People's Action for National Integration (PANI)

1. **Year of Establishment:** 1989

2. **Mission Statement:**

   To empower people so that they have greater control over their life situations and take responsibility to make a world that is mutually rewarding.

3. **Key Achievements:**

   PANI impacted 25,14,759 households so far through implementation of 103 projects in last three decades under the themes-Community healthcare, integrated community development, child development, livelihood development, gender and empowerment, NRM& climate change.

4. **Challenges Faced:**

   Management of community aspirations mainly direct benefits is the biggest challenge we faced and we managed this challenge by community mobilization and clear identification strategy of beneficiaries. Stakeholders' convergence has been second tough challenge during implementation- This challenge is addressed by developing perspective of the stakeholders and by developing leadership at local level. Increasing requirements of legal compliance is another challenge that we faced on regular basis. To manage this challenge we tried to build our capacity as the change is required. It is very difficult to generate funds from funders for legal compliances.

5. **Strategies for Success:**

   - Investing on human resources and providing them space to think and develop newer program ideas and develop project models by keeping donors' perspective and lens in consideration.

   - Working in multiple thematic areas that provided our organization to mobilize resources from the various spectrums of donor community. 3. Develop organization's ability to adapt the fast changing external, legal and thematic focuses. It helped us.

6. **Lessons Learned:**

   - Respecting donors' perspectives while entering into partnership.
   - Fulfilling legal compliance by establishing robust internal control system and processes

- Keeping organization always in goal-oriented mode to improve resource mobilization strategy, program development perspective, legal compliance, running continuous organizational development process etc.

7. Impact Assessment:

For each program, a separate Monitoring, Evaluation and Learning framework is developed and according to these frameworks, data capturing tools are developed. MEL framework depends on the focus and design of program. And at the organization level thematic area-wise M&E Framework is used to measure the impact of work and disseminate with the stakeholders as well as for developing next level of programs.

8. The Ultimate Strong Point of Success:

- Dedicated human resource team at first-line and second-line management level.
- Credibility of organization in sector
- Strong internal control mechanisms
- Well-oiled and dedicated resource mobilization (fundraising) team in organization.

9. Future Ready:

- Strategic plan for next five years
- More focus to mobilize resources from CSR donors and Indian Philanthropic Institutions, Foundations and Trusts
- Investment in management level team of organization for their capacity enhancement and growth.
- Regular OD process with more focus on refinement of policies

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