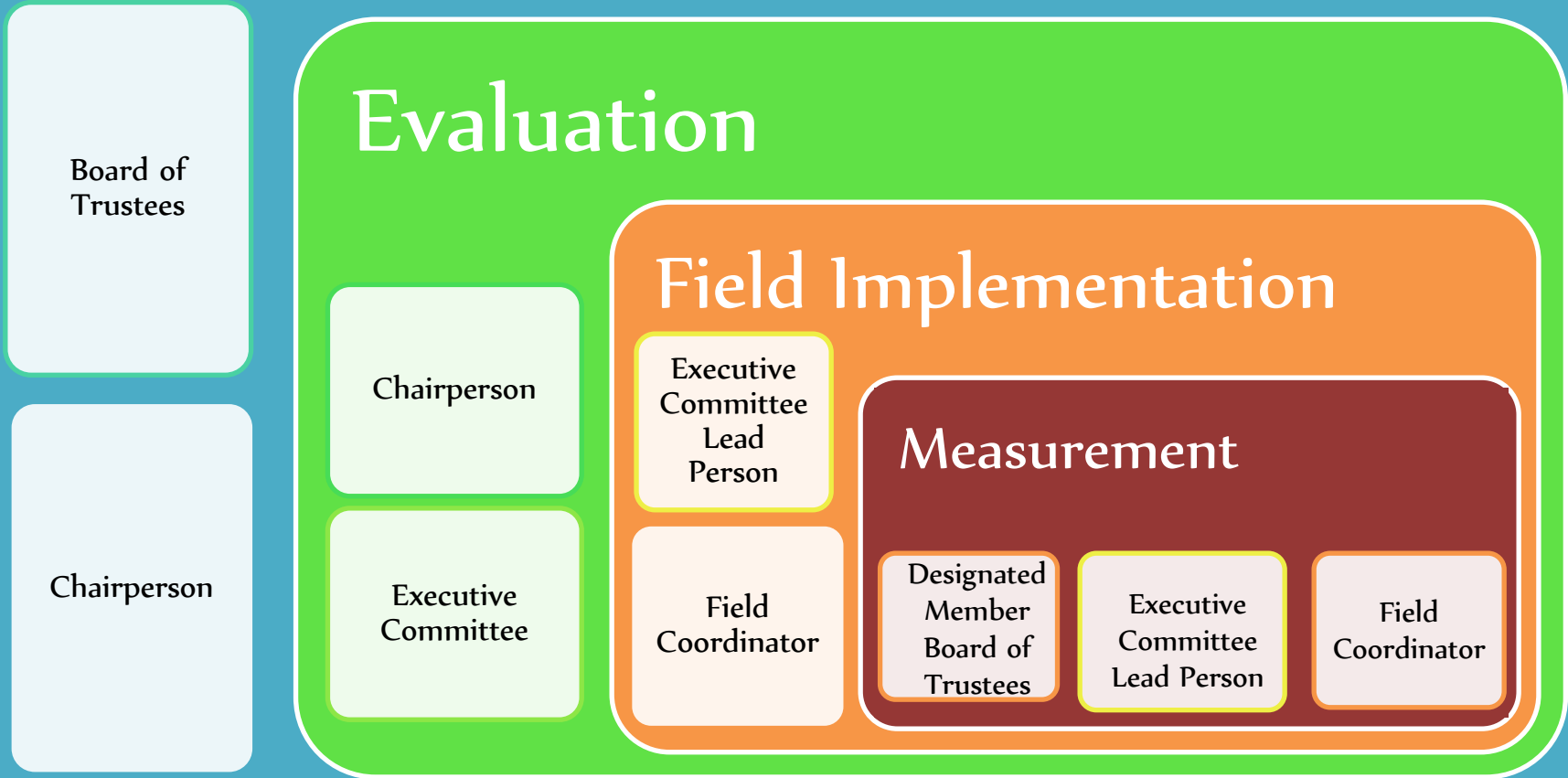
## Resources

- **People** – visionary and supportive Board of Trustees as well as dedicated and passionate Executive Committee and Staff with relevant training, skills and experience
- **Process** – established clarity of goals and responsibilities, fiduciary transparency, sense of accountability and streamlined processes towards a common goal of execution and social good
- **Capital** – established network of institutional and individual donors that understand HELP's objectives and faith in its people
- **Structure** – lean organizational structure without layers of bureaucracy and red tape that is oriented towards goal execution and Staff ownership of assets, programs and projects
- **Assets** – development and nurturing of physical assets and human capital with the sole objective of delivering value to the customers and donors
- **Culture** – entrepreneurial and collegial culture with a crusading mindset of urgency, problem solving and accountability
- **Reputation** – HELP has established a stellar reputation for execution, transparency, value creation and institutional sustainability



# HELP Foundation Execution Process

## Proposal Guidelines





# HELP Foundation

## Results

- 12 years of proven track record for HELP Foundation
- 35 orphans fully funded
- Shehjaar Facility in Inderhama referenced as a model
- Directly or indirectly HELP caters basic needs like shelter, education & livelihood of at least 2000 orphans.
- Focused approach for impact in the most affected area for children, Kupwara: Langate School, 24 villages under Save the Children & 10 villages in SDTT
- Shehjaar Computer Centre, affiliated with DOECC, in 2008 with 40 students having passed free, basic computer education course



# HELP Foundation

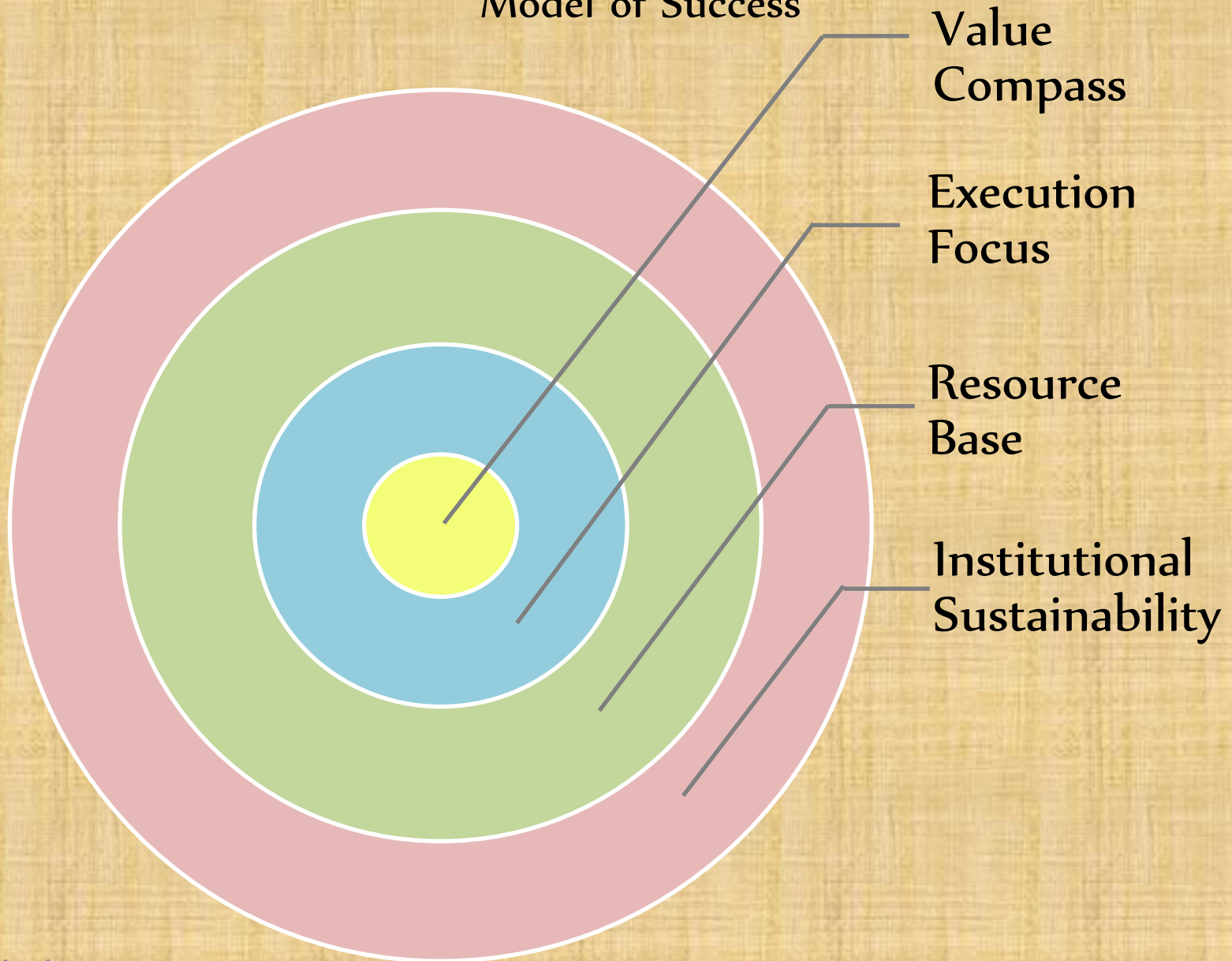
## Results

- Health Clinics in Inderhama & Saida Kadal, as well as Outreach Programs in Kupwara, provide basic and recurring health care needs of local community patients
- Beyond the Valley: Children's School, Health Camp and Women's Empowerment Center in Jammu
- Weekly two sessions of Child Guidance and Counseling Center to overcome PTSD
- Shehjaar Food & Shehjaar Craft Centers as well as Shehjaar Bazaar as viable businesses for local economic development for women
- Vocational training center, education and courses for women and disabled
- Rehabilitation loan to widows and orphan girls
- Exhibition and sale of items produced by women's at HF
- Employment to rural women
- Marriage Aid
- Aid to Widows
- Funding higher education of children
- 50 Hotel Management graduates sponsored and employed locally
- Shehjaar Libarary with over 7,500 books and over 400 members
- Annual Children's Film & Theater Festival
- "Discovering Kashmir" book release in collaboration with RGF
- Extensive relief work in remote areas in Kupwara after 2005 earthquake



# HELP Foundation

## Model of Success







National & international organisations that have & are working with **HELP FOUNDATION J&K.**



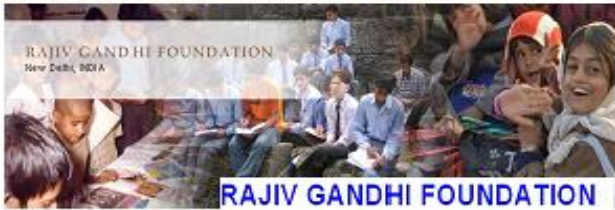
EUROPEAN COMMISSION  
DIRECTORATE GENERAL FOR HUMANITARIAN AID - ECHO



Manford Allianz



Save the Children



RAJIV GANDHI FOUNDATION



AMAN

*initiative for a just & compassionate society*

National Foundation for India

HELP  
Foundation  
has  
collaborated  
with leading  
Indian and  
international  
organizations  
as a reputed  
NGO





# HELP Foundation

## Core Competencies

### PRIMARY

- **Child development and education**
  - Orphanage operation
  - School startup & operation
  - PTSD counseling
  - Arts & theater programs
  - Higher education sponsorship
  - Student exchange programs in India
- **Women's economic empowerment**
  - Craft centers and retail outlet startup & operation
  - Training & development workshops
  - Microfinancing for viable local projects
  - Focused approach and resources in Kupwara

### SECONDARY

- **Holistic healthcare**
  - Mental, physical & preventative programs
  - Yoga & self defense courses
- **Disabled vocational training & employment**
  - Tailoring for physically handicapped girls
  - Blind vocational & Braille education center
  - Mentally challenged activity center

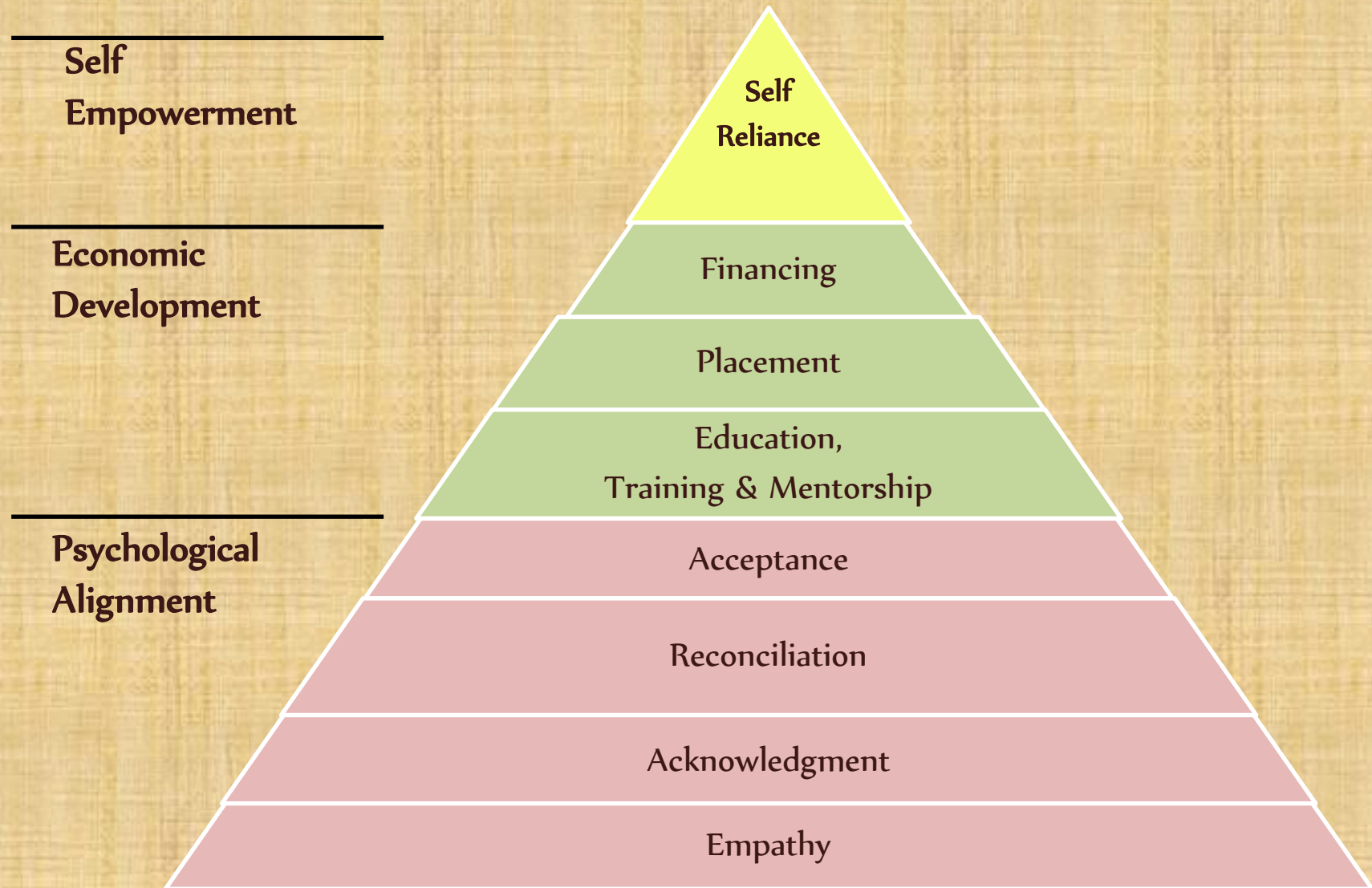
### TERTIARY

- **Encourage reading, knowledge dissemination & seminars**
  - Shehjaar Library
  - Computer center
  - Seminar on "Psychological Challenges for Peace"
  - Heritage and Culture awareness book titled "Discovering Kashmir"
  - Manford Program for Breakthrough Workshops of youth



# HELP Foundation

## “A Bridge to Self-Reliance” – Model





[www. jkhelfoundation.com](http://www.jkhelfoundation.com)

32 Gogji Bagh, Srinagar, J&K

# HELP Foundation





# HELP Foundation

	Focus Area	Goals	Assets	Programs	Projects	Key Personnel
<b>Children</b>	<ul style="list-style-type: none"> <li>- Orphanage</li> <li>- Education</li> <li>- Psychological counseling</li> <li>- Arts, theater &amp; culture</li> </ul>					
<b>Women</b>	<ul style="list-style-type: none"> <li>-Widows</li> <li>- Psychological counseling</li> </ul>					
<b>Families</b>	<ul style="list-style-type: none"> <li>- Rehabilitation</li> </ul>					
<b>Disaster Relief</b>	<ul style="list-style-type: none"> <li>- Distribution network</li> </ul>					

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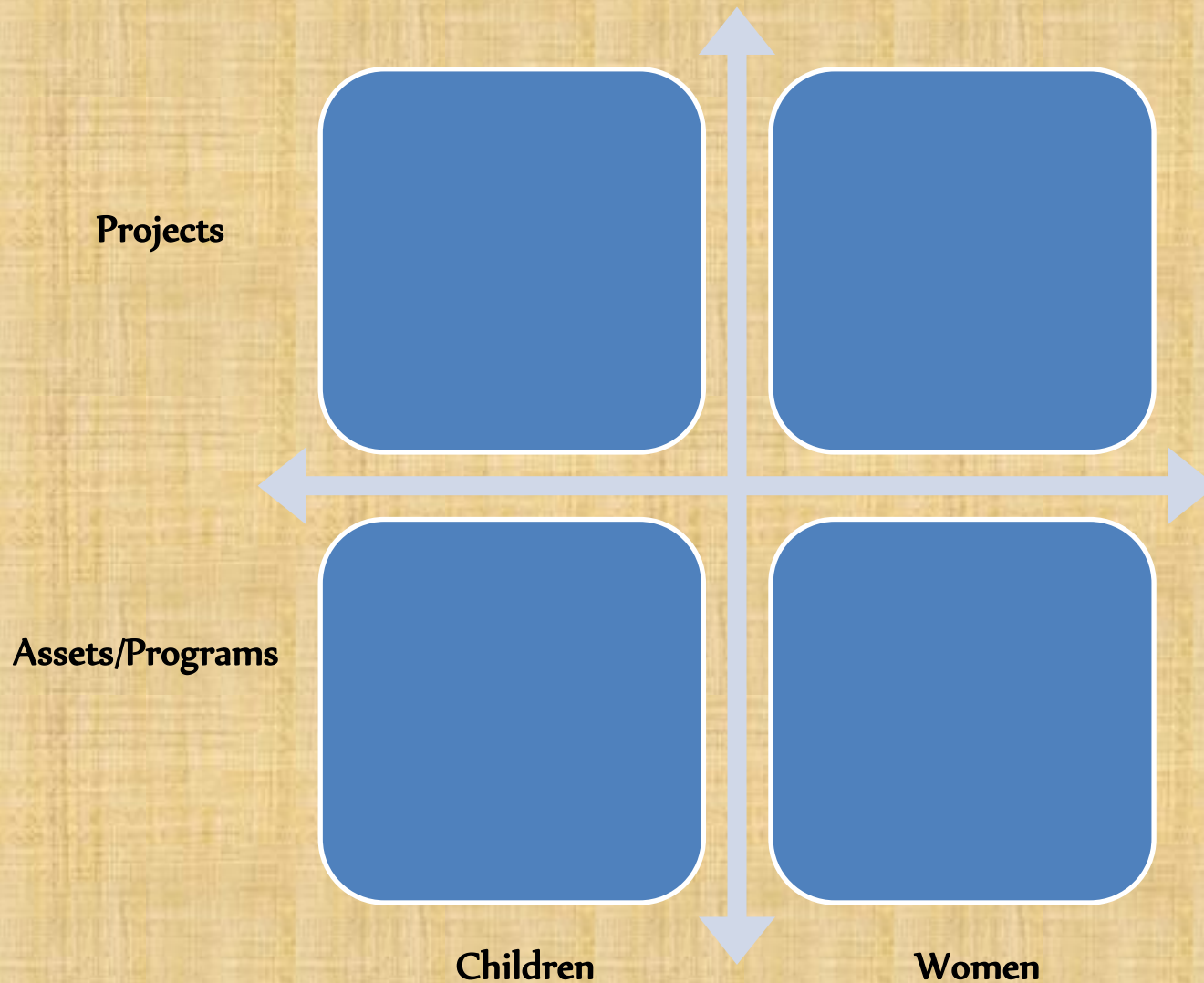
## Efficacy

- No savings
- 7% overhead?



# HELP Foundation

## Skill-Demand Assessment Framework



# HELP Foundation – Next Steps





# HELP Foundation

## Challenges – “VISION 2020”

- **People** – personal and professional development & succession planning
- **Process** – refinement & compliance with processes as a staid institution
- **Capital** – fixed expenses rising and depth and breadth of activities
- **Structure** – streamlining to be customer oriented, competitive and efficient delivery of services
- **Assets** – development to manage quality control, delivery & transparency
- **Culture** – balance entrepreneurship and goal orientation with institution
- **Reputation** – maintain and build

